

CALIFORNIA LABOR FEDERATION

SUMMARY OF THE PROCEEDINGS OF THE 30th Biennial Convention July 29-30, 2014 San Diego, CA

Art Pulaski, Executive Secretary-Treasurer
Connie Leyva, President

BUILDING THE MIDDLE CLASS 2014



**WORKING PEOPLE
STANDING TOGETHER**
Summary of the Proceedings of the
CALIFORNIA LABOR FEDERATION
30th Biennial Convention
July 29-30, 2014
Hilton San Diego Bayfront
San Diego, CA

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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 Membership Per Capita Report

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DAY ONE PROCEEDINGS

JULY 29, 2014

All in to Win Biennial Convention Kicks off in San Diego



On Tuesday, July 29 California Labor's 2014 Biennial Convention kicked off with an amazing performance by the San Diego Opera represented by the American Guild of Musical Artists, followed by the presentation of colors by Vista Firefighters IAFF Local 4107. Fast Food workers fighting to raise their wages and to get fair treatment on the job, led the Pledge of Allegiance and shared a few stories about their struggles and successes on the ground.

Rabbi Laurie Coskey delivered a moving invocation with a poignant reminder, saying: "Justice is what love looks like in the public arena." Following Rabbi Coskey, Richard Barrera of the San Diego Central Labor Council delivered the Union Welcome.

Assembly Speaker Toni Atkins rallied the crowd by asserting that the way to victory over economic oppression is what California Labor already knows and practices so well: working people win when working people stand together.

Joselyn Villareal welcomed the delegates to her city of San Diego and urged Convention attendees to join her for an informational picket line at 7:00 AM in solidarity with the 600 UNITE HERE! At the Hilton Bayfront. Local 30 members are currently in tough negotiations for fair pay and benefits with the Hilton Bayfront management team.

California Labor Federation President Connie Leyva, who is running for State Senate in District 20, delivered a bittersweet speech about how much her time at the State Federation and as a longtime union member

has meant to her and the lessons that would help to guide her as a State Senator in the likely event of her election success in November.

President Leyva said, "I was asked by a potential donor if I would be more moderate than the current person in the seat I'm running for. I let him know that I'm not a 'Moderate,' I'm a 'Progressive.' I probably won't be getting a check from him, but that's okay. While everyone needs money to run for office, what I need more is the support from working folks and the values they represent."

Executive Secretary-Treasurer, Art Pulaski reinforced the need for Labor to go on the offense by ramping up organizing efforts and fighting back against the big money forces working families are up against. "Today, the 21st Century version of the Pinkertons are multi-millionaires who want to take away our right to organize; take away our right to have a voice; take away our right to participate in our democracy," Pulaski said.





“Remember Prop 32? Well that was just the latest effort to attack working people - but we will fight back.”

The Chairs of the Resolutions Committee, Betty Forrester and Michael Bilbrey, delivered a partial report and the convention body acted on the following matters:

- ~ The committee recommended concurrence of 7 timely Resolutions. Delegates voted unanimously in support of Resolutions #3, #5, #10, #12 and #13.
- ~ The delegates also voted to accept the 6 late resolutions. The chairs of the Legislation Committee, Gabrielle Carteris of SAG-AFTRA and Thom Davis of IATSE 80, delivered a partial report, and the convention body acted on the following matters:†
- ~ The Committee recommended concurrence of the five timely resolutions and delegates voted unanimously in support #3, #5, #10, #12 and #13. Delegates also referred one resolution to the Federation Executive Council.

Vice Presidents then presented the Executive Council resolution “All in to Win — ORGANIZE CALIFORNIA!”‡ Delegates enthusiastically supported the resolution and committed their support to be All In.

Jose Gonzalez from the frontlines of the Taylor Farms organizing campaign in the Central Valley said, “With all of us together, there’s no stopping us.”

The delegates then broke for lunch and State Treasurer Bill Lockyer and Mike Garcia were honored with “Lifetime of Service Awards.”

After lunch, SEIU International President Mary Kay Henry delivered the keynote speech of the afternoon. With a focus on the historic Fast Food and Minimum Wage fights happening all over the nation, she heralded the organizing efforts happening in California as a shining example for the rest of the country.

The convention adjourned in the afternoon and delegates broke out into three different All in To Win action sessions. In the strategy sessions, delegates learned about the unique fights, best practices and strategic avenues for getting engaged with the Taylor Farms, Our Walmart and Apple and Google security organizing campaigns.

Convention dinner featured keynote speaker UNITE HERE! President D. Taylor, who is leading an organizing renaissance that’s inspiring unions around the country, and a special Together We Win—Working People Standing Together Awards Ceremony, Solidarity in Organizing: Graton Casino Award Ceremony and Solidarity with Immigrant Workers Award Ceremony.

CONVENTION COMMITTEES

LEGISLATION COMMITTEE

Gabrielle Carteris	SAG-AFTRA
Lilian Taiz	CFA
Adam Loveall	UFCW 8
Owen Murphy	IUPAT District 36
Julie Lind	San Mateo CLC
Delores Rodriguez-Burke	CSEA
Mark Ramos	UFCW 1428
Mark Kyle	OE 3
John Acosta	AFM 47
Elizabeth Ortega	AFSCME 3299
Trish Suzuki	IBT 856
Tamekia Robinson	SEIU 1000
Chris Rasmussen	IAM 1584
Victor Uno	IBEW 595
Nam Le	UFCW 770
Eric Robles	AFSCME 1199
Cesar Diaz	SBCTC

CREDENTIALS COMMITTEE

Marsi Newman, <i>Chair</i>	IBT
Nichole Trujillo Rice	UFCW 8
Linda Blanchard	CSEA
ZaZette Scott	UFCW 1428
Chris Snyder	OE 3
Anke Schennink	UAW 5810
Lisa Fair	ATU 1309
Diane Zuniga	UFCW 1428
Jamie Queiroz	Alameda CLC
Russ Nordstedt	IATSE 80
Jammi Juarez	IBEW 1245
Jon Riley	Napa Solano CLC
Danny Carillo	SEIU 721
Amber Parrish	SF CLC
Kirsten Clemons	San Diego CLC
Corinne Wilson	CNA
Dean Zuniga	AFGE 1021

RESOLUTIONS COMMITTEE

Betty Forrester	UTLA
Michael Bilbrey	CSEA
Kirk Vogt	UFCW 8
Tom Brandon	IAM 1596
Jennifer Muir	OCEA
Robert Smith	IUPAT DC 36
Tony Alexander	UFCW 5
Dale Sorenson	CSEA
Michael Massone	CPF
James Lindsay	ATU 1277
Dominic Chan	IFPTE 20
Sergio Rascon	LIUNA 300
Jeff Freitas	CFT
Favel Jens	SEIU 721
Karen Macias	CWA 9400
Ilyanne Morden Kichaven	SAG-AFTRA
Thom Davis	IATSE 80

SERGEANTS-AT-ARMS

Tom Lemmon, <i>Chief</i>	San Diego BTC
Jerry Hunsucker	UFCW 8
Jerry White	CSEA
Phillip Meza	UFCW 1428
Luz Bacio	UFCW 1428
Dave Harrison	OE 3
Adolfo Soto	ATU 1277
dooner	IATSE 800
Lisa Maldonado	North Bay CLC
Pedro Mendez	IAM 1414
D'Elman Clark	IBEW 340
Dave Celaya	USW 474G
Bob Waggoner	OE 12
Astrid Zuniga	Stanislaus CLC
Mel Breshears	AWIU 16

CONSTITUTION COMMITTEE

William Waggoner, Chair	OE 12
Rome Aloise	IBT 70
Jim Beno	IAM 2182
Nick Berardino	OCEA
Tom Dalzell	IBEW 1245
Rose Ann DeMoro	CNA
Shelley Kessler	San Mateo CLC
Ron Lind	UFCW 5
Jacques Loveall	UFCW 8
Kathryn Lybarger	AFSCME 3299
George McCubbin	AFGE
Mike Miller	IATSE District 2
Oscar Owens	ATU
Willie Pelote	ASFSCME
Laura Reynolds	CWA
Bob Schoonover	SEIU 721
Ben Valdepena	CSEA

RULES AND ORDER OF BUSINESS COMMITTEE

Chair: Doug Moore, AFSCME / UDW 3930

The Executive Council met as a committee of the whole on April 9, 2014



RULES AND ORDER OF BUSINESS

Adopted by the 2014 Convention

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 29, 2014, 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 earlier 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 30, 2014, 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 a 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 to 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.

Rules and Order of Business, cont.

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.
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 permission 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.

WELCOMING REMARKS



Richard Barrera

San Diego and Imperial Counties
Central Labor Council

We're very proud to welcome the California Labor Federation to San Diego for the convention this year. We've gotten to know so many of you so well really over the past year. It's been a challenging year, to say the least, for the labor and for the progressive movement here in San Diego.

But when we decided to take a real stand based on our values a little less than a year ago in our campaign for the mayor of San Diego, I know how much support we got from the rest of the state.

In fact, could I see a show of hands from everybody in this room today who came to San Diego and was part of our mayoral campaign or who brought resources —

We very, very, very much appreciate that. We're in a city and in a region that's obviously going through a time of change. And frankly, it's a time of change that could go in a positive direction or in a negative direction.

San Diego is the second largest city in the state. We're in a region of over 3 million people. And we know that the history of politics and the history of the economy in this region has been dominated by a small group of business insiders.

We know that San Diego has been a laboratory for cutting workers' pensions. We know that San Diego has been a laboratory for denying project labor agreements and community benefits agreements.

And we know that the conservative establishment in the city is fighting with everything that they can to maintain their control of our city and of our region.

But they also know that we're fighting back. They know that the city is about to change. They know that we brought together the strongest labor-community coalition that we'd seen yet during the course of the mayor's race.

And although we didn't quite get there in special election with a low voter turnout, they saw what is going to happen two years from now in 2016 when we're able to take that coalition and put a real progressive, pro-working mayor into the leadership of the City of San Diego.

They've seen that in Imperial County, one of the highest poverty regions in the country, that their efforts to suppress wages and keep workers down, we're fighting back against that. And led by our electrical workers, IBEW Local 569 and our coalition of building trades workers, they're seeing a new economy around sustainable energy and good middle-class union jobs being created in Imperial County and turning that county around.

And now they're seeing us fight back in an unprecedented way where yesterday our city council gave final approval. We became the largest city in the United States to increase the minimum wage. And we did it at the same time —

And we did it at the same time that we provided five earned sick days to over 280,000 workers in our city who don't currently have access to earned sick days.

But make no mistake, they see that we're rising. They see that unions, community organizations, faith-based organizations are coming together in an unprecedented way in a powerful coalition, and they intend to fight back.

We anticipate a referendum to try to come and undo our minimum wage, earned sick days initiative. We anticipate tremendous fights in our elections, both this year and in 2016. So we know that if we stay together — and that's the theme, Working People Standing Together — if we stay together over the next several years in San Diego, we will change this city and this region forever.

And by doing so, we will send a signal throughout the rest of the country that their time of dominating and doing wrong by working people is over. Our time of raising up is here.

Thank you so much for coming here and being part of our fight in San Diego.

WELCOMING REMARKS

Toni Atkins

Speaker, California State Assembly

Wow, you all look fabulous. I want to say thank you, Richard, for that very nice introduction. And I also want to add to Richard's thank you to all of you who helped us last year as we were standing together for working families and for San Diegans to try to change the tide here. And I agree with Richard: we will do that, we will do that.

I want to take the time to acknowledge and say thank you your executive secretary-treasurer, someone that I've watched for years before I got to the state, Art Pulaski. I want to thank him, and I want to thank you your incredible president Connie Leyva. And may I say, I cannot wait until President Leyva becomes Senator Leyva.

I'll look forward. And because it is my absolute pleasure to live in San Diego, it's also my absolute pleasure to welcome all of you to San Diego. I want to thank you for choosing San Diego for your convention this year.

And though it's a really tough thing to pick my favorite season here in San Diego, it's actually summer. And it's especially nice here, and I know that those of you visiting from Sacramento and Central Valley and other parts of the state, you agree that it's much nicer to be here today probably than other parts of the state where the temperatures have risen, so I welcome you.

You get to watch the Padres play at Petco Park, you can bet on the ponies in Del Mar, or you can surf off of La Jolla and wave to Mitt Romney in the only White House he will ever live in.

And speaking of unelectable, Governor Perry says he likes to vacation here in San Diego every year. How funny. How ironic. How much time he spends in California, some say it's to try to take our businesses, but I say it's Sunshine State envy. But I digress, I'm not here to talk about those losers.

One of my favorite things is really to welcome conventions to San Diego, and that's why we're looking forward to expanding our convention center and in the process creating even more jobs for the Building



Trades, Teamsters, electricians, display workers and hospitality workers.

It's a big thing. We need these jobs. And I want to thank labor for standing together as we made the push to get the application before the Coastal Commission to do that here in San Diego. Now, I see that the theme of this convention is Working People Standing Together. I really like that. Because it is the women and the men of the Labor Movement standing together, working together, struggling together and fighting together. And this is true of your allies. And you have many allies. And I stand here proud today to be one of your allies.

Today is just about 10 weeks since I began serving as Speaker of the Assembly, and I'm actually proud to say that we've gotten a lot done in that short period: a budget that finally, after many years — decades actually — starts to make restorations for vital public programs, reinvesting in people, in education, increasing funding for K through 12, community colleges, UC and CSU.

And we, in the Assembly invested additional money towards the operation of the UC Labor Centers, an additional 2 million over and above what was in the budget—so that we can support the efforts to train people and to get them into good-paying jobs. We did that out of the Assembly budget, and I want to say I

Continued

Toni Atkins, continued

thank former Speaker John Perez for starting that job, and our Assembly colleagues wanted to continue that. We're happy to be supportive.

We secured ongoing funding to build high-speed rail so that we can see the economic and environmental benefits it will bring, including the creations of jobs and economic revitalization along the route through places in California like Modesto and Madera and Palmdale and places that have had exceedingly high unemployment numbers.

We need to do that. We need to keep the vision ahead of all of the nay-sayers, because it will make a difference in our state, we invested \$165 million in funding for what I believe is one of the state's biggest needs, affordable housing, which will not only provide quality homes and needed places for people to live, but will create thousands of good-paid construction jobs throughout this state as well.

We created an ongoing funding solution to ensure that retirement security is available for hard-working teachers by trying to get a fix in place for CalSTRS, the unfunded liability, over time with a viable plan.

And it's not just the budget where we've been able to see some successes working with you. I'm happy that once again I think the Assembly has taken the lead to push a legislative agenda for working people. With your support we passed out of the Assembly AB 1609 by Assemblymember Loretta Gonzales to make sure that every worker has paid sick days.

It's important. You and I know it's unconscionable to think that a working parent has to choose between taking time to care for their sick child or risk losing pay or their job.

And let me tell you, I know all too well personally what that was like for my parents when they had to make those painful choices. And no one should have to do that.

With your leadership we passed out of the Assembly AB 1897 by Assemblymember Roger Hernandez to make sure the big corporations who hire temp agencies and labor contractors are held responsible for the wage and hour violations that happen under their watch. You did that. You did that.

“We couldn't have done any of that legislation, we couldn't have held the line on that tax-credit issue without the work that you do, without us standing together, working together and fighting together.”

And it's with your leadership we passed AB 1792 by Assemblymember Jimmy Gomez – related to Loretta – which allows policymakers in public to know which employers are paying wages and benefits that are so low that their workers are receiving benefits like MediCal and CalFresh. That's unacceptable. We will have the data that they said they needed last time we tried to make legislation move forward to hold them accountable. We will have that data, we will use it to do the right thing.

You made that happen. You made that happen. And with your leadership we passed AB 7428 by Assemblymember Mark Stone to crack down on wage theft by providing workers a tool to recover wages with property liens when they're not paid by their employers. You made that happen. Give yourself a hand.

And I think one other victory that I'm particularly proud of comes courtesy of Greg Conger, President of UFCW Local 324. Let me explain. Greg is the Speaker appointee to California Competes, a new tax-credit committee that's trying to expand and grow businesses in California.

Continued

Toni Atkins, continued

They were considering a tax credit that was set to be given to a non-union grocery store with a long history of labor violations seeking to locate in California. Working together, and him making us aware, we raised enough doubts that the committee pulled the plug on that credit. Greg, thank you.

And that is the importance of your being involved throughout committees and boards and commissions throughout the state in addition to the work you do in your local, in addition to the work you do on campaigns.

We couldn't have done any of that legislation, we couldn't have held the line on that tax-credit issue without the work that you do, without us standing together, working together and fighting together.

But we all know that there's much work to be done. I think that's probably one of the reasons you're here. We're being attacked by the right wing through the courts now. The Vergara ruling that strikes a blow at the protections of teachers against cronyism and being fired without cause.

There's *Harris v. Quinn* which challenges the fundamental right to organize a union, something that our ancestors and foremothers and forefathers fought for decades and even died to put into place. They are coming after us.

And while that decision was limited to home-care workers, it's a direct threat, and we all know it, to the basic ability to organize workers. They think they can divide us, but they cannot. We have to stand together.

We will organize new members, we will have all workers sign up for membership, and I have no doubt that the brothers and sisters at AFSCME, UDW, SEIU and all of you will rise up to the challenge and stop the Koch brothers and their right-wing cohorts in their tracks. We must do that, and we will.

And speaking of organizing, let me just give a shout out to UNITE HERE for the efforts they're leading to win a fair contract for the employees of this hotel.

Ever vigilant we are. When there are workers who are unorganized who need the protections of a union, or workers who have a union but face conditions that require changes to their contracts, we all have to rise to the challenge and be there standing with them, working with them and fighting with them.

I want to thank you for giving me a few minutes to welcome you to San Diego. I thank you for choosing San Diego. I'm proud to work with you as Speaker.

And to those of you that fall in love with San Diego and don't want to go home, I would be proud to represent you in the State Assembly.

Thank you all so much.



PRESIDENT'S ADDRESS



Connie Leyva
President
California Labor Federation

Well, good morning again, Delegates. And when I say the California Labor Federation is the best labor federation in the country, I say that unequivocally, and I say it with all my heart, because we know it's true.

And for those of us who travel around the country, and for those of us who have the opportunity to work with other labor federations, we know it's true. The work that we do here is truly amazing.

And I personally am very excited that the national AFL-CIO has Art and a number of folks going around the country talking to other state labor federations about what we do.

So conceivably this may be my last convention. And I wrote three speeches. I didn't like any of them. So I decided that I would just kind of wing it, and I would talk to you about what I think is really important in the Labor Movement, and what we can do together.

When did it become uncool to be a worker? How did we lose our way? I'm a worker. I grew up in a working class family. You guys know that. Most of you know my story. My dad was a grocery store worker. He was a Teamster for a short time. And he's been an auto mechanic for 25 years. He's a worker. My mom was an instructional aide for 35 years. She's a worker. I'm a worker. We're all workers.

I think where we lost our way was when George Bush became president, and it suddenly became uncool to be a worker. Everyone needed a title, right? I've always said that titles only mean one thing. It means you have more responsibility and you have more work to do. And aren't workers the ones who built this great country?

Without workers what would we have? CEOs didn't build this country, corporations didn't build this country, workers did, like Joselyn who came up here and talked about their fight about making beds every day, about cooking the food we eat.

I don't know about you, but I feel more comfortable speaking to the housekeepers, I feel more comfortable talking to the folks cooking our food than I do talking with CEOs. I don't have anything in common with CEOs. But I do talk to them, because that's how we negotiate contracts, and that's how we bargain contracts.

But what I'd like to say to you today is that I think we, again, need to be incredibly proud of who we are and what we do.

I'm a proud union member. And when people ask me what I do, I say, "I'm proud to be the president of my local." When people ask you what you do, what you say? [Mumbling:] "I'm with the Labor Movement." Do we change the subject? Do we try to hide from who we are?

I walked and talked a lot during the primary. I knocked on a lot of doors, and I made a lot of phone calls. Every single person I talked to I told them who I am and what I do, and I did that proudly. People told me I couldn't do that in my district because it was a conservative district.

Well, I don't believe that, and I don't buy it. I think that people want to be a part of something, I think that people want to believe in something again, and I believe in all my heart that hope will always win out over fear. In the short term fear might drive people, but in the long run people want to believe, and people want to hope for something

Continued

So when I knocked on doors I said to people, “My name’s Connie Leyva. I’m the president of United Food and Commercial Workers Union, and I get to fight for workers rights for a living.” Do you know what happened? Nobody slammed the door in my face, nobody ran screaming in the other direction. And at the end of the day the three moderates who were also running didn’t make it out of the primary. I did.

And I did because of all of you. Anyone who thinks that they can win without labor’s support is sadly mistaken

But I would also say that let’s be careful who we choose to support. Let’s be careful when we support those moderate Democrats

I’ve been in Sacramento meeting with a lot of people that I never thought I might be meeting with. And as a gentleman — and I’ll use the term loosely — said to me, “Well, are you more or less moderate than the senator you will be replacing?”

I said, “I’m not moderate at all.”

And he got kind of a weird look in his eyes, and his eyes were open wide, and he said, “My God, you’re not a progressive are you?”

I said, “As a matter of fact, I am.” So I haven’t seen a check in the mail from him, and I probably won’t from his company. But you know what? That’s okay. Because you need money to run for office, but you know what you need more? You need family and you need friends. You need the Labor Movement

And I would rather not take money from an entity so that I could send out another mail piece. I would rather say no and ask some of you to help me and knock on some more doors

Because when we talk to people and when we tell them our story, it resonates. Because even if being a worker isn’t cool – which I think we can bring that back and make it cool again – that’s what really everyone is. So when you talk about fighting people’s rights and making things better, it resonates with people.

So hopefully I will be going to the Senate soon. And I will tell you. When I go to the Senate I will be no different than I am here. My name is Connie Leyva, and I’m a proud union member. And I will always be a proud union member, and I will always fight for workers’ rights

“So when you talk about fighting people’s rights and making things better, it resonates with people.”

Because we know that workers are the ones that built this country, and workers are the ones that will continue to keep this country moving. I also wanted to share with you – Senator Elizabeth Warren. I think many of you are familiar with her.

Amazing woman. I just read her most recent book “A Fighting Chance.” The book reminded me of each and every one of us. Isn’t that what we do in the Labor Movement, that we want everyone to have a fighting chance? That if you work hard and you play by the rules you should have a fighting chance at being part of the middle class, being part of the working class?

So I have a lot of respect for Elizabeth Warren, and I would encourage all of you to read her book “A Fighting Chance.”

And I’m going to close with this. On Sunday I was watching the inductees into the Baseball Hall of Fame. And I was a little surprised by how much I enjoyed the speeches of the inductees. I really was. They talked about family, they talked about working together and how the team couldn’t succeed without everyone. Well, we’re a team in the Labor Movement, and we can’t succeed without every one of us working together in concert.

And Tony La Russa who was inducted – he was a manager with Kansas City, the Oakland A’s, the Atlantic Braves and the Chicago Cubs – said something very telling. He said, “Baseball needs leadership.” Guess what? We all need leadership. The country needs leadership, the Labor Movement needs leadership. So I look to each and every one of you to continue to be the leaders that you are

Let’s do what we do, let’s be proud of what we do, let’s wear our union t-shirts, let’s talk about being part of a union, being a member of a union, and let’s take back the working class, and let’s make it cool to be a worker again. Thank you.

EXECUTIVE SECRETARY-TREASURERS REPORT



Art Pulaski

Executive Secretary-Treasurer
California Labor Federation

Thank you. So Connie — I want to acknowledge and thank Connie. She is such a great chairwoman, isn't she.

And we know that when she gets elected to the Senate, she will always, in everything she does in every day of her life, bring the cause of working people. Right on. Thank you.

So it reminds me — talking about baseball, Connie, reminds me of Leo Durocher who talked about leadership in baseball. Do you remember what he said? He said, "The key to being a leader is to keep the six people who hate you from the rest who are undecided."

So one of our principles in politics too I guess, right? So just a couple of quick thank yous. I want to thank the Executive Council who sits with us here on the dais today. They spent the whole day yesterday planning a good convention for you today.

And they spend a lot of time together throughout the year every year as leaders of the Labor Movement figuring out how we work together to build together to build a strong Labor Movement for everybody in California. So acknowledgment for the Executive Council for the great work they do together.

I also want to thank the staff. I want to make sure we get that thank you in early. The staff — your staff at the California Labor Federation is the best staff of anybody anywhere in America.

They are led by our Chief of Staff Angie Wei who is right there. I see her right there. So I also want to make a special thank you right now to IATSE Local 122 and Carlos Cota. We had a little problem with the room last night, and Carlos came in early and registered and said, "I'll take care of it," came in here and fixed the whole room. So Carlos — where are you Carlos? You did a magnificent job.

When you have a problem — it's just proof — you go to a union expert, and they fix the problem.

So now I want to say a few words. I want bring your attention to the screen to catch you up on the news by News by John Oliver. Let's roll the news.
(Video of News by John Oliver shown.)

I love John Oliver. You have not gotten your week's news until you have seen John Oliver on Sunday night in the program Last Week Tonight. Watch it on HBO every Sunday night. Rounds out the news in a good way.

“So it’s true. We are the only ones who can fight against the economic system that is now undemocratic. And organizing is the only way to turn it around. Every time a worker joins a union, the hope for a real American dream comes true for them and for all of us.”

So let me just say that the tune that we heard a few minutes ago – not Verdi, which we of course never had Verdi at a California Labor Federation convention before, but thank you to the San Diego Opera Chorus.

But the other song they sang, the Star Spangled Banner, is something that’s most heard in places like across the street where after it’s done people cheer, “Go Padres.” It’s not all bad. The Padres are third in the division in the west behind only two other California teams, the Dodgers and the Giants.

So I have a 5-year-old who I’ve told him, “I’m for all the California teams.” So we go to a Giants game. He puts on a Dodgers shirt. And I say, “You got a Dodgers shirt on. We’re going to the Giants game.”

He says, “Dad, you’re the one who says you support all the California teams. Isn’t the Dodgers a California team?” So he got me on that one.

But we have to teach our kids that the Star Spangled Banner is not a baseball tune. It’s a tune about the revolution. The rhythms of the Star Spangled Banner kept the patriots going to fight against the invasion by

the British. Along with the words of Payne and Henry, it inspired the patriots to fight against an economic system that they found intolerable.

A few generations later Lincoln said, “Wait a minute, folks.” He said, “Money power preys upon the nation even more despotic than a monarchy” Money power. And a few months ago we saw some news, that actually most of us didn’t see in the mass media. It was news by a study that was done in Princeton University and other universities, Princeton University, the bastion of the Ivy Leagues.

They said that their long study determined that the average citizens in America no longer have influence in America. They said: “Economic elites, the organized group of business interests, have now unmatched dominance in our government policy while mass-based groups and citizen groups have little or no influence.”

They said: “We believe America’s claim to be democratic is in deep trouble.” These are the conservatives of the Ivy League talking. They say that America’s now an oligarchy controlled by the wealthy few, that which was despised by the nation’s founders and warned against by Lincoln.

The power elite now control our policy, they control our elections, they control our courts, and they control the mass media. And in spite of their spectacular wealth, even greater than the British Empire, they rip off workers wherever they can. The biggest company in America cheats their workers out of minutes on their timecards and on their work breaks. Thomas Payne would have called them cheating scoundrels.

It happens everywhere our members turn from the banks to the employers to Wall Street to the insurance companies. Patrick Henry would have said, “Now’s the time to take up arms against the bastards,” right?

Lincoln’s words, and now the despots steer their shadow ship of State and look over their shoulders because we’re behind them, and they know that we will do anything we can to stop them. And they know we’re the only ones that can stop them. And that’s why they use – whatever they can control, whether it’s the worksite, the courts, the capitol, or the battleground to eliminate us.

Continued

Art Pulaski, continued

And even then they cheat. The Koch brothers, who were legally allowed to spend unlimited funds on Prop 32, decided they just had to use dirty money and launder it through several states and several organizations just to cheat because they can.

So it's true. We are the only ones who can fight against the economic system that is now undemocratic. And organizing is the only way to turn it around. Every time a worker joins a union, the hope for a real American dream comes true for them and for all of us.

So that's why first in this convention this afternoon we're going to be talking all about organizing. We're going to talk about a new program that's exciting that's called *All In To Win*, how we together can build a stronger Labor Movement in California. It's about building our economic power.

Tomorrow before we get back to the endorsements we'll talk about winning in the elections. We're going to share with you an exciting new blueprint for the campaign for November, how we all work together, *All In to Win* on that. It's about building our political power.

So today building our economic power, tomorrow building our political power. That's what this is all about.

In both cases we're going to recognize some unions that have done interesting things and good things as models for what we can take up and do ourselves, each of us.

Thanks to you, the party of the right wing in California isn't doing too well. But for November, business is reloading. They have a new strategy. It's not a Republican strategy anymore. It's the moderate Democrat strategy, the corporate lap dog strategy. And in the June primary we beat some of their back-door moderate corporate lap dogs, including this Assembly candidate named Steve Glazer – who claims he's Democratic, but spends his time at BART stations saying that workers didn't have the right to strike. So we beat some of them in June, but there's more fighting in November. Marshall Tuck, so-called Democrat; really a corporate so-called reformer. Anti-public education, anti-teacher, anti-union. The corporations are behind him in a big way. Lots of money.

“Thanks to you, the party of the right wing in California isn't doing too well. But for November, business is reloading. They have a new strategy. It's not a Republican strategy anymore. It's the moderate Democrat strategy.”

Labor warrior Betty Yee will be here tomorrow. And we know there's a bucket full of corporate cash trying to keep her out. It's going to be a tough race. And then we've got this scary looking dude named Kashkari. Have you seen him? He acts scary and he looks scary. And he worked for Goldman Sachs to help our economy. And then of course George Bush hired him to the Treasury to help bail out the banks.

This guy is so scary looking I think we ought to get SAG-AFTRA to give him a union card and put him in a B movie. I think it may be *The Shining* or something like that.

And then we have more fights in the legislature and the Congress too. But pay attention tomorrow when we talk about the strategy to get there, *All In to Win*.

In 2012 after we got done fighting on Prop 32 we made a commitment to each other, and we said after we got done with Prop 32 we were going to go on offense, right? And so we started with a couple legislative bills. One of them said there are lots of corporations in California who intimidate workers when they try to organize. They scare them. They say they're going to call INS. So we passed a law that said if you intimidate workers, particularly immigrant workers, you're going to get stiffer fines and penalties even up to and including in some cases suspending their business license. That's new in America.

And then with two thirds vote of both houses of the legislature we sunk this thing called enterprise zones, a thing which was a state tax break for corporations where they decided to dump their unionized workforce, move to another part of the state, hire non-union workers at minimum wage, and they get \$37,000 a year per person from tax revenue to reinforce them to do it. That's gone. Took two votes of both houses to get it done.

Then the Koch brothers came back to California to try to buy the *LA Times*. Remember that? We put on a hell of a campaign that sent them back home, tail between their legs empty-handed without having bought the *L.A. Times*. That was because we did a campaign and kicked their ass. We kicked their ample asses and sent them back home.

And the message there that we're giving to the rest of the Union Movement in America is you can beat the Koch brothers, you can kick their ass. We did it here, we invite them back, and we'll do it again. Is that right?

And we're not done with the people behind Prop 32. We're not done with them, particularly those folks in Orange County from the Lincoln Club of Orange County that started it.

We have done some opposition research on them, we know who they are, and the message to them is, if you think you can take on the unions of California and try to silence their voice and destroy their union, you've got another think coming.

Because we beat you once, but don't think that after the election it's all over, because it's not. We're going to follow you, and we'll let you know we can do you harm wherever you go afterwards. We're going to kick your ass even when we're done with the election. That's the Bite Back Campaign. Let us know if you want to join us in that effort.

So we may be living under a new oligarchy in America, but democracy doesn't die, because we are building the power of workers to fight back. And that's the only way that we can protect it anywhere in America.

Together we're going to speak up together, we're going to fight back together, we're going to organize together,



and that noble work will save our democratic institution. If we don't do it, nobody else can.

So if the nation's founders were to come back today to look for the rhythms true for the American Revolution where would they go and who would they look for? They would come here to this hall, and they would find you, the true patriots of America. Fight on.

Thank you very much.

LUNCHEON SPECIAL ADDRESS: BILL LOCKYER California State Treasurer

INTRODUCTION BY EXECUTIVE SECRETARY-TREASURER PULASKI:

Now, I've got to say something about Bill Lockyer. And I want to start by saying something that Rome Aloise used to talk about. It's a story about Bill. I was saying it was 1989 thereabouts. It's a Teamsters story. Big Beef, King City, Central Coast. Remember it? Teamsters were locked out. A big company.

And it was a big, big picket line that day, big rally that day, and it was hot and it was tense. The cops were all there, the goons for the company were there, and we were nose to nose.

And suddenly the State Attorney General's plane flies into town. He's got a plane. He's the chief police officer in the state. So he comes into town, and he has a badge, right? And he flashes his badge, Attorney General's badge.

And the police and the goons for the company say, "Ah, the reinforcements have come." Bill walks right by those suckers, picket up a picket sign and walks the picket with the Teamsters.

He said, "No" — he said, "No." They went up to him to shake his hand and say welcome. He said, "No, no. I'm not here for you. I'm here for them to walk the picket line."

Bill has had a number of those moments in our lives. And he's ending his public life as he terms out as state treasurer. That's when he was attorney general before. And he's going to go into private life for a while.

But it's a great story. We have lots of great stories about Bill. And he is a political figure who, over a lifetime, embodies the spirit of our movement. Maybe he'll tell you stories. But he shares the values with us in a consistent way, in a reliable way. The poet said, "He has harnessed himself as an ox to our heavy cart."

He's got this great intellect and this great knowledge of the machinery of the State of California, better than almost anybody, maybe even as good as the governor, for as long as he acknowledges. He has always applied his knowledge of the machinery of the State of California to help us, to help workers. He's been reliable about that.



When he became a leader he didn't change, always accessible and available. I can't think of but three or four people who are alive who share that great intellect, that knowledge of the State of California, that availability. And he perhaps, more than any of them, is the one who's got all those qualities.

So let's please give a warm welcome to our lifelong friend, our reliable ally, the man who attaches himself to our heavy cart, Bill Lockyer.

REMARKS BY BILL LOCKYER

Thank you Brother Art for your long friendship. We been in the trenches a lot together. And, you know, for me it starts – it’s nice to have a chance to visit with friends that I’ve worked with over the years. But it starts really in 1973 with Dick Groulx, the Secretary-Treasurer of the Alameda County Labor Council, which probably only a few here remember.

Dick was I think trying to set a record, a Guinness Book of Records for labor actions and arrests and took great pride in the jail photos that peppered his walls. And of course one of his first lessons to me was, “Bill, you can come to labor council anytime you want, but stay away from my shop stewards.” They were the muscle in the operation as you know.

And Dick taught me the value of walking a picket line. And there have literally been dozens, scores in my 40-plus years in elected office, whether, you know, it was the UFCW in LA and Orange County or the nurses in Oakland or the Teamsters in King City.

My sort of favorite Teamster one is a Gemco action in San Leandro where they were having a rally in front of the department store. It turned really nasty, security guard beating guys, and reciprocations. And the store suffered considerable damage during that Saturday afternoon.

And the front page of the newspaper the next day was “Assemblyman Lockyer Inspired This Riot At the Gemco Store.”

That was kind of the best. And the building trades that had to picket the State Capitol, to work going on there, the janitors in Silicon Valley. The list goes on and on of actions I’ve been part of and of course tried over the years to be a reliable and consistent ally, whether it was in the legislature or Attorney General or currently as the State Treasurer.

So I was chairing the Labor Committee when we wrote the Ag Labor Act and the Ag Labor Board was created.

The lawsuit some of you will recall against the grocery store chain when they were profit sharing in violation of antitrust laws.

I’m happy to see one of my colleagues, Bill Billbrey from CSEA, that serves with me on the pension board, PERS. And of course I also serve on STRS. And protecting employee pensions is an important continuing fight, and there are national tectonic forces at work.

And in that respect I will only mention, because we see these fights in places like Vallejo, Stockton and San Bernardino, where there are local entities that think, well, the easy way out is let’s void a labor contract by declaring bankruptcy.

Well, two states in the United States — a majority of the states don’t even allow it — they are silent on the topic of whether a local entity can declare bankruptcy. 22 of them allow it. Iowa and Georgia prohibit it.

But every time a federal judge, who arguably are the most powerful public officers in the country, every time a federal judge says, “Oh, well, gee, I’m a federal judge. I can deal with this contract issue,” I don’t know how we politely remind them that unlike any other federal jurisdiction, that bankruptcy issue is derivative of state law, not federal law. And if you care, you can take it away from them.



Continued

So teachers, fire fighters, other public workers, AFSCME, CSEA, SEIU, every public worker, the trades, if they use bankruptcy laws to violate your contracts and go backward, remember you have that ultimate tool which is you can go to the legislature — and I would suggested if you're together on this issue — in a millisecond pass legislations that denies them the jurisdiction, and a local entity cannot go to bankruptcy, period.

As the banker for the state, I take some pride in the fact that we've tripled the amount of commitment to public works, whether it's schools or roads or transit systems or water systems or whatever. \$240 billion was financed during my seven years as the state fiscal officer. It's three times anything that's ever been attempted or done like that as a fiscal matter.

And so part of it, as Art mentioned, is kind of simple for me, and it has been from the beginning. The two key questions in politics are with whom and for what. We debate in Sacramento, right? We debate in Sacramento for what. It's all a for-what discussion. We need to be clear about the fact, and make it clear to elected officials, the primary, the first question is with whom. Who are you with?

The for-what is secondary and derivative. And so they get that, and it all works out. So we need to use all of our tools obviously, whether it's private action or public engagement or electoral challenges.

By the way, on the electoral front, I don't like having Democratic primary fights for a year or more. And so I know this was one of the brilliant ideas that came out of a San Diego former legislator, but it's a dumb idea, and I hope that someone will start to fix it so that we have traditional primaries, muster our forces for November and work together and not have an intra-party fight that goes all year long.

Looking ahead, the bigger challenge, as you all know, is income inequality, and in that respect poverty. And poverty in California, many don't realize — I know you do — but many of our neighbors don't understand. Because they think of California as the lands of milk and honey.

When you adjust for cost of living and compare us, there's not just a higher number, but a higher percentage of people in California living in poverty, worse than Alabama or Mississippi or Louisiana or West

“And so part of it... is kind of simple for me, and it has been from the beginning. The two key questions in politics are with whom and for what.”

Virginia or anywhere else that we think of as poor. They're right here. They're our neighbors, our friends and people that we have to care about.

Now, the tide is with us. I know there are setbacks and a struggle that never ends. But if you think about the fact that this is the only and first place on the planet where deeply embedded is the notion that everybody counts, that fairness and equality are fundamental principles and we continue to work at it, what does it mean.

It took 120 years for women to get the right to vote, for people's marriages of same sexes to be acknowledged, for the Civil Rights Movement to be robust and produce results. But everybody counts.

And so with that final thought, I want to maybe be the only, the first, the last person who spoke at one of your conventions that wanted to end by reading a poem.

It's from Vertigo, and it's called To be of use by Marge Piercy. The people I love the best jump into work head first without dallying in the shallows and swim off with sure strokes almost out of sight. they seem to become natives of that element, the black sleek heads of seals bouncing like half submerged balls. I love people who harness themselves, an ox to a heavy cart, who pull like water buffalo, with massive patience, who strain in the mud and the muck to move things forward, who do what has to be done, again and again. I want to be with people who submerge in the task, who go into the fields to harvest and work in a row and pass the bags along, who stand in the line and haul in their places, who are not parlor generals and field deserters but move in a common rhythm when the food must come in or the fire be put out.

Thank you for keeping the fire burning.

LUNCHEON SPECIAL ADDRESS: MIKE GARCIA, SEIU USWW

INTRODUCTION BY EXECUTIVE

SECRETARY-TREASURER PULASKI:

I look around the room, and I see most of the folks here can make a personal appeal about Mike based on our personal experiences with him. Mike, if you ever went up to Mike to say, “Gee, we just did this great thing,” you know, and look for some recognition by Mike, he would just stand there with his little nod and say, “Yeah? What are you doing to organize?” That was the measure for Mike in all the years that I have known him.

I think like most of us here — there’s one person in the Labor Movement with whom you got into the most trouble, it would be Mike. Mike — because if you did something, he’d want to get into trouble because he’d want to get arrested, right?

And many of us have many stories about this, and we were reminiscing with Tom and Mike Miller and Shelley Kessler last night at dinner about some of Mike’s experiences.

And I’ve got a lot of arrest experiences that I’d love to share with you if we had a lot of time. But Mike always had this way if you were near him, you’d get pulled into the hurricane, the cyclone of his trouble.

And one time we got arrested in Sacramento. And there were so many of us we got on a bus, right, school bus. They said, “You’re all going to the county jail.” And the cops then stopped the bus, came on board. And I was sitting next to Mike. They said, “You and you, off.” They sent us to the Correctional Institute in Elk Grove, the chain gang.

Really the chain gang. And I said, “Why me?” And he said, “Because you’re sitting next to him.”

So we get to the Correctional Institute, right? Our hands are tied behind our backs, we’re on this little bench and we’re facing the glass thing where the sergeant is. He was a son of a bitch. Excuse my language.



And the chain gang actually came in from the court, they come in in their orange suits with their legs chained together. They walked past us. The guy was really mean to them. And Mike leans over to me and says — excuse my language — “He’s a fucking asshole.”

The guy heard it. He said, “You, in the slammer.” The slammer — if you haven’t been in a slammer, you’ll know it. It’s big iron doors. It’s not bars, it’s a big iron door. Put me in the slammer. I said, “Why me?” He said, “Because you were listening to him.”

(Laughter)

So I learned a lot from getting arrested with Mike and had a lot of great experiences and been in far more trouble with Mike than any other single individual in the rest of the world I think. But it’s been wonderful.

Now, there are some who would say — you hear people say, “Well, you can’t organize here, you can’t organize those folks.” Well, if they ever said, they haven’t known Mike Garcia. Because Mike Garcia has organized the folks that are so-called considered powerless, invisible: janitors, immigrants, undocumented workers; the folks least able to get organized.

REMARKS BY MIKE GARCIA

But Mike, with his own fearlessness would instill confidence in those folks, and he would instill fearlessness in those folks. And we learned from Mike that — and Mike, by the way, has built this strong and powerful organization from scratch — actually from disaster, because I was there with him when the organization started. And he rebuilt this organization. And we learned from him this: that you cannot transform organization without helping transform people. Mike knows how to help people transform. Right? That's one of his greatest strengths.

So Mike is retiring. But imagine this. Imagine Mike standing in front of you when you tell him you're doing something good, and imagine him saying — nodding his head and saying, "Yeah, what are you doing to organize?" Because that's what we got to do, and he's known it and he's been a visionary for his union and for all of us. And, by the way, he is the most fearless man I know. Give a warm welcome to our brother, the fearless man.



Well, I want to thank all of you, each and every one of you, for honoring me and my organization, that we all had a part in really, United Service Workers West. And I want to especially thank Art Pulaski and his team over the years who have always been behind our fights, always behind our struggle. Brother Art, last night I thanked him for volunteering all the time we've been arrested with us.

He said, "What do you mean volunteer?"

I said, "Thank you for being drafted to get arrested." Even on his way to being elected for the first time to head this great federation of labor, Art came out to our picket line and almost got arrested; that close and almost missed his election to become the executive secretary of the great California State Federation of Labor. And that's the heart Art has and always has had for our organization since the day I met him when he was the head of the San Mateo Labor Council. Thank you Art Pulaski.

When I look across the room and start talking to people all over the state, it just reminds me of all the fights that we've been in together, not only to build our union, but to build this Labor Movement. California is recognized as a strong island in a sea of a Labor Movement that has been in decline.

And that's because of the heart we have in California to fight back. And all you labor council leaders that are in the room just remind me of the fights in Sacramento

Continued

Mike Garcia, continued

“It was fun, right? It’s been a long haul. You know, I started in 1980 in this Labor Movement at the Janitor’s Union in San Jose right across the street from the labor council there. And we were a 1800 member union to what we are now, 45,000 statewide USWW”

where we had that four-day strike. We won in four days, and all the politicians came out of their office — Democrats — and supported the strike and closed down the business of government in Sacramento for almost four days in many ways.

Orange County. The guy back there from USWW and all the support we had to organize the janitors in Orange County and all the marches and fights we had. And the Bay Area, Josie Camacho, Ben Fields isn’t with us, I don’t see Tim Paulson here yet. Are you in the room, Tim? And just all the fights, they’re all so similar in all the areas where we built USWW to organize the janitors, security officers and now airport workers.

LA, of course, the greatest fight — the greatest war we ever had was in LA, the arrests and beatings we took at the top end of the batons of the LAPD. And the 2000 strike, which I’ll talk about a little bit later, in San Diego right here. I got arrested right down the street here in our contract fight a few years ago, shut down the Padres game for a few minutes.

And how many of you have ever come to one of our picket line? Thank you all. That’s the support we had in our Labor Movement here. And how many of you ever got arrested? That’s the gold standard, from our picket line.

It was fun, right? \It’s been a long haul. You know, I started in 1980 in this Labor Movement at the Janitor’s Union in San Jose right across the street from the labor council there. And we were a 1800 member union to what we are now, 45,000 statewide USWW.

I’m proud to say that, you know, we won our glory and respect and moved the model organizing campaign of its time, the Justice for Janitor’s movement, across the country in many cities, to security officer’s union, and now an airport workers union which we’re fighting for justice for airport workers who are being exploited at the hands of the airlines.

And it’s just been an honor and a privilege to work in the Labor Movement. I guess I could have gone different routes in my life. I always wanted to be an organizer. I could have organized in many fields. But organizing in the Labor Movement, coming out of the Labor Movement, growing up in the Labor Movement, all my tios were in unions.

Back then when we had high density the unions were a way out for Latino people, Latino workers. It was the only way to elevate ourselves out of the barrio. My tios were laborers, they were farmworkers, they were steelworkers, they were auto workers, they were construction workers, they were cabinet makers, they were janitors.

But back then everybody had a union job. And we really weren’t going to college then, my tios. Those doors weren’t open to them yet. But working with their hands was. And the Labor Movement gave us a decent life. It brought us into the middle class. We worked hard, played by the rules and we reached the American dream. That’s who I am. That’s what my foundation as a worker.

In 1980 when I started, the Labor Movement of Ronald Reagan was just coming to power. By 1982 the Labor Movement was starting to decline. The corporations were starting their assault on unions, the Coors Company, Peter Coors. How many of you remember him? Broke the Coors Brewery Plant. Ronald Reagan came in in 1982 broke PATCO, the air-traffic controllers’ strike, workers in union.

And then it was on. It was on for corporate America to start their war on American workers and our Labor Movement. Our density was at 35 percent. The Labor Movement had no clue how to fight back. They were bound by the NLRB rules. And the NLRB was becoming — just becoming to become an agent, a tool for corporate America to break unions.

Continued

Mike Garcia, continued

Unions back then had no clue how to deal with the immigrants that were coming into the workforce in the janitor industry, many industries across our workforce. They supported things like the Simpson Mazzoli bill. They supported racist exclusionary laws to prevent immigrants from working in this country, let alone figuring out that they wanted to and needed to and had to organize them.

And then the decline started back then. And here we sit here today and we see fight-back emerging in our Labor Movement. We see the Fight for 15 led by our leader Mary Kay Henry.

We see minimum-wage ordinances coming into a place like Seattle and San Francisco and San Diego and becoming fashionable. And people are starting to become angry finally to the economic disparity we have in this country, for workers who are losing their wages, losing their ability to reach the middle class, losing their health care. We're fighting back.

Why? Because of the Labor Movement. We're getting it, we're moving it. And I think this California Federation of Labor, SEIU, my union, I'm proud to say many of our unions across the room are finally getting it and figuring out how to fight back.

CIR, Comprehensive Immigration Reform. I've never seen the Labor Movement fight like I've seen it fight in the last few years, all these labor councils, the Federation of Labor fighting back for immigrant workers, fighting for Comprehensive Immigration Reform, fighting for these children that, for no reason of their own, are being persecuted by the right wing and forced to send back to their countries where they're trying to flee the violence and the poverty that this country, the United States of America, has created or helped create largely in their countries.

And we're fighting to put more workers in unions like never before. Our density in the private sector is approaching 6 percent. And we're finally figuring out that we've got to put more workers in unions. If we don't save our Labor Movement and put it in the other direction, we're not going to rebuild the middle class, we're not going to fix this economy, and we're not going to save this country. That's on our shoulders, and we're taking on the challenge.

And we're electing politicians, and we're holding them accountable now like we never have before. Now we

“And people are starting to become angry finally to the economic disparity we have in this country, for workers who are losing their wages, losing their ability to reach the middle class, losing their health care. We're fighting back.”

have, not the Republicans that we heard this morning are a problem, it's these moderate Democrats. We must punish them and hold them accountable as we would any Republican that is trying to break us, break workers' will to organize and win. And we will do this.

Now I want to talk about my heroes: my members. I am privileged, I have been privileged and honored to work for these members. The poorest workers, undocumented, so-called powerless, these workers have fought back.

And if there's fight in me, there's a will in me to fight, I get it from them. The conditions they're fleeing in their home countries, coming here largely undocumented and fighting the fight like they do is what inspired me to be who I am today and what I've been able to achieve thanks to them and all of you.

I want to leave you with one story as I retire and just kick back and all the stories, I talk to my members and talk to you all. It's hard to remember every fight you've been if you're engaged in a fight before you for 34 years.

But now as I retire I look back at a lot of fights. And one that I wanted to leave you with is the 2000 strike, and one of the only offensive strikes in my labor history that I can really reflect on it. We've been locked in so many defensive fights to fight back on the war that was waged on us by corporate America.

We were in the middle of a three-week store strike in LA. And we were having a really hard time with the cops, my favorite people. They just — you know, when the cameras weren't on them, they had their batons out, and they were just doing their thing on us and my members, and they were horrible. We know what cops do during a strike. They protect the interests of the elite. You break down the cops, you win a strike.

And that night we were going to march downtown LA. And I got out of my car, and I was driving up to the action during the strike. And I look up above and I see

Continued

police helicopters. And I think, oh, what are these guys up to tonight? Up to no good I'm sure.

I walk up to the strike, and they were getting ready to march. And a lieutenant was there, came down from his house. He had his running outfit on. And I asked him, "What are you going to do?"

"Well, we're going to stop you guys from marching tonight." "Well, why? It's 11 o'clock at night." Back then before Staples and LA Live and all the action, all you had were homeless. And all the — especially all the white people flew back to their suburbs. And with just people of color and homeless, what's the problem with marching these empty streets?

"The line is stopped. We're going to draw the line right here. We're tired of this stuff." We're catching press, national media, and they weren't looking too good on TV. \And I said, "Well, who's going to win that fight? You've got cameras the all over here. You or these janitors?"

And he scratched his head, and he said, "You're not marching." Okay, fine. So I went back to the end of the line, and they had all their riot cops there and they had their helmets and shields on, and there were tons of them out there. And I saw all the janitors, about 500 of us that night.

And I looked back at the — I look at the cops through their shields and I see fear. I looked back at the janitors, I see fearlessness.

I looked back up, and the janitors say, "Vamanos, Mike," which means "Let's go." And so let's go. And we just marched forward, and all those cops opened up like the Red Sea and the janitors marched right through them.

Right then and there I knew we had the strike won. The following week — David Wharton's favorite story — we marched from our office in downtown all the way down Wilshire Boulevard, 12-mile walk, to Century City. We had Jesse Jackson, Andy Stern and all the police were close behind us, and everybody wanted to be part of it. Everybody wanted to be with the janitors that day. And we marched all the way, and the cops just paved the whole street for us. And they were our security officers.

And all the secretaries were coming out, and they had these little papers that they would put "Janitors for Justice." They always had it backwards.

And the secretaries came out honoring the janitors, honoring the fire that these poor immigrant workers had to fight back and the courage to fight back. And they inspired the secretaries.

And when we're getting to Century City, we heard on the police radios that to evacuate Century City because the janitors were coming. The janitors were coming.

And I looked over at the field organizer, and she said, "Wow, this is powerful." And we got there, and then all of Century City was truly evacuated, I swear to God.

And we got pictures of it. And the janitors were up chanting and they were like jumped on everything, and like they had won that strike. And I knew we had won that strike.

We settled that Saturday following that march. Bernard Parks calls me. He was the chief of police at the time. And the Lakers were having their first playoff game at Staples, the new arena. And he calls me and says, "Mike, are we going to have a playoff game tonight?"

They knew we were going go down and were going to settle that contract that Saturday night. The janitors were going to take over the arena, we were going to shut it down.

And I said, "Bernard, we have negotiations today, and Jesse Jackson says, "Keep hope alive."

Anyway, if these janitors can fight back like that and win that power, with everything we're fighting today, everything we're up against, with our density that has shrunk to what it is today, if these janitors can fight back and beat the wealthiest corporations in the world, then we can fight back, and we can win this fight we're in now. If we organize. If we decide to.

We got to step it up. We're doing good, but we're still not — do not have enough workers in unions. Let's step it up, let's fight back. And when we know that when we fight — We win!

**AFTERNOON SPECIAL
ADDRESS:
MARY KAY HENRY, PRESIDENT SEIU**



Thank you so much. I can't tell you what an honor it is to be home in California with the strength of all of the union Brothers and Sisters in this room and that incredibly inspired Legislative Committee debate that our president here just conducted. You remind me of what a beacon of hope the California Labor Movement is and will become under the incredible leadership of this Executive Council and your leader Art Pulaski.

I really want to thank you on behalf of all working people for the decision the State Fed is making at this convention to be All In to Win on organizing. It is amazing work that you are doing together.

So I want to begin by acknowledging the incredible work of our family child care providers, both AFSCME and SEIU together, doing what Tanya MacMillan so eloquently just acknowledged.

And I want to do a little organizing task at the beginning here. On your tables is a card that is the official California Kid Voter registration form. I would welcome you to fill this out while I'm speaking, because organizing happens every minute of every day, even during speeches. And you can pass it down to the end, and it will be picked up at the end.

We want to assist this campaign by making it clear that there is Kid Voter support throughout California. And

there will be ongoing work after this convention for you to sign up your family, friends and neighbors to demonstrate your commitment for the needed improvements in child care that Lil and Drew and Louisa and Tanya just made the case for.

I also want to build on the commitment of this Federation to political action by doing two shout-outs. One is for this incredible sister on my left, Connie Leyva, who I expect the California voters in this room are going to send to the State Senate in November.

And also I want to congratulate Tim Sbranti who I understand defeated the evil Steve Glazer, who I understand epitomized the fight that we are trying to frame this November between those elected officials who dare to stand on the side of corporations and the wealthy, versus those who are willing to stand up, face the headwinds of the right-wing attack on us, and stand with working people.

So both to Tim and Connie, I know that the California State Federation is going to flex its political muscle once again this November and continue to lead the pack for the whole American Labor Movement in making the case that it isn't simply our members that we are registering, educating and turning out to vote, but it's our family, friends, neighbors and communities. And the Million Voter program you had in 2012 I know

“But my job today is not to regale us all in the accomplishments ... but to think about how we redouble our efforts in this moment of the fiercest assault on our values and on our organizations that we’ve seen in the 40-year coordinated attack on working people.”

you’re going to build on in 2014. So we salute you for that.

But my job today is not to regale us all in the accomplishments as we come into this room, but to think about how we redouble our efforts in this moment of the fiercest assault on our values and on our organizations that we’ve seen in the 40-year coordinated attack on working people.

Sisters and Brothers, this past Saturday I was with more than 1,300 fast-food workers at the first ever national convention. And I want to give you a report. Yes, go ahead, applaud. It was pretty amazing.

There were Jack In The Box workers from Oakland, McDonald’s workers from LA and San Diego, there were KFC workers from Brooklyn, there were Burger King workers from South Carolina; workers from Chicago, Detroit, St. Louis, Little Rock, Miami. From all over the country people came to recommit themselves to the Fight for 15 and the right to form a union.

This gathering of leaders took stock of where they started just 20 months ago. A few hundred workers in New York City struck, and a lot of people thought, oh, this is just a one-time thing. It’s a little residual impact of the Occupy Movement. This too will fizzle out and die. It didn’t. It got bigger. It kept growing, it keeps growing.

And just this past May fast foods workers in 150 American cities went on strike with 33 countries joining them from around the world where protests and strikes occurred in Japan, in India, in the Philippines, from Denmark to Ireland, from Argentina to Brazil and to Nicaragua.

A week after this strike this past May fast-food workers stepped up their campaign to a new level. 103 McDonald’s workers were arrested at McDonald’s world Headquarters in Oak Brook, Illinois just a few miles outside of Chicago.

Another 36 supporters from faith organizations, from other unions and from the community partners were alongside of these brave and fearless McDonald’s workers. I was proud to take an arrest with them that day, and I want to show you a specific story of that arrest through the eyes of one of the McDonald’s leaders Adriana.

How many people in this room have stood with these workers at some point in the last 20 months? Yeah, I just want to thank you on behalf of the fast-food workers. The entire support of the labor and community and faith leadership in this country has allowed them to walk through the fear that we heard Mike Garcia speak so eloquently about at lunch and that you just heard in Adriana’s story where many, many, many of those workers have been raised in families and communities where the notion of doing civil disobedience and taking arrest is antithetical to what we were warned about by our parents, about not messing with the law and not taking arrests.

And so as you can imagine, this notion of civil disobedience and taking arrest meant 103 people in that protest had to walk through a lot of fear and a lot of conversation in their own families to make that possible.

And they stood together in the sea of 1300 leaders this past Saturday and convinced the rest of the leaders there that the next set of escalations in the fast-food workers movement voted to do more arrests and more civil disobedience in upcoming actions. Yeah, it’s amazing.

And I think many of you in this room, because I’ve talked to many, and across the country, believe that all of the efforts that the Labor Movement is involved in, the three campaigns that the State Fed is highlighting – the Walmart workers efforts to form a union, the Taylor Farms efforts to form a union in the Central Valley, the security officers who are fighting Apple and Google in the Silicon Valley – those efforts together with the fast-food efforts in this nation are making history.

Continued

And let me tell you why. These workers have touched a nerve in our national debate over the future of work and the economy. And you heard Yvonne make the case in her introduction that 60 percent of the American workforce is now contingent. One in two jobs being created in our economy are minimum-wage jobs, poverty jobs, no guaranteed hours, and no guaranteed benefits.

And these workers, because they work for these iconic multinational corporations, are making the case to the entire nation that we've had enough with this low-wage economy, and we are joining together to fight back.

Because you and I know that members of unions and our families, friends and neighbors and non-union workers believe that this growing inequality in our economy is wrong, and that people are sick and tired of CEO pay rising and record profits being earned in a nation where over 100 million families are now teetering at or living below the poverty line.

But given that stark reality and the increasing attack on unions, the notion that workers are joining together and fighting back in spite of that reality is what's inspiring and exciting people. The strikes, the contract gains that are being made, the organizing breakthroughs, the political debate where we just had Tim Sbranti win against a corporate insider is another example of the way in which the wind is changing.

And I'm here today because California represents to me a state where your responsibility to lead the movement and show people that we can turn things around is greater than ever in our lifetimes. You can make gains like we just heard rattled off on the minimum-wage gains that are happening up and down this state and show the way.

And that's why for me, your All In to Win organizing agenda is so critical. You've built a strong Union Movement here. You know how to make workers' voices heard. California workers can lead the way when it comes to electing representatives that stand with working people.

And now you are putting yourselves on the point of the pin of making the case that we can, in spite of the laws and right-wing head-

winds, make the ability for private-sector and public workers to join together on a scale that is required to turn things around for everyone.

Because you and I know that even in a state as big and powerful as California, we live in a larger economy where working families face longer and longer odds when it comes to getting ahead. Whether we're union or not, we know that it's getting hard to find a good job that you can support a family on.

Union or not, we know there are millions of families that can't count on economic security no matter how hard we work. Union or not, we know that working people are getting crushed while the super rich are rigging the system to their own selfish benefit.

Every day people are dealing with not enough hours to work, and smaller and smaller paychecks. Every day working people face a future with no real retirement security. Every day kids are moving back in with their parents, parents are moving back in with their kids.

Every day people are finding a way – barely, just barely – to get by. Every day working people, whether we're home-care workers, adjunct professors, hotel workers, electricians, Walmart workers, light manufacturing, auto-parts-supply workers or truck drivers, people are holding their breath just to get to payday and decide whether to pay the electric or buy food, union or not.

We know this is no accident. This is happening because of a coordinated right-wing attack that has been gathering storm for the last 40 years and has been decades in



Continued

Mary Kay Henry, *continued*

the making, where the selfish few at the top have made a decision to hold down wages no matter how much it hurts families and communities across the country.

The richest people at the top are using their power to stop us from our right to form a union. The rich and right-wing politicians that they buy, the Supreme Court and state legislatures all across this country, and multinational CEOs know that workers are more powerful when we speak together with a united voice, so they are trying their last gasp to take us out.

We all know that this is happening, because these CEOs at the top are squeezing workers while they take compensation packages that no human being could spend in a lifetime. Let me show you what I mean.

When you total the average compensation of the CEO KFC Yum! brands, which is a private-equity owned multinational corporation, he makes \$30.1 million every year for the last 13 years. His wages have held steady where our standard of living has been eroded. The CEO of McDonald's made \$10.9 million every year for the last 13 years. The CEO of Burger King made \$7.1 million every year for the last 13 years.

When you add these numbers up across the entire fast-food industry, that means fast-food-company CEOs are making 1200 times what fast-food workers are making, and it is a global record for CEO pay. That means they pay themselves more than twice as much in one day what a worker earns in an entire year. They're not working 1200 times harder than us. They're not 1200 times smarter than us. And they're not 1200 times better than us.

Sisters and Brothers, you and I know that the real reason this pay is so imbalanced is because working people have steadily been attacked by these forces over the last 40 years, and we're down to the 6 percent strength in the private sector that Mike talked about at lunch, and 11 percent in the public sector; and that CEOs can pay themselves this much because they can get away with it.

But for far often and for far too long, workers have not had the collective power to stop profitable corporations from paying poverty wages.

“Imagine how it will change America when McDonald's, Burger King and Wendy's workers sit down at a national table and raise wages for millions of fast-food workers and have a union to keep improving those jobs.”

But Sisters and Brothers, we heard it from Bill Lockyer, and we heard it from Mike Garcia, and I want to join the chorus. I believe we are at a crossroads in this nation. We can rebuild working people's power over corporations in this nation. Ordinary people are hungry to find a way to make an economy that works for everyone, not just the few at the top.

When fast-food workers went on strike in New York City 20 months ago for \$15, most people laughed at them. \$15 was considered impossible. And then when our great ally in the California Congressman George Miller introduced a bill in 2013 for 10.10 minimum wage, a lot of people said that 10.10 was too high.

But then because of the courage of fast-food workers and the support that people in this room and unions across this country and our allies gave, \$15 an hour started to become a reality. Workers standing up, joining together, having the guts to strike, having the guts to get arrested changed what was possible. So now \$15 an hour is a reality for 100,000 low-wage workers in Seattle.

And shortly after that a clinic that's represented by SEIU 721 came to the bargaining table and said, “I think \$15 is the new living wage in this country. I think we should bargain together to raise wages for 500 clinic workers in St. Johns.”

And 23,000 SEIU school workers just ratified a contract with LAUSD where their wages are going to go up to \$15 an hour in the next two years. Yeah.

And all the way across the country in Baltimore the hospital workers in Johns Hopkins, who have been bargaining for two decades with the largest, most prestigious hospital employer in Baltimore, finally got to \$15
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and hour as an entry wage for all the service workers beginning in January of '15.

And you, the Labor Movement of California, have been the fuel in the minimum-wage movement that is raising wages for workers in San Francisco I understand is voting tonight, in Oakland, here in San Diego, in Richmond.

You should be incredibly proud that as working people with organizations you are using the engine of your organization to raise wages again and convince the American electorate that working people in unions want to bargain for everybody in this nation again, just like we did when 30 percent of us had collective-bargaining power across this country.

When you add it all up, the minimum-wage movement that has been started and kicked off by, I would argue, Walmart workers striking on Black Friday two years ago and fast-food workers following them – when you add it all up, 6.7 million workers' wages are being raised this year because of the collective efforts of people in this room. And we can't stop, Brothers and Sisters. Our movement isn't simply about a minimum-wage movement. Our movement is about restoring the right to collective bargaining so workers can join together and not just raise wages, but get paid time off for God sake, and be able to take a vacation with our families and create good jobs again in this economy.

Sisters and Brothers, I believe that we are on the edge. And that's why I was so glad to come and add my voice and the voice of SEIU members from across this country and in this state to the efforts that are being led by the California Federation of Labor. Being All In to Win for each other is a way that we are going to build the most diverse, most inclusive, most determined movement for working families across this country.

And California, no pressure, but you have got to lead the way in the nation. Because when you win, we will all win all across this nation.

Working people sticking together, and when joined by community and faith leaders who share our belief in the promise of a rising America, we will have the strength in numbers to make sure that profitable companies pay enough for us to be able to afford to meet our basic needs.

We are here today because of a strong union movement. We stand on the shoulders of people in this state who fought and died for the ability for people to join together and have the collective power to raise wages and create good jobs.

And we know that when workers speak out as individuals, we are ignored. We know that when we speak out in the thousands and in the millions we are heard and we are taken seriously.

Imagine how it will change California when those workers in the Central Valley at Taylor farms win their union because you're All In to Win in the Central Valley.

Imagine how it will change the Silicon Valley when you take down Google and Apple and security officers finally have a chance to make good jobs as well.

And imagine how it would change our nation when Walmart workers get a chance to bargain with Walmart and raise wages in the largest employer in our economy.

Imagine how it will change America when McDonald's, Burger King and Wendy's workers sit down at a national table and raise wages for millions of fast-food workers and have a union to keep improving those jobs.

Imagine how other working people's hopes will be lifted by these breakthroughs where we can begin to press back on the attack of right-wing ideology that says that we're simply too late, or that we haven't gotten enough education. Both of those things have been drilled into the psyche of the American electorate.

And Brothers and Sisters, it's up to you and me to use our organizing power and our political power to go straight at the baloney and make it crystal clear that we are stringing together two and three jobs in this economy and working harder than American workers have ever worked, and that we're not taking their bull any longer. Enough is enough. We're fighting back.

Imagine when workers' purchasing power has risen so that we can put our dollars to work in our local communities by buying at the grocery store, at the hardware store and buying clothes for our kids.

Continued



Imagine good jobs with good pay that put our families, our communities and our economy back on track. We are going to build a movement to lift wages and unite workers and change the life of people like Pamela Sharp, a family child care provider who is with us here today. I think I was going to ask Pamela to stand. She's in the back of the room. Pamela? She joins Tanya MacMillan. I think there's 20 other supporters of her in the back.

Because Sisters and Brothers, as I speak about Walmart and fast-food workers, I want us to keep in our sites workers that are financed by taxpayer dollars but who have never been written in to any labor or employment laws. Home-care workers and child-care workers have been excluded from the Social Security Act. Home-care workers and child-care workers have been excluded from Fair Labor Standards Act.

And those workers are joining together and intend to be part of this movement to raise wages again. Pamela is a family child care provider in Oakland for 18 years. She opened up her own family child care to be with her adopted daughter who has special needs. She cares for eight children in all and loves to work with the special-needs children. She purposely keeps her child care small so that she can help the children that need extra support.

But every year it gets harder and harder for Pamela to keep her doors open, because the cost of running family child care has gone up, and the compensation from the State has gone down. The effective wage rate, that you heard Tanya speak of earlier, is \$5 an hour. That's not \$5 per child. That's \$5 an hour for caring for eight children. And these women want you to know they are

not baby-sitters. They are building the brains of the next generation of Californians, and we owe it to them to have their backs.

So while the movement to lift wages affects her life and the lives of other family child care providers in this state, there's also a movement for home-care providers. Chuck Brown is one from Ventura County. His daughter has systemic lupus. His wife used to care for his daughter, but then she had two strokes. So he had to quit his job so he could care for his wife and daughter at home.

He also has taken in his uncle who's fighting liver cancer and is awaiting a transplant. Chuck and the 200,000 fellow home-care providers are already in a union. Both AFSCME and SEIU represent these brave workers up and down this state.

And in Ventura County Chuck won an agreement that's going to boost his pay by nearly \$3 an hour over the next two years.

But extremist groups -- one with the initials you know, K-o-c-h -- has funded the National Right to Work Committee. And the National Right to Work Committee has been trolling to find a case that they could take all the way to the Supreme Court because they thought home-care workers and child-care workers were getting a little too uppity around this country and helping to fuel a political movement.

And so the Supreme Court just attacked home-care and child-care workers by deciding that they should not have the right to collectively bargain and collect fees from the agency members. And now the Supreme Court has ruled a national open shop for all family and -- home-care and child-care workers, no matter what state they live in.

DELEGATE: Bull!

PRESIDENT HENRY: It is bull, that is right.

But these workers are determined. No court decision, no state legislature is going to stand in the way of them building the strongest, biggest, most powerful organization they can in this way to continue to raise wages, but they're also going to reach out to the 200,000 non-union home-care providers in this state to make sure

Continued

Mary Kay Henry, Continued

they become a part of the Fight for 15 so we can raise wages all across.

Imagine what a difference in Apple and Google when the security officers finally get those two to say yes in Silicon Valley. And security officers Caleb Gordon, Tom Gozzo, Charles Wilson, Ochoa Ramon, Marco Herrera and Marcus Nichols are here with us today. I wanted them to stand so we can honor them for sticking together to build their union.

We know, Brothers and Sisters, from the movement that has a lot of history in this state, that change doesn't come easy. It's not given to us. The only way we will do better together is when we fight and we stick together. It's the way workers have always built this powerful movement in this state.

We need to keep our union strong, we need to educate our coworkers and members, we need to unleash the leadership all across our membership, we need to get involved outside of our contract fights in political and organizing fights.

We need to be All In to Win in California. Because when we are All In to Win, it will demonstrate to the nation that we believe in a rising America. A rising America means a country where honest work is rewarded and there's plenty of it to get, where our families and communities are strong.

A rising America means that workers share in the success that we create for the companies we work for, where a fair share of the profits go to the many and not just the few. A country where the rich and powerful are held accountable, they play by the same rules as the rest of us.

A country where we end racism and oppression and tear down all the barriers that are in the way of our shared opportunity and success. A country where an economy works for all of us. A country where we have a democracy where every one of our voices has an equal say.

SEIU members stand with the brothers and sisters of the California State Federation of Labor. We are stron-

“We know, Brothers and Sisters, from the movement that has a lot of history in this state, that change doesn't come easy. It's not given to us. The only way we will do better together is when we fight and we stick together. It's the way workers have always built this powerful movement in this state.”

ger together. We are not waiting anymore. We will fight together, and we will win together. Yeah.

It's Mike Garcia's chant, but I want to do a little twist on it with you as I finish. I learned this when we were waiting to march down to McDonald's headquarters. And the fast-food workers are beginning a tradition of developing chants and then competing between cities for what is the best chant. And this has now become the national anthem for them.

And I need you to say it with me now because they taught me and I want to teach you. Some of you may know it, because it's probably a recycled, old chant as many of the good ones are.

PRESIDENT HENRY: I.

DELEGATES: I.

PRESIDENT HENRY: I believe.

DELEGATES: I believe.

PRESIDENT HENRY: I believe that we.

DELEGATES: I believe that we.

PRESIDENT HENRY: I believe that we will win.

DELEGATES: I believe is that we will win.

CHANTED TOGETHER: I believe that we will win. I

believe that we will win. I believe that we will win. I

believe that we will win.

Thank you all very much.

IN MEMORIAM



BOBBIE BROWN
TWU Local 250
San Francisco CLC
☞



JON FROMER
SAG/AFTRA
NABET- CWA Local 51
AFM, Local 1000
☞



PETE GUIDRY
UC Berkeley
Labor Center
☞



MICKEY
HARRINGTON
Butte - Glenn CLC
IBEW Local 1245
☞



EDITH
LAUTERBACH
AFA-CWA
☞



REGGIE
MOORE
AFSCME Local 444
☞



CARLOS SOTO
UFCW Local 1428
Union Rep
☞



MAX
SPURGEON
IUOE Local 3
☞

COPE ENDORSEMENTS

State Assembly

1	No Endorsement	25	Kansen Chu (D)	50	Richard Bloom (D)
2	Jim Wood (D)	26	No Endorsement	51	Jimmy Gomez (D)
3	Jim Reed (D)	27	Nora Campos (D)	52	Freddie Rodriguez (D)
4	Bill Dodd (D)	28	Evan Low (D)	53	Miguel Santiago (D)
5	No Endorsement	29	Mark Stone (D)	54	Sebastian Ridley-Thomas (D)
6	Brian Caples (D)	30	Luis Alejo	55	No Recommendation
7	Kevin McCarty (D)	31	Henry T. Perea (D)	56	Eduardo Garcia (D)
8	Ken Cooley (D)	32	Rudy Salas (D)	57	Ian Calderon (D)
9	Darrell Fong (D)	33	No Endorsement	58	Cristina Garcia (D)
10	Marc Levine (D)	34	Virginia Mari Goodman (D)	59	Reggie Jones-Sawyer (D)
11	Jim Frazier (D)	35	No Endorsement	60	Ken Park (D)
12	Harinder Grewal (D)	36	Steve Fox (D)	61	Jose Medina (D)
13	Susan Talamantes Eggman (D)	37	Das Williams (D)	62	Autumn Burke (D)
14	Susan Bonilla (D)	38	No Endorsement	63	Anthony Rendon (D)
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2014 POLICY STATEMENTS

IN PAST GENERATIONS, working people stood together in their unions to create the 8-hour day, paid vacations and good middle-class wages and benefits. Sitting across from employers at the negotiating table, workers made American companies the most prosperous in the world and built our middle class, brick by brick.

Employers and unions forged a new social contract that meant that workers who put in their time received job security, benefits for their families and a decent 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 company prosperity benefited executives and line workers alike. When workers retired, solid pensions ensured financial security and peace of mind.

Under the social contract, corporations paid their fair share in taxes and the government was able to enact a crucial set of safety net protections that guaranteed a lifeline during hard times such as unemployment, sickness, injury, and old age. The state invested in the lives and futures of working people who in exchange built the country's economy and infrastructure.


Today corporations have broken the social contract and declared war on labor unions. Global corporations are building a new economy on the backs of low-wage, part-time, temporary workers who receive few benefits and no job security. Instead of employing workers in the U.S., companies are offshoring jobs or outsourcing their entire workforce to temporary staffing agencies—eviscerating the traditional employer/employee relationship and responsibilities.

Once corporations broke the social contract, executives were free to reap outrageous compensation packages while the wages of the rank and file stagnated. Instead of honoring commitments to retirees, companies and local governments work to evade their pension obligations and the financial industry continues attempts to privatize and profit from Social Security.

Union by union, industry by industry, the American Dream has been dismantled by a corporate agenda premised on deregulation, corporate globalization, privatization, attacks on workers, and greed.

As a result the nation faces one of the most daunting economic challenges of our time. Income inequality has reached historically high levels, surpassing the gap during the Great Depression. The wealthiest 1 percent of Americans doubled their share of the nation's income over the last three decades while the middle class withered. Corporations have amassed record levels of cash yet they are not using it to create jobs or opportunity. CEO pay at major corporations has grown on average to 380 times the pay of the average U.S. worker—by far the widest gap in the world.

**TODAY CORPORATIONS
HAVE BROKEN THE
SOCIAL CONTRACT
AND DECLARED
WAR ON LABOR
UNIONS.**





Today, the only thing that curbs corporate greed and power is working people standing together. In the midst of this crisis, working people continue to fight for an economy that rewards hard work, not risky Wall Street gambling. We built the middle class in this country and we will not allow corporate greed to undo decades of progress.

Now is a time of great challenge and opportunity. In 2013, California Labor defeated billionaires funneling money into California to weaken working people's ability to participate in politics. At the same time, we passed historic tax increases on the wealthiest Californians to fund public education for our children.

We continue to fight every day to strengthen the labor movement, rebuild the middle class and close the widening gap between the rich and the rest of us.

**TODAY, THE ONLY
THING THAT CURBS
CORPORATE GREED
AND POWER IS
WORKING PEOPLE
STANDING TOGETHER.**

As Californians, we are—and have always been—visionaries who see no limit to our future. The world looks to us for leadership and we must take that responsibility seriously. The way to grow our economy and create good jobs is to invest in California again. Workers and our unions are leading the fight to make California a good place to do business and to raise a family again. We are working to repair the safety net and rebuild the middle class. We are at the forefront of building a state that works for working people.

We endorse these policy statements as our path forward for investing in California to create good jobs now and a better life for our families in the future.

EXECUTIVE SUMMARY

1. An Enforceable Right to Organize

Good union jobs are the best way to build 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. Immigrant workers are particularly vulnerable to retaliation by employers when they stand up for their rights at work.

Tireless work by California's unions has countered the national trend of falling unionization rates. We will continue to defend workers' right to organize, support union organizing drives and move legislation to increase the ability for workers to organize a union free of intimidation and retaliation. We will expose and pressure companies that violate workers' right to organize and retaliate against workers for exercising their rights. We support the creative, cooperative and successful organizing work being done by our affiliates so that all workers can have a voice at work. We are all in to win a union for workers.

2. Confronting the Contingent and Underground Economy

Changes in the nature of work are eroding the traditional employment relationship and replacing it with temporary, contracted-out jobs with no security. Contingent work arrangements make it even harder for workers to organize as employers abdicate all responsibility for their workforce. The growing contingent workforce, unregulated underground economy, offshoring and contracting out of jobs and the race to the bottom in job quality, mean that California's workers are less secure than ever.

We need to crack down on employers that willfully misclassify their workers as independent contractors and use labor contractors to permanently end direct employment of workers—depriving them of nearly every right we have fought for. We must hold employers who use labor contractors accountable for wage theft and unsafe working conditions for temporary and contracted workers. Violating labor law should not be part of the cost of doing business and we need increased penalties to create real deterrents. We need better enforcement of state and federal labor laws to stop the growing underground economy and to create a level playing field for companies that play by the rules.

3. Jobs to Build the Middle Class

Income inequality in California is on the rise as corporate greed systematically dismantles the middle class. The gap between the rich and the poor is increasing faster in California than anywhere else in the country and the poverty rate in the state is growing three times faster than the population. The gap between the rich and poor is not an accident; it is the direct result of policies to decrease labor costs in order to increase profits.

Job creation alone will not rebuild our middle class. We need to create high-quality jobs in industries that make California a good place to do business and to raise a family. We need to invest in jobs that will rebuild our middle class and fuel the growth of our economy. Low-wage jobs do not just hurt workers; they hurt all of us when workers do not make enough money to buy basic necessities. Overtime, paid sick days and meal and rest breaks are part of fair compensation for a day's work and are essential to a just workplace. The bottom line is simple: all workers deserve to earn a fair day's pay for a hard day's work.

EXECUTIVE SUMMARY

4. Rebuild the Public Sector

The public sector has traditionally offered hundreds of thousands of Californians secure union jobs with good wages, benefits and pensions. Public employees are critical to the quality of the services that we use every day. Massive cuts to public sector jobs threaten California's economic recovery. Attacks on public sector unions threaten the Labor Movement's political power and voice at the local, state and federal levels.

We call for an end to politically-motivated, corporate-funded attacks on public employees' jobs, wages, pensions and unions. A strong economy depends on a vibrant public sector with fair wages, adequate benefits and retirement security. We oppose attempts by local government to dismantle the public sector through initiatives, outsourcing and charter city conversions. The quality of our public services and well-being of our society depend on having enough public employees to provide the services we need.

5. Invest in California

While California's infrastructure was once the best in the world, now it can barely serve our existing population, let alone sustain population growth. California's bridges, roads, waterways and schools are crumbling around us. We used to build the products the rest of the world wanted to buy, now we import everything from cars to steel from abroad. A healthy economy depends on a functional infrastructure and a robust manufacturing industry to support business and job growth. An investment in infrastructure and in manufacturing would put Californians back to work, while at the same time laying the foundation for a vibrant state economy.

We must have a comprehensive strategy for making investments in infrastructure and a sustainable, equitable way to finance them. We need to restore our public transportation systems, modernize our rail system and rebuild our roads and waterways. We must double up our efforts to build high speed rail in California. We need to continue to support California's maritime trades and the vast economic engine they fuel through the state's ports. In the face of drought, California must invest in a statewide water system that serves everyone in the state. Californians are on the cutting edge of technological advances; we need to manufacture those high-tech products here in California.

6. A Strong Social Safety Net

California's unions fought hard to create a strong social safety net for when workers fall on hard times. Workers need protection against unexpected interruptions in their work lives, such as workplace injuries or layoffs. However, now taxpayers are increasingly subsidizing corporations whose policies impoverish workers who then have to rely on public assistance to make ends meet. Billion dollar budget deficits over the last few years resulted in deep and painful cuts to safety net programs that have not been restored.

We 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. We will make sure that employers pay their fair share if their workers rely on public assistance.

continued

EXECUTIVE SUMMARY

7. An Equitable, Sustainable Budget and Tax System

Budgets require hard choices that reflect our priorities as a state. For years, California faced billions of dollars in budget deficits and made deep cuts to education, public safety and infrastructure and other programs while corporations raked in massive tax breaks. California has started to climb out of the budget hole, but the state has not restored the devastating cuts to social programs. California faces additional challenges as well—a supermajority requirement to raise taxes, a long history of both voter-approved spending limits and requirements and an outdated tax code keep the state's fiscal house in turmoil.

We need a budget and tax system that raises the necessary revenue and prioritizes spending to meet the basic needs of California families. We need to restore funding to programs that serve all Californians, rather than enacting tax breaks for corporations that do not create good jobs. To create a state budget that takes care of our basic needs, we must close tax loopholes, increase transparency and accountability for tax expenditures, improve enforcement of current tax laws and develop new revenue sources. We must finally address the reforms needed in our property tax system under Prop 13 so that we may build a reliable tax base.

8. High-Quality, Accessible Public 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. California used to have the best public schools and universities in the world, but now the state has plummeted to the bottom by slashing funding and laying off teachers and classified school employees. California cannot compete in a global economy if our school funding ranks behind Mississippi and Alabama.

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 oppose attempts to undermine education workers' collective bargaining agreements and to unfairly punish educators. Together, we will defend job security for all workers, including our public school teachers. 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 and research institutions across the state.

9. High-Quality, Universal Health Care Coverage

For years, California's unions have led the fight for better, more affordable health care for all in California. The passage of federal health reform expands coverage to the uninsured, but more work remains to make health care affordable and to expand coverage to all Californians. The crucial details of implementing federal health care reform is left up to the states, and we have the opportunity to contain costs, strengthen regulation and lay the groundwork for a single-payer health care system.

We need to ensure that large employers contribute to our public health system since they continue to cut hours and wages to qualify their employees for public programs. We need to implement policies that tackle cost drivers in the health care system and that enable multi-employer trust funds to implement programs to contain costs. We need to strengthen regulation of the health insurance industry and create a single-payer health care system. We still need to protect the state's ailing safety net institutions, expand the health care workforce, extend coverage to all Californians, regardless of immigration status, and improve the quality of the health care we all receive.

continued

EXECUTIVE SUMMARY

10. Strong Protections for Worker Health and Safety

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

To protect worker health and safety, 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.

11. 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 resist and attempt to reverse climate change with new energy sources, we must fight to ensure that the new jobs of the green economy are union jobs. We recognize that the stability of our energy supply depends on renewable energy sources and we support efforts to move in that direction. We continue our steadfast opposition to deregulation of the energy market. We maintain our strong support for CEQA, for workers and our communities.

12. Good Government and Accountable Corporations

We deserve a government that works for the people and demands accountability from corporations. Without a healthy democracy in which public participation is allowed and embraced, the voices of union members will be drowned out by the influence of powerful corporations. Without strong regulations and enforcement, corporations are free to put profit above health and safety of the public and the environment.

We support a government that protects public assets and aggressively regulates the private sector to protect our health, environment and well-being. We support public participation in the political process and defend the right of workers to make their voices heard. 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.

13. Rights of Immigrants

Without immigrant workers, California's economy would grind to a halt. Immigrants are the backbone of the state's economy and a growing political force. Immigrant workers are at the forefront of organizing campaigns and revitalizing the labor movement. Protecting the rights of immigrant workers and their families, especially the right to organize, benefits all workers in California.

continued

EXECUTIVE SUMMARY

We call for humane and comprehensive immigration reform that includes a path to citizenship. We condemn raids on immigrant workers in their workplaces and homes, and the use of immigration-related retaliation to stop worker organizing. We reject anti-immigrant rhetoric and policies. We demand an end to the separation of families through aggressive and unnecessary deportations. We support strong enforcement of labor laws to prevent exploitation of immigrant workers and the race to the bottom for all workers.

14. Rights of All Working Families

Union members are more than just workers. We have families, live in communities, buy consumer products and pay our bills. The Labor Movement defends the rights of working people in different areas of our lives, not just the workplace. Civil rights are critical to a just society and to building a strong and active labor movement.

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 are unflinchingly devoted to the protection of civil rights and liberties, and abhor discrimination in all its forms. We are committed to ensuring that all Californians live healthy and safe lives that allow them to spend time with their families and friends and be an active part of their communities.

1. An Enforcable Right to Organize

INCOME inequality is the greatest challenge of the 21st century. It threatens to destroy our middle class, our economy and the democratic values of our nation. Unions are the last bastion in the fight against income inequality and unfettered corporate greed. We are the only institution that stands in the way of CEOs and their lobbyists as they seek to reap even greater profits off the backs of workers. The right for workers to stand together and organize a union is the strongest weapon we have to fight growing income inequality.

Despite right-wing attacks on unions and the unrelenting anti-union efforts of business, organizing efforts in California are gaining steam. California's unions organized 110,000 new members in 2012, increasing the number of union members in the state to 2.49 million. However, employers fought back and anti-union campaigns have taken their toll. In 2013 the California labor movement lost 60,000 members; a stark reminder that unless we organize, we will die.

The challenges to organizing, especially in the private sector, are real and difficult. Ruthless employer opposition, intimidation, threats and firings are more common than ever during organizing campaigns. According to a study by the Center for Economic and Policy Research, employers illegally fire workers in over 30 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.

Despite challenges, California's unions continue to lead the country in unionizing public sector workers. Over 57 percent of California's public employees are union members, compared to just 37 percent 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.

The Federation is committed to supporting organizing efforts, and in 2011, officially made organizing our top priority. We began to convene state and regional union organizing directors to develop strategies to support organizing and increase the number of union members in California. We will continue to convene organizers and will collaborate on legislation, research, industry analysis, trainings and other initiatives to increase union capacity and organizing campaigns.

Supporting Organizing Efforts

The Federation applauds the workers and unions who continue to successfully organize in such hostile anti-worker climates. From FedEx to Walmart to Taylor Farms, 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 Warehouse Workers United in the Inland Empire. While misclassified port truckers have emerged as the face of the new economy, warehouse workers in the Inland Empire have been largely invisible. Packing and unpacking goods for the biggest retailers in the world, they work in the shadows of the subcontracted economy. In these warehouses, the third-party logistics company in charge of worksite operation relies on shifting layers of subcontractors, including temporary staffing agencies and professional employer organizations (PEOs) to minimize responsibility for basic labor standards.

continued

Warehouse workers labor under a complex chain of relationships, each link intended to distance the recipient company from the workers unloading their cargo. Going after an intermediary does little to change industry standards. Yet, organizing continues in this industry and this campaign represents the future of organizing and the importance of reaching out to the growing contingent workforce.

The Labor Federation sponsored a bill that was signed into law to include the warehouse industry in Labor Code 2810, which establishes joint liability for financially insufficient contracts. Warehouse employers can no longer hide behind their contractors when workers are not paid the minimum wage or overtime. We will continue to support the campaign by Warehouse Workers United to organize workers in the Inland Empire for better working conditions and union representation.

We applaud the victories won by car wash workers in Los Angeles, where car wash owners agreed to collective bargaining with workers. The only three union car washes in the country are in Los Angeles, thanks to the organizing efforts of CLEAN Car Wash campaign and the United Steelworkers. The Labor Federation supported legislation to make the car wash registry permanent and to add a bond requirement for car wash owners. Innovative partnerships such as these serve as important models on how to organize workers in low-wage industries.

We also helped build support among unions and labor councils to win the election campaign by the American Federation of Government Employees (AFGE) for Transportation Security Officers (TSOs) in airports across the country. In 2011, they won their election for over 44,000 TSOs and are now organizing for their first contract. In California, we developed a coordinated effort with release staff from mostly airport unions, support and outreach to TSOs at nearly every California airport by central labor councils and visits with workers. The California campaign was a model for unions working together to win a major election victory. We will support future efforts to bring together unions and labor councils to support union organizing.

Another significant campaign in California is the “Making Change at Walmart” Campaign. UFCW has undertaken this national campaign with a very strong California strategy to build an association of Walmart workers called the Organization United for Respect at Walmart (OUR Walmart). The Making Change at Walmart campaign aims to dramatically improve working conditions and affirm the right to organize for workers. The campaign will also work together with local communities to demand that Walmart agrees to comprehensive, binding community benefits agreements and takes responsibility for ensuring legal compliance and basic legal standards for the supply and distribution chain across the globe. The Federation supports innovative campaigns that bring together workers and communities to challenge corporate giants like Walmart.

We commend organizing in the waste industry by the Teamsters, projects that bring Building Trades unions together to organize and ongoing fights to stop privatization and contracting out of union jobs. We support the work by our unions to increase union density, organize in new industries and work together on joint campaigns.

Farm workers won a major victory to increase the ability to organize when Governor Brown signed SB 126 into law in 2011. After a 13-day, 200 mile march to the California State Capitol, the UFW worked with the Governor on compromise legislation to solve the problem of growers intimidating, stalling and firing workers who are lawfully organizing for union representation. The law gives farmworkers greater protections in organizing disputes with growers, including allowing the state’s Agricultural Labor Relations Board to certify a union when it determines grower misconduct affected an election’s outcome. We will work with the UFW to win card-check for farm workers at the Agricultural Labor Relations Board.

continued

We continue to support state and federal legislation that levels the playing field so that workers can choose union representation free of intimidation and retaliation. We support elected officials who advocate for legislation to remove barriers to union organizing and who stand with workers at workplaces, on picket lines and in the fight for union representation and good contracts.

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, the requirement of card check neutrality in granting licensing or tax payer funding for business and other measures 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, boycotts, strikes, salting and other forms of direct action to win recognition and contracts. We urge the cooperation 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 anti-union measures that strike at union political power. These anti-union measures 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. In 2012, unions soundly defeated another anti-union measure that was even more dangerous and deceptive than past ones.

We call for the extension of full collective bargaining rights for 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. We support the right of farm workers, and all workers, to use majority sign up to join a union free from employer intimidation.

We stand in solidarity with the campaigns of fast food workers in California and across the nation for a \$15 an hour minimum wage. Fast food workers have not let the challenges of organizing in a high-turnover, highly franchised industry deter them from standing together. Workers used the tactic of one-day strikes and garnered national attention sparking a national debate on the need to raise the minimum wage. Media attention has not resulted in raises and more organizing and innovative strategies are needed to unionize the fast food industry.

In 2007, the Federation stood up for the fundamental right to organize by opposing four new gaming compacts 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.

continued

In contrast, in 2013 the Federation supported the Northfork compact which is a model of how Indian gaming can benefit workers, communities and the state through high-road development. 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 accountable for their votes against such workers' rights. The Federation supports the requirement of card check neutrality in granting licensing or tax payer funding for the expansion of the gaming industry in California.

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.

While all workers face intimidation and reprisals when they exercise their right to organizing, immigrant workers are particularly vulnerable. Employers can use the threat of deportation or other immigration-related retaliation to keep immigrant workers from speaking up and to send a chill through the entire workforce. Non-immigrant workers may not want to take action to organize or report labor violations if it puts their immigrant co-workers at risk.

In 2013, the Federation sponsored a package of bills that crack down on immigration-related retaliation against workers for protected actions. The Governor signed all three bills into law, enacting tough new protections for immigrant workers who report labor law or health and safety violations or who exercise the right to organize on the job. The bills create real deterrents for unscrupulous employers who could lose their business licenses if they threaten workers with immigration-related retaliation.

California unions must continue to pursue state and local level reforms to support organizing. We also call for renewed support for labor law reform on the federal level, including the passage of the Employee Free Choice Act (EFCA). The Federation will continue to support the efforts of unions to organize and work to educate legislators and the public on the importance of protecting the rights of all workers and organizing unions to rebuild the middle class in this state.

2. Confronting the Contingent and Underground Economy

THE growing income inequality facing the nation is due in large part to changes in the nature of work. The traditional employment relationship has been eroded by the increased reliance on subcontractors, shielding those at the top from liability for the abuses committed by intermediaries. Labor contractors, temporary agencies, misclassification of workers as independent contractors and volunteer labor - these models have become commonplace in an attempt to sever the ties that once bound an employer to his workforce. At the same time, the underground economy continues to grow in California.

In the 1970s, nearly all employers still relied upon the “core worker model.” Over the next last decades, as corporations raced to maximize profits in a globalizing economy, every form of contingent work increased. This trend is only expected to accelerate as a result of the massive job losses we have endured in recent years. Some industry analysts predict that fifty percent of jobs created as the economy recovers from recession will be contingent work, comprising thirty five percent of the nation’s workforce.

Subcontracting, labor contracting and temporary work is not a new phenomenon. Yet the explosive growth of these types of contingent work arrangements goes beyond just the downward pressure on wages or worker instability. The marketing campaign waged by the temporary staffing industry has legitimized business models that hurt workers’ wages and undermine their rights, while shielding employers from legal obligations to their workforce.

This new morality of business means an end to the social compact once exemplified by employers like General Motors. Workers are no longer able to rely on a decent wage, employer-provided health care, or the promise of a dignified retirement after a lifetime of work. For many workers, there is no expectation of permanence as workers in the contingent economy can easily be disposed of and replaced. This trend toward a contingent economy is directly connected to the decline in union density and the vanishing middle class.

As the private sector has embraced this employment model, the public sector has also moved toward a more contingent workforce. From the State of California to its hundreds of cities and counties, the jobs that were once stable and permanent are being eliminated and replaced by temporary or contract workers.

A failure to address the proliferation of contingent work will result in more than just the creation of a permanent underclass; it will make rebuilding a middle class impossible. The challenges of the contract economy are not insurmountable. Just as the reformers of the late 19th century enacted laws to regulate the sweating system, the injustices today can be remedied and fairness can be restored.

Contingent Labor and Sub-contracting

Non-standard work has grown 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. When contingent workers are exposed to hazards on the job or denied their rightful wages, the company benefiting from their labor typically bears no legal responsibility. When a fly-by-night

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contractor disappears, workers often lack even a name for the company that employed them and have nowhere to go to seek justice.

In 2012, the Labor Federation passed legislation that required pay stubs for temporary workers show the rate of pay and hours worked for each work assignment. It also required that temporary workers get the name and address of every client employer. This information allows temporary workers to verify that they have been paid fairly for every hour worked and gives them the name of a client employer in the case that the contractor tries to evade their obligation to workers.

The obstacles faced by contingent workers who want to join a union are significant. When workers try to enforce their legal rights or organize a union, they are easy to get rid of because they have no guarantee of a job from one day to the next. They are particularly vulnerable to retaliation by the temporary employer or contractor. Multiple subcontractors are often used on one worksite to keep workers from sharing a common employer.

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 if they had a financially insufficient contract. The legislation has been expanded over the years to include other low-wage industries. In 2012, the Federation won another victory, adding warehouse contractors to the list of industries covered by the financially insufficient contracting laws and ensuring the client employer would be liable for the violations of the contractors they hire.

We support improving the notice and information provided to workers so they know who their employer is, what their job is and other terms of employment. We support holding employers accountable when they try to use labor contractors or staffing agencies as shields against liability for workers' rights violations. This would eliminate the perverse incentive to use a staffing agency, not to fill a temporary need, but to permanently end direct employment of workers. The expansion of existing worker retention laws would slow the move to contract out to temporary agencies and new registration requirements would ensure transparency and accountability for temporary agencies and labor contractors.

Part-Time Workers

Millions of workers want to work full-time, but employers have reduced their hours and subjected them to unpredictable scheduling in order to increase profits. In California alone, the involuntary part-time workforce has increased 126% from 585,100 in 2006 to 1.3 million in 2013. Through the heavy use of part-time work, employers have reduced labor costs and increased their profitability and in effect increased the subsidies they receive from taxpayers in the form of income supports, food stamps, and Medicaid benefits that their low-paid workers rely on to make ends meet.

Even when part-time workers want and request more hours, their employers often chose to hire more workers instead. Part-time workers are required to stay available at a moment's notice for their employer's last minute scheduling requests or risk losing future shifts for being unavailable. Erratic, unpredictable scheduling wreaks havoc with part-time workers lives, leaving them unable to take second jobs, arrange for childcare or go to school.

Part-time workers are paid lower wages than full-time workers, receive fewer benefits and have little chance of advancement. As a result, employers save money on labor costs, increasing profits, while

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part-time workers are required to piece together enough hours at multiple jobs, or rely on public assistance, to make ends meet.

The Labor Federation opposes the shift to a part-time economy that boosts corporate profits and impoverishes workers. We especially oppose employers reducing hours to part-time to evade responsibilities under the Affordable Care Act. Every worker should get the hours they want and need to afford basic necessities. We also recognize that some workers prefer part-time hours, and the Federation supports stable, predictable schedules for part-time and full-time workers so that they can schedule other priorities in their lives. We also support equitable pay and benefits for part-time and full-time workers.

Independent Contractors

Nationally, more than 10 million workers are classified as independent contractors. The U.S. Department of Labor has conservatively estimated that up to 30 percent of the nation's businesses misclassify at least some of their workers. But simply calling workers independent contractors does not legally make them contractors. 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, at an estimated cost of \$7 billion in lost revenue to the state. Violations are not contained to the underground economy. In 2009, courts awarded more than 200 Federal Express drivers in California \$14.4 million in compensation for their illegal misclassification as "independent contractors."

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 – illness, injury, economic slowdown – onto the worker. This puts union employers who directly employ workers with good wages and benefits at a competitive disadvantage. Employers who misclassify see a great reduction in payroll taxes, Social Security, UI taxes and insurance taxes. They also escape paying workers' compensation, overtime and any requirements of the Affordable Care Act. We are committed to finding effective tools to fight the misclassification of workers.

In 2011, we sponsored legislation with the Teamsters union that cracks down on the misclassification of workers as independent contractors and dramatically increases the penalties on employers who have been found to have willfully done so. The new law also creates joint liability between employers and consultants, who knowingly advise and train employers to engage in the misclassification. The legislation gives the Labor and Workforce Development Agency authority to assess penalties and creates a meaningful deterrent to employers and the consultants who advise them to misclassify independent contractors to get out of their legal responsibilities to workers. This bill was signed into law and we now have a new tool to combat misclassification.

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.

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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. California union members are committed volunteers in their communities and are often the first on the scene to lend a hand to those in need. At the same time, we recognize that volunteer labor should not be relied upon 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.

Workers should not be expected to serve as volunteers at their own worksites. Recent proposals to require classified school employee "volunteers," without any medical experience, to administer medications to students pose serious threats to student safety and workers' rights. In this economy, workers do not really have the option of declining so-called voluntary assignments without fear of consequences. Districts should not be able to shirk their responsibility under federal law to provide adequate medical care to students by pressuring classified employees to take on this role.

Outsourcing in the Public Sector

Each year, the state spends billions of dollars on personal services contracts, hiring workers without the protections of civil service laws or a collective bargaining agreement. Locally, contingent workers, euphemistically called "extra help," labor alongside their permanent co-workers, earning none of the benefits and having none of the job security. In March of 2011, the City of Costa Mesa voted to contract out more than 200 City jobs, over half of their workforce. Conservatives called Costa Mesa "ground zero in the fight against organized labor..." and warned that this was the future for all California cities.

In the public sector, contracting out work has additional risks: a profit motive for service delivery, decreased transparency of the contract terms, and reduced accountability for the services provided. But the harm to workers remains the same: without an expectation of permanence or protection, workers cannot afford to speak out when their rights are violated or try to improve their conditions by organizing a union. Permanent workers get displaced by workers with lower wages, fewer rights, and little hope of changing conditions for the better.

California continues to spend millions of public dollars to send jobs offshore. Both the Schwarzenegger and the Davis administrations approved vendor contracts that subcontracted with out-of-country call centers for the public benefit programs CalWORKs and CalFresh, formerly food stamps. Public benefit programs are state safety net programs to help families through tough economic times. The Federation sponsored successful legislation requiring call centers for public benefit programs to return and be kept in California, employing Californians, moving people from assistance to self-sufficiency.

We commend Governor Brown's budget proposal to bring some contracted out work back into state agencies. The proposal is an important step forward but it does not go far enough to prevent future contracting out of state and local jobs. We call for a comprehensive review of all state contracts to identify which ones can be cost-effectively returned to the public sector. We also call for standardized

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criteria and a public process before public employees' work can be contracted out and we call for an increase in the minimum wage paid to workers on state contracts. The money the state pays for contracts should build the middle class, not undermine it with low-wages.

The Federation has worked to prevent corporations from using public funds to export good jobs overseas. We support requirements that goods and services purchased with public funds create jobs in California. 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. We support raising the minimum wage for workers on state contracts in order to create a level playing field between state employees and contractors and to use state funds to create good, middle class jobs.

The Federation will continue to fight for job security and to prevent employers from shopping around to other states and other counties in a global race to the bottom for wages, working conditions and worker rights.

The Underground Economy

California's vast underground economy continues to grow. According to a California Employment Development Department analysis of IRS data, California's underground economy is worth between \$60 and \$140 billion a year. It is estimated that the state loses between \$800 million and \$1.2 billion a year from employers in the underground economy paying in cash, evading taxes and not paying into workers' compensation.

An estimated 2 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.

Employers who flout basic labor laws have a corrosive effect on entire industries as well-meaning employers are forced to lower standards in order to compete. In these industries, wage theft is a part of the strategy of unscrupulous employers, and the fines for violations are just the cost of doing business and not a real deterrent.

Workers in the underground economy suffer the worst abuses. Many do not 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 cannot receive workers' compensation. If they lose their jobs, they do not get unemployment insurance. In the construction industry, the underground economy remains a critical problem, resulting in lower wages and appalling safety conditions. Undocumented workers are most likely to be trapped in these no-win situations.

Even in the worst conditions, workers continue to stand up for a voice on the job. In 2013, the CLEAN Car Wash campaign won a major victory with legislation that increased the bond amount required for car washes to cover unpaid wages. This gives workers a powerful tool to deter wage theft in the car wash industry and to ensure that stolen wages are repaid.

Wage theft has become increasingly widespread in part because of the lack of meaningful enforcement of labor laws. Since 1980, the state population has grown 62 percent, while the number of wage and hour inspectors rose just 7 percent. In 2009, the Bureau of Field Enforcement reported that they issued only 216 citations for minimum wage and overtime violations in the entire state of California. Compared to the 75 percent of workers who report not being paid overtime, the number of citations is shockingly low.

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Employers have also become more sophisticated at evading justice. Those who abuse workers' rights have learned how to stall enforcement actions through frivolous appeals and how to prevent any recovery for workers by declaring bankruptcy and re-opening their companies under new names. Other companies can simply wait out the administrative process until workers give up or are forced to move to find new work.

In 2011, the Federation sponsored the Wage Theft Protection Act that Governor Brown signed into law to prevent some of the worst abuses of workers in the underground economy. This law sends a message to employers that they can no longer include wage theft as a part of their business model, yet there is much more to be done. Workers need to have full access to complete information on their employer, terms of employment, personnel records and other relevant documents in their own language, along with the right to bring a representative to examine those documents.

The underground economy is built on employers exploiting the vulnerability of immigrant workers who lack legal status. The threat of deportation and fear of reporting labor law violations to authorities when they lack legal status keeps immigrant workers trapped in the underground economy. The Federation supports immigration reform that gives immigrant workers full protection under U.S. employment and labor law and prevents employers from using legal status to exploit and threaten immigrant workers.

Labor Law Enforcement

The Federation has fought for stricter enforcement and tougher penalties for scofflaw employers. Creating a real deterrent to wage theft is a step in the right direction to cracking down on unscrupulous employers. Robust and targeted enforcement is also needed, requiring full funding of enforcement agencies, as well as information sharing and other tools to focus enforcement on the worst actors in key industries.

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.

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. 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.

Because of the budget deficit, the Legislature authorized a temporary program to charge employers a fee to fund the Department of Industrial Relations (DIR), the agency that oversees labor law, health and safety and workers' compensation enforcement. In 2012, the Governor removed the sunset and lifted the cap on funding which ensures full funding for labor law enforcement.

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We support increased coordination between different departments and agencies to best enforce labor laws. Employers that violate health and safety and tax laws are likely violating labor laws for employees, as well. Coordinated investigations, record-keeping and databases between agencies could increase enforcement, and allow for better use and consolidation of the resources of different departments.

The Federation applauds the work of the state Labor and Workforce Development Agency. Governor Brown's appointees to key positions in the Labor Agency and Cal/OSHA have allowed departments to more aggressively pursue companies that cheat their workers out of wages and do not adequately protect worker health and safety on the job. The new leadership is creating a culture of enforcement and collaboration with worker advocates to ensure the state's labor laws are enforced.

Finally, we support all efforts to make enforcement avenues more accessible and responsive to workers. We support the elimination of barriers to collecting wages due 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 multilingual staffing for labor law enforcement.

3. Jobs to Build the Middle Class

INCOME inequality in California is rising sharply as the middle class is systematically dismantled by corporate greed. The gap between the rich and the poor is increasing faster in California than the nation and the poverty rate in the state is growing three times faster than the population. The average wage in California is at a thirty-year low, while income concentration for the wealthiest Californians is at an eighty-year high.

The growing gap between the rich and poor is not an accident; it is the direct result of policies to decrease labor cost in order to increase profits. Some of the largest and most profitable corporations in the world pay the lowest wages and have the largest gap between CEO compensation and average workers' pay. These kinds of jobs have become the rule, not the exception. Job growth in California is concentrated in industries that are low-wage and part-time with few benefits and little opportunity for advancement.

Some argue that any job is better than no job at all, yet the low-wage jobs that are being created perpetuate income inequality. Even full-time workers have a hard time making ends meet when they are earning minimum wage. As a result, nearly 60 percent of the poor in California are in working families. The creation of low-wage jobs is hollowing out the middle class and destroying any hope that hard work will lead to economic mobility.

Job creation alone will not rebuild our middle class. We need to invest in jobs that will rebuild our middle class and fuel the growth of our economy. Low-wage jobs do not just hurt workers; they drag down the economy as well. Without a strong middle class, there are not enough consumers to purchase all the goods and services we are producing at a rapid pace. Building a middle class with enough disposable income to spend in their communities will fuel more economic growth than increases in the purchases of yachts and mansions.

The Federation supports policies that increase wages for all workers—from the minimum wage to prevailing, living and self-sufficiency wages. The Federation believes that overtime, paid sick leave and meal and rest breaks are part of fair compensation for a day's work and are essential to a just workplace. We know that jobs with good wages, benefits and job security are what will rebuild our middle class and our economy. The bottom line is simple: all workers deserve to earn a fair wage for a hard day's work.

Minimum Wage

California's economic downturn has 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. The 2010 purchasing power of California's minimum wage was 26.5 percent below its 1968 value. If the purchasing power of the state's minimum wage had remained constant since 1968, full-time, year-round workers earning the minimum wage would make nearly \$6,000 more per year than they do now.

In 2013, the Federation passed legislation to raise the state's minimum wage from \$8.00 an hour to \$10.00 an hour over two and a half years. While this increase provides a raise to over 2 million Californians and pumps billions into California's economy, it is not enough to keep up with the rising cost of living. Workers need a lasting solution that is not subject to politics to ensure that their wages keep pace with inflation. The Federation supports indexing the minimum wage to inflation so that workers make enough money to keep them out of poverty and off of public assistance.

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The Federation 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 strongly supports local living wage ordinances. These laws require employers who receive funds, contracts or tax breaks from the 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.

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. However, the work cannot stop there. Living wage ordinances are not just minimum standards, but should reflect the cost of living in a given area. The Federation supports indexing living wage laws to inflation to keep up with increases in the cost of living.

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

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 does not save money: it shifts other costs to taxpayers. Workers without health care or pensions end up in public hospitals and emergency rooms, and are forced to rely 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 SBCTC in opposing all efforts to undermine project labor agreements and prevailing wage laws, such as when city governments propose transitioning from a general law city to a charter city for the express purpose of opting out of state prevailing wage law and prohibiting project labor agreements. This approach is wrongheaded as it represents an erosion of standards in the construction industry. It also undermines good wages and benefits on public projects at a time when private development has receded and publicly funded construction makes up a larger chunk of available construction work.

We support the efforts of the SBCTC to protect local government's ability to choose whether a Project Labor Agreement (PLA) is the best option to deliver an on-time, high-quality construction project at

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best cost to taxpayers. SB 922 (Steinberg) of 2011 and SB 7 (Steinberg) of 2013 established valuable taxpayer protection criteria for PLAs used by state and local agencies for public works projects. The Federation will continue to work to ensure that city, county and state governments can use PLAs when they so choose.

The Federation will continue to support the SBCTC's efforts to protect Project Labor Agreements and 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 and to expand the use of the alternative workweek. We oppose efforts by Republican lawmakers to demand concessions on the 8-hour day as part of reaching any state deal, since such a proposal saves the state no money and simply hurts workers already struggling to get by. We condemn the high-tech overtime takeaway negotiated by both parties as part of the 2008 budget deal, the first time a private sector worker protection was negotiated away as part of the budget.

The Federation applauds the passage of the Domestic Workers bill which enacts overtime pay for domestic workers in private homes. The passage of the bill after several years was due to the hard work and organizing of community and labor groups who brought hundreds of workers to the Capitol to lobby and testify. Domestic workers take care of our children, elderly and the sick, often working long hours away from their own families. Since domestic and farm workers were excluded from the Fair Labor Standards Act (FLSA), they do not receive the same protections as other workers. The Domestic Workers bill is an important first step to extending the protections of FLSA to all workers and to organizing workers in private homes.

We support extending and strengthening overtime laws for all workers in the state, including domestic and farm workers. We oppose the Governor's budget proposal to deny overtime to home care workers who often work long hours caring for their clients. We will resist any future efforts and continue to vigilantly defend the 8 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. For six years the Federation battled Governor Schwarzenegger's attempts to take away meal and rest periods. We are proud to have won every time and will continue to protect this essential workers' right.

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The California Supreme Court's 2012 decision in the *Brinker Restaurant Corp v. Superior Court* case was a bad decision for workers. In a unanimous opinion, the Court held that employers are not required to ensure that meal breaks are taken. This decision clearly undermines the enforceability of lunch breaks by eliminating the bright-line rule that employers must guarantee that workers get a meal break. It also increases the pressure on workers to work without a break.

While *Brinker* let employers off the hook for ensuring breaks are actually taken, it did not eliminate the right to a meal break or take away all employer obligations. Under *Brinker*, workers can work through their meal break, without employer penalty, only if the employer has relieved the employee from all duty and the worker's decision to skip the meal break is truly voluntary. Unfortunately, in many workplaces, eliminating the bright-line rule that employers are responsible for ensuring meal breaks are taken will make it much harder for workers to exercise their right to a meal break. Workplace realities like employer coercion, piece rate pay structure, or productivity quotas will lead many workers to "voluntarily" work without breaks.

Post *Brinker*, the Federation is committed to educating workers about their meal period rights and to ensure that employers are following the law. This is an essential worker protection and we cannot allow workers to be discouraged or prevented from taking needed breaks. We will continue to fight to protect this basic right for all workers.

Paid Sick Days

Six million California workers—more than 40 percent 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, child care 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 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, and are entitled to take under the law, the time they need to care for themselves or their families.

Retirement

All workers deserve a secure and dignified retirement. Over the last decade, we have seen an all-out assault on retirement security, with employers swapping out defined benefit plans for riskier defined contribution plans, ongoing attempts to rollback public employee pensions, and a push to privatize social security. The same financial institutions that created the sub-prime mortgage crisis want to gamble with our pension funds, leaving workers holding all the risk.

Today, only 18 percent of private sector workers are covered by a defined benefit plan, down from 35 percent in the 1990s. However, when that figure is broken down, 67 percent of unionized workers in the private sector have a defined benefit plan while only 13 percent of non-union workers do. Employers are increasingly shifting away from defined benefit plans to much riskier individual retirement plans, such as 401(k) plans.

Individual savings like 401(k) plans and IRAs cannot offer all the benefits of real pensions. Defined benefit pension plans are the only ones that can offer real retirement security. They provide for all

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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. In light of the dramatic stock market losses in the past few years, it is increasingly clear that retirement security can only be achieved through defined benefit plans.

As fewer private sector workers have access to secure pension plans, so too are public sector workers seeing their retirements chipped away. These workers have sacrificed wages and other benefits to preserve a decent retirement. Just as corporations like United Airlines used bankruptcy to evade pension obligations, now cities are looking to municipal bankruptcy to break their promises to workers and retirees. Ballot measures are becoming an increasingly popular way to attack workers' pensions. Mayor Chuck Reed of San Jose has taken the pension fight to a new level by pushing a ballot initiative that would change the state Constitution to eliminate workers' rights to vested pension benefits.

In the wake of the economic collapse caused by Wall Street greed and reckless lending practices, public workers have been blamed for causing the crisis. We reject that notion and we condemn the scapegoating of public workers who serve our communities and care for our most vulnerable.

Pension reform has already taken place at bargaining tables up and down the state. In every city and county, public employees and government representatives have come together to negotiate how to get through these tough times. In virtually every jurisdiction, collective bargaining has resulted in the adoption of two-tier plans, increased employee contributions or extended retirement age.

The Public Employees' Pension Reform Act (PEPRA) of 2013 enshrined in law concessions by employees to preserve retirement security. PEPRA made several changes to the pension benefits for new employees hired on or after January 1, 2013, including setting a new maximum benefit, a lower-cost pension formula with an increase in the retirement age, and a cap on the amount used to calculate a pension. PEPRA also enacted pension spiking reform for new and existing employees, required three-year averaging of final compensation for new employees, and provided counties with new authority to negotiate cost-sharing agreements with current employees.

The Federation opposes efforts to abrogate collective bargaining to force concessions and takeaways unilaterally. We oppose attempts by local politicians to circumvent collective bargaining by placing takeaway initiatives on the ballot rather than negotiating over them. We oppose efforts to strip away vested retirement benefits of current workers, like the one led by Mayor Chuck Reed in San Jose. We oppose the push to eliminate defined benefit pensions, like in San Diego, eliminating all retirement security for a workforce that does not even have Social Security.

The erosion of retirement security means that the specter of old-age poverty has returned. According to 2011 data by the UC Berkeley Labor Center, middle class families in California are at significant risk of not having enough retirement income to meet even basic expenses, as nearly 50 percent of middle-income California workers will retire at or near poverty. Older workers will be forced to stay at work long after they would have retired, or must compete with younger workers for jobs in order to stay out of poverty. Retirement insecurity undoes decades of progress eradicating old age poverty and building a system that allowed seniors to retire with dignity and a decent life.

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The Federation is committed to pursuing real retirement security for all including:

- **Expanding and improving Social Security:** The bedrock of retirement security for America's working families is Social Security. We oppose attempts to weaken Social Security by cutting benefits under the guise of "strengthening" the Social Security trust fund by reducing its outflow. We oppose efforts to institute the chained Consumer Price Index and we must continue to fight all such efforts. We oppose any cuts to Social Security benefits since it has been shown that cuts are not necessary to close Social Security's modest funding shortfall. We echo the AFL-CIO's support for taxing income above the existing taxable earnings cap and the position that mandatory coverage of all public employees must not be part of any funding plan.
- **Resisting efforts to privatize public pensions:** Republican legislators continue to push for pension privatization. These proposals would jeopardize the secure retirement benefits our members have fought for and sacrificed wage increases to preserve. 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 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 do not 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. We should build toward a system of retirement security for all workers.
- **Curbing abuse of the bankruptcy process:** No employer should be able to follow the example of United Airlines, which entered into 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. Cities and counties must be restrained from the use of municipal bankruptcy to eliminate pension obligations. The state must have oversight into the municipal bankruptcy process to ensure that it is not abused to undermine retirement security, as is the case in 19 other states.
- **Making all retirement savings vehicles effective and efficient:** The Secure Choice Retirement Act of 2012 in California proposes to make saving for retirement easy and effective. Employers who do not offer retirement plans must put aside money from workers' paychecks in a secure account for retirement administered by the state. This makes it much easier for Californians to save for a secure retirement and to have some of the security of a state pension, but we need legislation to implement the program. We also recommend reducing the big fees paid out of workers' retirement accounts that can yield both enormous aggregate savings and meaningful improvements in individual workers' retirement security.
- **Stopping imposition of inadequate pension plans:** Many employers are attempting to impose new two-tier pension plans on employees, including hybrid plans, defined contribution plans, or other plans that do not offer adequate retirement benefits. These plans will place older workers in untenable situations, where they will be forced to continue working or retire without enough money to survive. Any new retirement benefit plans should be implemented through collective bargaining and provide reasonable benefits that will allow workers to retire with dignity.

4. Rebuild the Public Sector

IN 1935, American workers won the right to organize and bargain collectively to improve working conditions with the passage of the National Labor Relations Act (NLRA). A wave of unionization swept the country. Workers in industry after industry joined unions and built a vibrant and powerful labor movement. However, not all workers were granted the same rights. The NLRA excluded public sector employees, along with domestic and farm workers, but not because they did not need unions. Public sector workers often worked in grueling conditions for low-wages, no benefits, and little job security.

As government employment grew exponentially in the post-World War II era, public employees began to organize and agitate for their rights. Public employees won new rights to organize, bargain collectively, and strike. A new wave of unionization swept the nation in the 1960s and 1970s as public employees formed and joined unions. In 1955, public employee unions had about 400,000 members—by the 1970s that number had increased by tenfold to over 4,000,000 members. In a mere 16 years, union density in the public sector increased from 13 percent in 1960 to 39 percent in 1976.

The mass unionization of the public sector, which was more racially and gender diverse than the private sector, brought hundreds of thousands of African-Americans, Latinos, Asians and women into the labor movement, though many were still paid less than white men. Public sector unions came up at the same time as the civil rights, feminist, and student anti-war movements and often marched side by side for the same causes. A notable example was the unionization by AFSCME of predominately African-American sanitation workers in Memphis, Tennessee. Dr. Martin Luther King was assassinated while in Memphis to march with workers in a demonstration of linked goals of the civil rights and labor movement.

As union density in the private sector declined, public sector unionization rates have remained high. Public sector unions are a powerful anchor to the labor movement and continue to flex political muscle on the local, state, and federal level. It is not surprising then that big business and their Republican allies have public employee unions in their sights for destruction. A wave of attacks on public employees and their unions has swept the country like wildfire as state after state attempts to destroy the unions of nurses, teachers, firefighters, police, and other public servants.

The right-wing has used the economic crisis as cover for their coordinated warfare on public sector unions. They blame public sector unions for state and local budget deficits and direct public anger towards unions rather than the Wall Street banks that caused the crisis. Across the nation, public employees are fighting for their survival. States are employing a range of tactics, from right-to-work legislation to paycheck deception and attempts to ban collective bargaining for public employees. Other attacks are on prevailing wage laws and Project Labor Agreements and teacher tenure. Both states and municipal governments are also considering the extreme measure of declaring bankruptcy as a tool to abrogate collective bargaining agreements already in place and eliminate existing unions.

In California, public employees face many of the same challenges as our brothers and sisters across the country. As we struggle to rebuild our private sector, our public sector is in shambles. Mass layoffs, increased contracting out, reduced services, and billions in budget cuts have taken a tremendous toll. Traditionally, the public sector has provided stability to our economy in downturns, but today our public sector is hemorrhaging from inadequate investment in California's future.

The Federation supports public sector unions and their fight to protect collective bargaining and fair wages, benefits, and retirement security for public employees. Public employees are critical to the quality of the services that we use every day and without them our schools, communities, roads,

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bridges, and our state will suffer. The Federation advocates on a range of public sector issues, from the Public Employment Relations Board to municipal bankruptcy to attacks on public sector unions at the local level. We will continue to support public employees and rebuild our public sector.

State Public Employees

Economic recovery depends on investing in public sector jobs. The public sector has traditionally offered hundreds of thousands of Californians secure jobs with good wages, benefits, and pensions. Massive cuts to public sector jobs threaten California's economic recovery as the private sector struggles to make up for the loss of stable government jobs. California has cut more public sector jobs than any other state since the beginning of the recession. The state cut 126,300 federal, state, and local government jobs, shrinking the public sector workforce by 5 percent.

Public employees have suffered furloughs, wage and hour reductions and attacks on their pensions and retirement security. Public employees have taken more than their fair share of cuts to balance the state budget and face even deeper cuts yet corporations have not lost a single tax break. The Federation opposes proposals to pare down the public workforce through budget cuts, layoffs, and furloughs. All Californians suffer when the state does not have enough trained workers to provide high-quality services to residents.

Public employees also face increased attacks on their pensions, and retirement security. In California and across the nation, public employee pensions are being scapegoated for an economic crisis created by Wall Street. In reality, the entire cost of pensions for state workers in 2011 was \$3.5 billion, barely 4 percent of the state's total budget. Public employees already contribute up to 12 percent of their salaries to their pensions and have made a number of concessions during bargaining on pension issues.

The Federation opposes pension reform proposals that serve the political purpose of scapegoating public employees rather than fixing the state's budget. The Public Employees' Pension Reform Act of 2013 enacted sweeping changes to the public pension system for both new and current workers. Any further changes should be made through collective bargaining.

Another attack on public employees is the contracting out of state jobs. In the public sector, contracting out work has additional risks: a profit motive for service delivery, decreased transparency of the contract terms, and reduced accountability for the services provided. But the harm to workers remains the same: without an expectation of permanence or protection, workers cannot afford to speak out when their rights are violated or try to improve their conditions by organizing a union. Permanent workers get displaced by workers with lower wages, fewer rights, and little hope of changing conditions for the better.

The public sector has also moved toward a more contingent workforce. Jobs that were once stable and permanent are being eliminated and replaced by temporary or contract workers. Each year, the state spends billions of dollars on personal services contracts, hiring workers without the protections of civil service laws or a collective bargaining agreement. California laws provide some protections against contracting out state and school work. Yet there is little transparency over state contracting practices and the billions of dollars spent in state services contracts each year suggest the law has not been effective. We support expanding and strengthening existing laws to restrict the outsourcing of public sector jobs.

The ability to bargain for better wages, benefits, and working conditions depends on a system that is effective, efficient and fair. In 2013, the Governor appointed four labor-supported candidates to the Public Employment Relations Board, ensuring that public sector unions would have a fair hearing

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from members of the Board who have extensive experience and knowledge in the field. The Federation also supported legislation to strengthen collective bargaining for public employees by improving the process for contract ratification, dispute resolution, and impasse procedure.

Local Fights

Big business and their Republican allies understand that unlike in Wisconsin, Ohio and other states, they cannot successfully move anti-worker, anti-union legislation in California at the state level. But they have figured out that they can dismantle worker protections, collective bargaining rights, and the public sector at the local level, city by city across the state.

Ballot Measures

Our affiliated unions and Central Labor Councils are fighting to beat back attacks by business groups and Republicans on the most fundamental workers' rights. In 2010, there were eight initiatives at the local level going after public employee pensions and retiree health care. In Stockton and San Jose, initiatives were on the ballot to eliminate binding arbitration.

San Jose is once again using ballot initiatives to launch attacks on public employees. The City Council voted to put a measure on the ballot that would slash the pensions of its union workers. City workers have offered to collectively bargain the pension issue with the city and have agreed to reduce pension benefits. Yet the city has been unwilling to negotiate and is moving forward with their ballot measure. The city exaggerated pension costs in order to build support for the ballot measure and to scapegoat public employees for the city's budget deficit. The Federation worked with local unions for a state audit of San Jose's finances before voters decide to slash pensions based on faulty information.

The Federation opposes placing pension reform measures on the ballot and reiterates that pension reform, benefits, and contributions should be collectively bargained and not decided by voters.

Contracting Out and Charter City Conversion

Initiatives are not the only way that local governments are going after unions and the public sector. In March of 2011, the City of Costa Mesa voted to contract out more than 200 city jobs—over half of their workforce. The city garnered national attention when one worker committed suicide by jumping from a building apparently devastated by the layoff notice he received. Although the city claims the outsourcing was for cost savings, Costa Mesa has already spent over a half million dollars on a law firm that charges \$495 an hour for legal services. The real motivation behind the city's machinations is clear—conservatives called Costa Mesa “ground zero in the fight against organized labor...” and warned that this was the future for all California cities.

After a challenge from city unions to the outsourcing proposals, Costa Mesa is moving a proposal to become a Charter city. Charter cities, unlike General Law cities, can abandon the state constitution and adopt their own charter which governs the city's laws and operations. Of the state's 482 cities, 120, or 25 percent, are charter cities. The trend toward charter city conversions is growing in popularity as cities use conversions as a way to cut costs and balance their budgets by abrogating collective bargaining agreements and eliminating worker protections.

The Associated Builders and Contractors seized on charter city conversions as a way to prohibit Project Labor Agreements and prevailing wage laws. We join with the State Building and Construction Trades in their fight at the local and state level to ensure that every city has the ability to choose to build with PLAs and every worker is paid the prevailing wage. We support SBCTC's lawsuit against the

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City of Vista for attempting to circumvent paying prevailing wage on municipal projects. Prevailing wage is the pathway to the middle class for construction workers and it should be preserved at the state and local level.

In 2010, anti-union charter amendments were passed by voters in several cities. These initiatives prohibit the cities from funding contracts for public works projects that have a Project Labor Agreement. In 2012, anti-worker advocates put Measure A on the ballot in an effort to ban PLAs in the City of San Diego. If passed, this measure would force the city to forgo critically needed funding to repair crumbling infrastructure and other public works.

We applaud victories to fight back against charter city conversions designed to undermine workers' rights. The trades passed legislation in 2011 and 2012 that prohibits cities that ban prevailing wage and Project Labor Agreements from getting state construction funds. The bills discourage cities from banning PLAs and prevailing wage and also ensure that taxpayer funds support good middle class jobs.

Municipal Bankruptcy

Another tool increasingly used by cities to avoid obligations to public employees outlined in collective bargaining agreements is municipal bankruptcy. The Federation opposes the use of municipal bankruptcy by cities for this reason. In 2008, the Vallejo City Council voted to declare bankruptcy, even after firefighters, police officers, and public employees offered a package of wage and benefits concessions that would have solved the city's deficit. Along with the California Professional Firefighters, the Federation sponsored and passed legislation to create a structured mediation process to ensure that all stakeholders are at the table before bankruptcy is filed and that bankruptcies are not used to undermine collective bargaining agreements.

This law is already being tested as more cities and counties turn to bankruptcy to get out of obligations to their employees and residents. Fresno County, Stockton, and Mammoth Lakes are only some of the municipalities looking to bankruptcy as a panacea for their budget woes. The Federation has worked closely with the unions representing workers in Stockton to prevent the drastic step of bankruptcy until all options, including collective bargaining are exhausted. We will work with unions in cities around the state who want to make sure that they are fairly represented in the mediation process when a city considers bankruptcy. We also will work to refine and improve existing law to strengthen protections for workers during municipal bankruptcy.

The Federation will continue to work for strong public sector protections that ensure workers have the right to collective bargaining, living and prevailing wages, and retirement security.

5. Invest in California

WE need an economy that works for the 99 percent, not just the 1 percent. The foreclosure crisis created by Wall Street gambling on toxic mortgages nearly destroyed California's economy. The state needs strong protections so that another housing crisis does not completely devastate the economy. We need to reinvest in our state economy and use public policy to create the jobs that will rebuild the middle class. Infrastructure, manufacturing, and the housing construction all provide opportunities to create an economy that works for working people.

We need a comprehensive strategy for making investments in our economy 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 global economy impacts California's recovery as well and destructive trade policy further increases global inequality. 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). These models have 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.

Reversing the damage done by free trade requires developing a strategy to bring back manufacturing through Made in California policies and investments in a skilled workforce. Californians have invented some of the most innovative products in the world. We should be building those products here in California where they were invented rather than offshoring our technology and skills to other countries. Economic recovery depends on bringing back advanced manufacturing to California and creating good union jobs in the private sector again. The state has an important role to play in investing in an economy that works for working people and rebuilds the middle class.

Foreclosure Crisis and Affordable Housing

The foreclosure crisis, starting in 2008, nearly destroyed California's economy and still drags on our recovery. For a family, a foreclosure is devastating. For a state, unmitigated foreclosures destroy communities, deprive cities of critical revenue, and cripple the economy. Local governments lose an average of \$20,000 on every foreclosure. In California, the massive number of underwater borrowers has impeded our economic recovery, as families are spending everything they have just to hold on to their homes.

The best outcome for all Californians is to stabilize home values and keep families in their homes through affordable loan modifications. This reduces blight from abandoned buildings, stabilizes local government revenues, and promotes economic recovery.

Re-regulating and reforming the banking industry is not an easy task. Banks and their army of lobbyists fight to kill any legislation that attempts to reform the industry to benefit homeowners and consumers. We commend legislators that have stood up to banking interests and support reform legislation. We will challenge labor-endorsed candidates who side with banks over working families and underwater homeowners.

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In 2012, the Federation sponsored the Homeowners' Bill of Rights that enacted the national mortgage settlement reforms into state law, including restrictions on dual track foreclosures, protections for tenants, and tools for communities to fight foreclosure-related blight. The law allows families who lost their homes due to a violation of its provisions to sue the bank and stop the foreclosure.

The Bill of Rights is an important victory, but more needs to be done to ensure an affordable housing supply for California's workers. We 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. We support local efforts to restore rent control. We also support legislation to provide 'just cause' eviction, longer eviction notice requirements, more regulation of landlord use and return of renter security deposits, and protection for tenants during foreclosure.
- **Increase state and federal funding for low-income housing:** We support the establishment of the Housing Opportunity and Market Stabilization (HOMeS) Trust Fund that would create rental and homeownership housing for low- and moderate-income workers throughout the state. Funding housing for the middle class not only provides shelter but also revitalizes the struggling home construction sector and provides apprenticeship opportunities.

USE UNION LABOR TO DEVELOP HOUSING IN THE RIGHT PLACES

- **Fair wages for work:** Governor Gray 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.
- **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. This is a model high-road economic project—creating housing that working people can buy or rent, while simultaneously creating high-quality jobs for workers.
- **Pursue smart growth development:** Economic development activity should seek to create healthy communities and "smart growth" development. The dissolution of redevelopment agencies gives the state an opportunity to redesign development in economically-distressed areas, creating transit-oriented development and high-quality job creation. The Federation supports redevelopment successor programs that design residential areas close to mass transit, retail establishments and businesses and include jobs plans for high-road job creation.

Build the California of the Future: Infrastructure

Under Governor Pat Brown, California made massive public investments in infrastructure—roads, water, energy, parks, bridges, and schools. That was a necessary investment in California's future. Decades later, that infrastructure has fallen into disrepair and is inadequate to support California's growing population and economy.

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Crumbling bridges, pockmarked roads and decrepit schools not only hurt our quality of life, but also further drag down our ailing economy. A healthy economy depends on a robust infrastructure to support business and job growth. We cannot get there by allowing our existing infrastructure to crumble and fail to meet the challenge of a growing population and economy. Infrastructure investments are proven job creators. Every \$1 billion spent on heavy construction creates an estimated 13,000 jobs.

Infrastructure can also put people back to work right away. Roads, bridges, courts, schools, sewers, and water systems are all in desperate need of repair. Water infrastructure is critical to key sectors of the economy like agriculture, manufacturing, and production. A strong economy depends on modern water systems to move, store, and distribute water across the state. The clean energy economy requires retrofits of existing buildings to make them energy efficient.

Investment in infrastructure not only builds our state, it builds our economy too. The Federation supports the creation of good, union jobs on infrastructure projects that pay prevailing and living wages. The Federation joins the State Building and Construction Trades Council in continuing to strongly support Project Labor Agreements as a way to help large public and private construction projects go more smoothly, as well as to maintain wage and benefit standards.

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 projects, 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.

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.

California voters have over and over again voiced support for better investment in transportation. In 2008, voters overwhelmingly approved Proposition 1A, a \$9.95 billion bond measure for construction of a statewide high-speed rail system. High-speed rail will relieve traffic on congested highways and facilitate the movement of people and goods throughout the state. However, California's economic success depends on continued investment in both high-speed rail and our state's highway system.

The Federation continues to work to ensure the construction of a statewide high-speed rail system. We commend the leadership of the High-Speed Rail Authority for developing a realistic and comprehensive business plan that lays out the road map for construction of the 800-mile system. High-speed rail is the largest job creation and economic development project in California and the nation. California can leverage state dollars to attract federal and private investment in the project in order to create hundreds of thousands of jobs.

We worked to get bond funds authorized to begin construction on the high-speed rail project. We will continue to work to ensure the legislature approves Governor Brown's budget proposal to allocate cap and trade funding to get shovels in the ground for the project in 2014. High-speed rail opponents know that once hundreds of thousands of Californians are employed after breaking ground on the project they will not be able to stop its progress.

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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. The absence of effective mass transit can be the decisive factor in keeping working families in poverty. The Federation opposes the raiding of funding streams for mass transit at the state level. We need to maintain operations funds from the state while maximizing the federal stimulus funds received for transit equipment. The Federation opposes cuts to operations funds and mass layoffs across transit districts that disrupt and decrease service quality.

Water

California faces a historic drought that makes investment in our water infrastructure and storage even more urgent. A sustainable water infrastructure ensures that farmers, residents and businesses can thrive and the state's economy can grow.

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 a 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 commoditization of natural resources can be very dangerous. We call for active stewardship by unions and communities to protect water from speculative moneymaking interests.

Maritime Trades

California's ports are the gateways for nearly 50 percent of all U.S. waterborne commerce. The ports link the state to the global economy and fuel economic growth. These ports and their intermodal goods movement businesses support a high-wage workforce in the highly unionized transportation trades. The Federation supports releasing funds from the Harbor Maintenance Trust Fund for port infrastructure improvements and building.

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The Federation reiterates its support for federal statutes that ensure that vessels engaged in the coast-wise and international trades are built and crewed by American workers. The Jones Act, the Maritime Security Program, the Passenger Vessel Services Act, and U.S. cargo preference laws are critical in maintaining a viable American Merchant Marine.

A key element of U.S. cargo preference laws is the Food for Peace Program. The purpose of this program is to promote the food security of developing countries. Food aid is grown by American farmers and transported onboard U.S.-flag vessels to countries in need. Since its inception in 1954, more than three billion people in 150 countries have benefited directly from U.S. food aid. Beginning in 2008, 75 percent of all Food for Peace cargoes were carried in U.S.-flag vessels, but the amount was reduced by Congress at the request of the Obama Administration to 50 percent. In addition, the Administration budget for fiscal year 2015 calls for \$1.4 billion in funding for Food for Peace, a \$66 million reduction. The White House also proposes diverting up to 25 percent of Food for Peace funding to cash payment programs to impoverished counties. This approach is not in the best interest of those who need food. As President John F. Kennedy said in 1961: “Food is strength, and food is peace, and food is freedom, and food is a helping to people around the world whose good will and friendship we want.”

Reducing funding for Food for Peace and reducing the commodities carried in U.S.-flag vessels sought by the Administration would have a devastating impact on the U.S. merchant marine and the job base of American merchant mariners.

The House of Representatives unanimously passed the Coast Guard and Maritime Transportation Act of 2014 that restores full funding for Food for Peace and restores to 75 percent food aid carried in U.S.-flag vessels. The Federation supports the Coast Guard and Maritime Transportation Act of 2014.

The Federation supports the U.S. Department of Transportation’s America’s Marine Highway Program. The development and expansion of America’s marine highway system is an ongoing joint government-private industry effort. The resultant increase in the coastwise waterborne transportation of cargo will help to significantly alleviate congestion on our nation’s highways and rails, achieve a greater measure of energy efficiency in the transportation of domestic cargo, and create jobs for American workers in the maritime and its related service and supply industries.

One major obstacle to the development of America’s Marine Highway Program is the current application of the Harbor Maintenance Tax (HMT) on domestic waterborne cargo. Today, all cargoes arriving at a U.S. port are subject to the imposition of the HMT. Cargo arriving at a U.S. port and then transported by rail or truck to another destination in the United States is only subject to the HMT once. However, if that same cargo is transported by a U.S.-flag vessel to another domestic port, it is taxed a second time under the HMT when it reaches its next destination. This double application of the HMT on waterborne cargo creates a significant economic disincentive for shippers to move cargo by water along our coasts and impedes the development of a Marine Highway System. The Federation supports legislation that would end the double taxation on domestic waterborne cargo.

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 attacks, but opposes any measures that treat workers as suspects and infringes on their

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constitutionally guaranteed civil rights. The federal government should be less focused on low-risk American workers and more focused on 100 percent container screening on imports, foreign mariner documentation, and other security initiatives.

Build Here, Buy Here: Manufacturing

California is still the No. 1 technology state in the nation because we have a legacy of valuing education and fostering innovation. However, if we invent big ideas in California, we must manufacture them here. We can no longer afford to outsource our innovation to other countries. It is no longer acceptable for our politicians to subsidize the practice of big corporations shipping jobs out of state or overseas. The state can play a critical role in creating a market to encourage the growth of in-state manufacturing jobs.

Revitalizing manufacturing is fundamental to California's economic stability and growth. Investment in manufacturing, in particular, is a smart way to spur economic recovery. Manufacturing jobs have the highest multiplier effect of any job classification in any industry—for every manufacturing job created, an additional 2.5 jobs are created in the broader economy.

The presence of one manufacturing firm gives rise to an entire supply chain creating business opportunities for suppliers, component manufacturers, contractors, and professionals. In addition, producing goods in-state spurs economic activity in the transportation and shipping industries. Jobs in manufacturing are good for working families. The average wage for a manufacturing job in California is \$25,000 higher than that of a service sector employee and \$35,000 higher than retail trade wages. These jobs are the backbone of the middle class.

California has great potential to generate new manufacturing activity, especially in the green economy. The growing demand for green technology and products provides a perfect opportunity to revitalize California's manufacturing base by producing components to build solar panels, wind turbines, high-speed rail trains, and other building blocks of the green economy. However, currently many components are brought in from abroad. We should be manufacturing, rather than importing, the goods necessary to build the green economy. We support efforts to buy materials made in America and in California. We also support bid preferences for contracts for goods and services that create jobs in California.

The Bay Bridge construction project is a clear example of the urgent need for policies to revitalize California's manufacturing sector. California spent \$7 billion to build a new San Francisco-Oakland Bay Bridge that is one of the largest state infrastructure projects and is a distinctive part of the Bay Area skyline. However, the massive cables, key sections of the bridge tower, and the deck were all made in China and brought over for assembly in California. Instead of investing in our state and our workers by contracting with local companies, the state contracted overseas, risking quality control and economic benefits. We support policies which require that state dollars are spent on investing in California's workers, companies, and economy.

Transportation manufacturing is a potential area of growth in California. Currently, most American manufacturers of trains, light rail, buses, and other rolling stock buy component parts and intellectual property from overseas and just assemble the finished product in the U.S. Real investments in transportation could change that—a recent study found that for every \$1 billion invested in capital expenditure for public transit, 3,109 new manufacturing jobs will be created. We support state and local agencies to make every effort to purchase new fleets that are manufactured in the United States.

Construction of a high-speed rail system in California provides an opportunity for the state to rebuild the manufacturing base. The state will spend billions to construct, maintain, and operate a high-

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speed rail system, and the train sets and supplies should be built in California. Bringing high-speed rail manufacturing technology to California is a first step toward revitalizing and revamping the state's manufacturing base to meet the growing demand for energy efficient and "green" modes of transportation.

We support legislation and policies that foster the development of California's transportation manufacturing base.

Green Jobs and Clean Energy

For decades, California has been ahead of the curve in developing renewable energy technologies and instituting efficiency standards. As early as the 1970s California emerged as a leader in clean energy and the development of solar, wind, and advanced battery technology. The state also has a history of instituting policies to both support and push the clean energy economy—from standards for fuel efficiency to the landmark AB 32 legislation in 2006 to reduce greenhouse gas emissions statewide.

California still has many advantages that position us for new leadership in clean energy. The state has instituted a number of demand-side policies, such as AB 32, a Renewable Portfolio Standard of 33 percent, and Prop 39 to retrofit public schools. These programs have the potential to create new clean energy markets and jobs. However, state action is critical to ensure that clean energy jobs are created and retained in California. The clean energy technology that is invented here should be built here, from the solar panels on schools to lithium ion batteries.

Green jobs in the clean energy sector are a key part of economic recovery and building a 21st century economy. However, green jobs are not intrinsically good jobs. The Federation supports aggressive use of the tools—including labor standards for subsidy recipients, living wage rules for government contractors, prevailing wage requirements, and project labor agreements—to hold employers accountable for creating good green jobs. The best strategy for making green jobs into good jobs, however, is to protect and expand the right to organize for all workers.

Trade Policy that Works for All Workers

America's decisions about trade and economic policy have significant impacts on workers both here and abroad. 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 (North American Free Trade Agreement), CAFTA (Central American – Dominican Republic Free Trade Agreement), and 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 do not serve 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.

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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, call centers, 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 20 years of the trade agreement, it is clear that unions were right all along. In the first decade after its enactment, NAFTA cost more than one million American workers—including 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 jumped from 45.5 million in 2006 to almost 58 million in 2010.

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.

Despite massive organizing and opposition, the Central American Free Trade Agreement passed 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 threatens workers' rights, drives farmers off land, and undermines 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, environmental and other grassroots groups in the state.

In 2011, President Obama signed three new trade agreements with South Korea, Panama, and Colombia. The Administration is now pursuing fast-track authority for the Trans-Pacific Partnership (TPP), a new trade deal with 11 Asian and Latin American countries in the Pacific basin. The Federation supports efforts by our international unions to oppose all of the new free-trade agreements. All are based on the same flawed trade model that has sent jobs overseas, lowered wages and benefited wealthy investors over workers.

The Federation especially opposes the FTA with Colombia. 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 and 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.

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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. We strive for the same standards for workers around the world—good wages and benefits for a hard day’s work.

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

6. A Strong Social Safety Net

CALIFORNIA'S unions fought hard to create a strong social safety net for when workers fall on hard times. Workers need protection against unexpected interruptions in their work lives, such as workplace injuries, or layoffs. They need health care for themselves and their families when they are in-between jobs or cannot afford to purchase insurance on their own. Workers' compensation, disability insurance, public health care programs, and unemployment insurance all provide vital safety nets to working people

Billion dollar budget deficits over the last few years resulted in deep and painful cuts to safety net programs. Despite a budget surplus in 2014, those cuts have not all been restored, and Californians still struggle to make ends meet as the recovery fails to create enough new jobs. Safety net programs are not just crucial to recipients, they benefit the state's economy. Unemployment benefits invest money into hard-hit communities when they need it the most. Medi-Cal provides health care that prevents reliance on expensive emergency room care at public hospitals for preventable illness. Workers' compensation prevents costly lawsuits and returns injured workers back to their jobs.

Though safety net programs were designed to help people through hard times, increasingly workers make up the majority of public assistance recipients. Hard work no longer means that a worker has the opportunity to climb out of poverty into the middle class. The growth of low-wage, part-time jobs without benefits has forced many workers to rely on public assistance for their health care and to put food on the table. While employers benefit from not providing living wages or benefits, taxpayers foot the bill. Essentially taxpayers are subsidizing some of the most profitable companies in the world, like Walmart and McDonalds.

A 2013 study calculated that taxpayers spend \$7 billion a year to provide public assistance to workers in the fast food industry. Over half of that cost came from state Medicaid programs to provide health coverage to workers and their families. Even working full-time is not enough to keep workers out of poverty—over half of the families of full-time fast food workers relied on public assistance to make ends meet. Spending on Medi-Cal is the fastest growing area of the state budget, and threatens to hinder the state budget recovery.

California cannot afford to subsidize low-road employers. We need to repair our tattered safety net to provide for our most vulnerable residents. Large and profitable companies should either pay living wages or pay their fair share if taxpayers pay for their workers' basic necessities like food and health care.

The Federation 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. We will make sure that employers pay their fair share if their workers rely on public assistance. The Federation will continue to fight to support these programs as a basic component of workers' rights in California.

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Medi-Cal

One of the ways the Affordable Care Act offers coverage to the uninsured is through a historic expansion of state Medicaid programs. California's Medicaid program, known as Medi-Cal, provides coverage for the ten Essential Health Benefits required by the ACA as well as nursing home care. The ACA expands the Medi-Cal program to childless adults with income up to 138 percent of the Federal Poverty Level and parents with income between 106 percent and 138 percent of the Federal Poverty Level.

Under the expansion of Medi-Cal, 1.4 million Californians are newly eligible for the program. 2.5 million Californians were already eligible but not enrolled and the individual mandate under the ACA is expected to push many of them to enroll in Medi-Cal which will increase Medi-Cal's enrollment figures significantly.

The Federal government pays for 100 percent of the cost of newly eligible Medi-Cal enrollees for the first three years and guarantees payment for 90 percent of the cost after that. The state is reimbursed for 50 percent of the cost of previously eligible enrollees. The expansion also allows the state to save money in other areas, as Medi-Cal enrollment is associated with increased use of preventive care and better health outcomes, relieving the burden on emergency rooms and other county safety net programs.

Some of the challenges of the Medi-Cal expansion is the influx of millions of newly eligible adults into a program that is already overextended. California has among the lowest reimbursement rate to Medi-Cal providers, causing more and more doctors to stop taking Medi-Cal patients. The result is increased wait times for Medi-Cal recipients to see any health care provider and even longer for specialists. Delayed care means that some recipients revert to relying on emergency rooms for basic care or result in worse health outcomes for chronic diseases that go untreated.

The expansion of Medi-Cal allows some employers to shift the burden of providing health coverage to taxpayers. Under the ACA employer responsibility requirements, employers only pay a penalty if an employee is full-time and enrolled in the Exchange. That gives employers an incentive to cut hours and eliminate benefits so that workers end up on Medi-Cal, which does not trigger an employer penalty. Even with a minimum wage of \$10 an hour, an estimated 350,000 workers in firms over 500 employees will be enrolled in Medi-Cal by 2019.

The largest and most profitable companies in the world are shifting the cost of providing health care for their workers to the taxpayers of California. Every dollar spent subsidizing corporations is a dollar not spent on investing in other public programs like education and infrastructure. Employers that provide good health benefits are put at a competitive disadvantage as they struggle with rising health care costs while other employers in their industry shift that cost to taxpayers.

To address this problem, the Federation joined with the United Food and Commercial Workers to sponsor AB 880, a bill that would penalize firms with over 500 employees who had workers enrolled in Medi-Cal. The penalty would be equal to what other large employers pay for workers' health care and the money would go to help the state pay for the costs of the program and to increase reimbursement rates for providers. Assembly Democrats killed the bill, which required a two-thirds majority. The Federation will continue to fight employers who cut hours, eliminate health benefits, and are subsidized by taxpayers and will educate elected officials on the importance of this policy.

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Unemployment Protections

Losing a job is one of the most financially traumatic events in a worker's life. To help families through the economic challenges of job loss, the unemployment insurance (UI) system provides partial wage replacement for workers unemployed 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.

The recession, however, dealt a heavy blow to the overall health of our unemployment insurance system. Our UI trust fund currently owes billions to the federal government and all possible paths to solvency seem impossible amidst the relentless economic downturn and difficult political climate. In addition, structural funding issues that predate the recession continue to threaten the overall system's viability. The Federation supports major reforms to the state's UI system that will ensure the long-term solvency of the program and the ability of the unemployed to access adequate benefits. Proposed reforms include:

- **Increase and index the taxable wage base:** Since 1983, California businesses have only been paying UI taxes on the first \$7,000 of each worker's earnings. Across the country, the average wage base for UI taxes is nearly twice California's base. Our UI fund will be perpetually underfunded unless the taxable wage base is increased and indexed.
- **Increase the maximum tax rate:** The tax rate structure faced by California's employers insufficiently discourages employers from laying off workers. The rates vary according to a schedule, with employers that lay off more workers paying higher rates. All employers pay higher percentages in times of lower fund reserves. Maximum tax rates in California should be increased to have an impact on high cost employers, especially those in the agriculture, construction, and film industries.
- **Forward-funded 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. 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.
- **Special surcharge on employers:** California currently owes the federal government billions of dollars for a loan to the state UI trust fund. That debt generates hundreds of millions in interest each year, and federal law prohibits UI funds from covering the payments. Rather than borrowing from other funds, levy a special surcharge on employers to pay for the interest on the federal UI loan, as do 20 other states.
- **Protect and increase UI benefits:** When wages and inflation rise, UI benefits fail to keep pace. California already ranks 43rd in the nation for the percentage of the state's average weekly wage that is replaced by its UI benefits. Most of the 36 states that automatically index their benefit amounts do so in relation to the state's average weekly wage, guaranteeing that benefits will not be eroded over time.
- **Create a dependents' allowance:** California's unemployment insurance benefits do not account for the size of a family. While individuals receiving benefits are somewhat more flexible in reducing costs in times of unemployment, families with children often face fixed costs—such as education and child care. To address the needs of families of all sizes create a dependents' allowance, making benefits more progressive for working families.

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- **No deductions from UI paycards:** EDD recently eliminated the payment of unemployment and disability benefits by check and now only pays benefits by direct deposit or electronic pay cards. The current contract negotiated by EDD with Bank of America contains strong protections to guard against costly hidden fees charged by banks that take a chunk out of benefit checks at a time when Californians can least afford it.

In September of 2013, a computer malfunction cut off unemployment insurance (UI) benefits to over 100,000 unemployed Californians, leaving these individuals with no financial assistance for weeks. Meanwhile, years of federal funding reductions had left EDD call centers unable to handle the increased call volume, and many workers called literally hundreds of times before reaching anyone who could help. The resulting uproar exposed a variety of problems with our benefit delivery system and has inspired various efforts to improve how our state extends benefits to the unemployed, including an audit of the UI appeals process and increased funding from both the state and federal governments.

We support legislation that will improve translation of UI information, require a review of eligibility determination practices, clarify existing eligibility standards for workers enrolled in training programs, and extend a grace period for workers seeking to continue their claim. The Federation will continue to work with agency leaders and other stakeholders on additional efforts to improve the overall efficiency of the system while protecting workers who provide these services.

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.

Worker Adjustment and Retraining Notification

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.

The Federation supports legislation 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 offshoring 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.

Despite efforts to strengthen the WARN Act, some employers game the system by staggering layoffs to avoid triggering the WARN Act provisions. We support efforts to ensure that employers comply with the law and provide workers and communities with the notice they deserve to deal with the devastating impacts of layoffs.

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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 (PFL) 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. In the first five years of the program, 740,000 California workers received over \$4 billion in paid family leave benefits. Because of paid family leave, these workers are able to care for a new child or sick family member without entirely foregoing their income. More outreach efforts are needed to spread 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. 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 strengthened workplace protections that guarantee no worker will be fired or face retribution for taking family leave or for using SDI. Employer retaliation against workers who need and take leave is simply unacceptable. The main reason injured or ill workers do not take leave is that they cannot afford to do so.

The Federation supports adequate 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.

Because only 29 percent of California workers have ever heard of paid family leave, workers are paying into the fund, but underutilizing it. Therefore, the Federation supports a small portion of the SDI Fund to be used for outreach and education.

The SDI system allows employers to substitute their own private "voluntary" 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 can make 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 negoti-

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ated 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, 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.

During the years following Governor Schwarzenegger's 2004 workers' compensation reforms, the process by which injured workers sought treatment and benefits steadily declined from bad to worse. Costs skyrocketed and delays increased as inefficiencies, waste, and unnecessary litigation threatened the viability of the entire system. Worst of all, despite these relentless cost spikes, permanent disability benefits for workers had declined an average of 40%. As a result, in the spring of 2012, labor and management came together to negotiate a new system that would improve benefits for injured workers while reducing costs for employers.

The labor management partnership developed comprehensive legislation to raise benefits while speeding up the process and cutting costs in the system. Workers permanently disabled by their injuries won a 29% benefit increase, with every injured worker—regardless of wage level or seriousness of injury—sharing in \$860 million of new benefits. Prior to this legislation, an injured worker often faced months—if not years—of delays when prescribed treatment was disputed by the employer or insurer. This system was replaced with a new one that not only guarantees resolution within 45 days, but also puts physicians in charge of medical disputes, rather than lawyers and judges.

The bill created and expanded a number of other protections for injured workers. The top benefits to workers include:

■ **Major permanent disability (PD) benefit increase, quicker payment of awards**

- On average, a 29% increase in the amount paid to the permanently disabled
- An \$860 million benefit increase for all workers
- All workers, by category, get an increase, workers with higher wages will see a larger increase
- \$120 million of new benefits for disabled workers with especially severe earnings loss
- Benefits adjusted based on occupation and larger awards for highly skilled workers with an injury that specifically affects their craft

■ **Faster, higher quality medical treatment**

- Independent Medical Review (IMR) process means treatment disputes will be handled by independent medical experts, not judges
- Medical treatment guidelines expanded to include all treatment to provide a benefit to a patient
- IMR is only allowed 30 days to return decisions, compared to months—or even years—to get necessary medical treatment under the current process
- Numerous new quality controls and audits on medical provider networks (MPN's), the physician groups that treat injured workers
- Right to pre-designate and see your own doctor expanded to all workers with health insurance

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- **Improved retraining and higher awards for those with career-ending injuries**
 - Workers who cannot return to their job of injury receive a \$6,000 training voucher
 - This voucher will be awarded faster than under the current system, and can be applied to approved training providers on the state approved Eligible Training Provider List (ETPL)—many of which are union apprenticeship programs
- **More equitable dispute resolution with fewer delays**
 - Current system is clogged with all kinds of doctor bill-related liens and lingering legal disputes, a new system will eliminate most of these—freeing up workers’ compensation courts to handle legitimate issues affecting injured members
 - Lien reforms also free up hundreds of millions of dollars for increased benefits
- **System solvency is protected, lower rate increases for employer**
 - System savings will reduce the need for workers’ compensation insurance rate hikes on employers
 - More predictability will help prevent insurance cost spikes that could threaten insurance market stability
 - Lower insurance rates on employers means more money for wages, benefits, and improvements in working conditions

For employers, the bill offered roughly \$1 billion in potential savings, as well as a much simpler and less adversarial approach when complex claims arise. Reforms to the process by which insurers and employers handle billing disputes also created far greater predictability for both, not to mention the financial benefits inherent to such dramatically reduced friction and inefficiency. The overall market stability introduced by this legislation, combined with the massive savings for employers and immeasurable benefits to injured workers, leaves little doubt that this reform stands among the California labor movement’s greatest legislative achievements.

7. An Equitable, Sustainable Budget and Tax System

BUDGETS require hard choices that reflect our priorities as a state. For years California's budget reflected the growing inequality between the rich and the poor. Deep cuts to state-funded programs have strained our safety net programs to the breaking point and 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. At the same time, the most profitable corporations in the world raked in billions in new state tax breaks.

After years of deep budget cuts, California is finally showing signs of progress toward economic recovery. Governor Brown has shown tremendous leadership in guiding California out of a deep budget hole and creating a sustainable budget. Proposition 25 lowered the supermajority requirement to pass a budget, ending decades of late budgets and Republican demands for concessions for votes. Voters also stepped up to mend the budget by passing Proposition 30, which increased taxes on the wealthiest Californians to fund public education and Proposition 39, which closed a billion dollar corporate loophole to fund school retrofits. Because of those initiatives, the state avoided further cuts to education, helped balance our budget, and will create hundreds of green jobs.

While California's budget is less bleak than before, the cuts made in previous years created a great deal of hardship for Californians, hardships they struggle with today. California has achieved a measure of budget stability, but we still must make substantial investments in education, health care, and infrastructure to rebuild our economy and our middle class.

The state still faces major budget challenges. The passage of Proposition 26 made it even harder for legislators to fund programs through the use of fees by raising the vote requirement to two-thirds. The revenues from Proposition 30 begin to sunset in 2016, highlighting the need for further action to preserve a balanced budget. The state still has a supermajority requirement to raise taxes, a long history of voter-approved spending limits and requirements, and an outdated tax base that keeps the state's fiscal house in continual turmoil.

The Federation supports policies to create an equitable, sustainable budget and tax system in California and in the nation. We believe in an equitable tax system that collects enough revenue to meet the needs of Californians for quality education, essential services, a clean environment, and safe and secure communities.

California's tax code needs to be updated for the 21st Century. Currently the state does not collect adequate revenue to provide needed services to the public and is forced to make devastating cuts. Modernizing the tax code would require broadening the tax base to include electronic commerce, such as downloads and increased collection of sales tax from out-of-state internet retailers. A stable tax code would include a balanced mix of tax revenues including a fair property tax, elimination of tax loopholes, and a fair apportionment formula for corporations in California that also have out-of-state operations.

Debt service on bonds is one of the fastest growing areas of state spending. California is a high debt state, second in the nation only to New York. In 2014, the state will spend 7.7 percent of the state's General Fund to pay debt service on bonds. The state's debt service ratio has held steady, but is lower than projections by the Treasurer's office. The Treasurer credits improved state finances and strict financial management of bonds and debt issuance for controlling debt service spending.

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.

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Revenues to Meet the Needs of All Californians

Even though working families are paying their fair share in taxes, they are getting less in return and bearing the brunt of the state's drastic budget cuts. It is time for the government to prioritize rebuilding the middle class through good jobs, quality education, a clean environment, and safe and secure communities. The state must commit to raising the necessary revenue and prioritizing spending to meet the basic needs of California families.

The Federation supports progressive tax measures that bring in the revenue the state needs to serve Californians. Proposition 30 on the 2012 ballot is raising needed revenue through a tax on the wealthiest Californians and a half-cent sales tax increase. However, Prop. 30 was a temporary tax fix to stave off more brutal budget cuts and will have to be re-instated by voters soon. The Federation supports permanent solutions to the state's lack of adequate revenue that include progressive taxation and other policies.

The Federation supports the following policies to bring in the revenues we need to adequately meet the needs of all Californians:

Re-Evaluate Tax Breaks and Close Loopholes

- **Close and put a moratorium on enacting tax breaks:** The Federation supports closing tax loopholes that do not provide obvious, necessary, and progressive economic benefit to the state economy. While our state faces a budget crisis, the Federation supports a moratorium on tax breaks that drain the state budget.
- **Repeal corporate giveaways in the tax code:** The state should evaluate every corporate tax break to assess whether there is an economic benefit for the money spent. If a tax break is not benefiting Californians, then it should be modified or eliminated using a majority vote.
- **Reinstate the top income tax brackets:** The top 1 percent of income earners has doubled its share of total state income over the past twenty years, from 12 percent to nearly 25 percent, while income growth for the rest of us has stagnated. Meanwhile, the top tier tax rates (state and federal) are lower than they were previously. Twenty years ago the highest tax rate in California was 11 percent of income; today it is 10.3 percent. We support progressive income taxation to require the wealthiest Californians to pay their fair share.
- **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 percent of all taxes owed in California go uncollected each year. Employers operating in the

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underground economy owe much of that money. The Federation supports policies that improve compliance with tax laws and encourage better coordination between the enforcement of tax and labor laws.

- **Impose penalties on wealthy tax cheats:** The Federation supports policies that increase penalties to prevent wealthy taxpayers from filing erroneous refund claims and playing the “audit lottery.” This would bring California into conformity with federal law enacted in 2007 on erroneous refund claims.

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 code does not include them. The Federation supports tax changes that expand the taxable base of goods to reflect the state’s changing economy.
- **Impose higher taxes on corporations with excessive CEO pay:** In the past few decades, CEO compensation has skyrocketed while workers’ wages have stagnated, increasing income inequality. We support creating a tax structure that rewards companies that have a reasonable CEO-to-pay ratio, while increasing taxes on companies with excessive wage gaps. This tax structure creates an incentive to lower CEO pay and to invest more corporate profits in worker wages. Not only will the tax raise revenue, but it will create an incentive for corporations to close the gap between CEO and worker pay, chipping away at income inequality.
- **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.
- **Allow local governments to increase revenues based on local needs:** Cities and counties bear the brunt of the state budget crisis as local money is taken by the state and the demand for local services increases. Local government should be able to raise local revenue by majority vote in order to fund local needs.

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. Every year the state spends \$14.5 billion on corporate tax breaks.

Tax breaks can be enacted by majority vote, but it takes a two-thirds vote to reduce or repeal them. Under existing law, it is nearly impossible to track how much of California’s budget is lost to corporate tax expenditures, what companies are getting the subsidies, and if those subsidies are creating jobs. Many of these tax expenditures are never reviewed and have no limit on the amount that can be given away. Companies are permitted to take taxpayer money and run—relocating jobs in other states or countries.

The Federation believes that economic development spending should be effective, transparent and accountable. Taxpayers need to know which corporations are receiving subsidies and if they are meeting

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performance standards. Tax breaks and other business subsidies should create quality jobs, and if that is not the case, taxpayers should get their money back.

California's film tax credit is an example of a tax credit that works to create and retain jobs in the state. According to the California Film Commission, the tax credit program has generated 41,000 jobs and \$2.2 billion in economic activity since 2009. Every dollar went to workers who have good, union jobs working on sets, doing lighting, technical work, hauling props and setting up locations. The film tax credit is also one of the few tax breaks in California that has the appropriate accountability measures to make sure it is effective. The credit includes a five-year sunset that allows for periodic legislative review of performance. It includes an annual cap and is targeted and allocated by the California Film Commission. The Federation supports tax policies that create good union jobs and are transparent and accountable to the public.

The reform of the Enterprise Zone tax credit program is an example of a successful reform of a failed tax giveaway program. For years, the Federation fought to rein in the cost of the EZ program. Independent research proved that the EZ program failed to create new jobs and destroyed good union jobs by moving them to other areas of the state—all subsidized by taxpayers. The program was growing at a rate of 35 percent annually, costing the state \$3.6 billion since its inception in 1986.

Working with the Teamsters and the Administration, the Federation won the elimination of the existing EZ program and replaced it with a new tax credit program that was designed to create good full-time jobs in manufacturing that paid living wages with benefits. The new program also includes stringent protections for taxpayers that ensure that companies create jobs before they get tax breaks, sets a cap on the cost of the program, and institutes a sunset date and program transparency.

The successful reform of the EZ program and the film tax credit demonstrates that well-constructed tax credits can help create jobs and support economic development. Any public dollars spent through the tax code require rigorous evaluation to ensure that taxpayer funds are being invested wisely. The Federation advocates better design, closer scrutiny and comprehensive evaluation of state economic development subsidies, especially tax expenditures. The Federation supports:

- **Unified economic development budget:** This would provide a comprehensive picture of state economic development spending.
- **Transparency:** A publicly accessible database that displays the names of all corporations that receive tax breaks, the amount received, the number of jobs created, and their wage rates and benefits.
- **Sunset and annual review:** Tax breaks should set out clear outcomes and performance measures at enactment, and be reviewed annually to make sure those goals are met.
- **Clawback provisions:** Require the state to recapture taxpayers' money if a business does not meet the stated goals of the state subsidy or tax break and prohibits bankruptcy to avoid clawback measures.

The struggle to raise sufficient revenues for California's growing population will persist 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 to raise revenue through the initiative process.

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8. High-Quality, Accessible Public 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 strong public support for education, California has ranked near the bottom in per-pupil spending for the past two decades, and the ratio of students to teachers is now the highest in the nation. Education support services provided by classified school employees are being decimated and in some cases eliminated altogether. Salaries are often inadequate to allow teachers and classified school employees to own homes near the schools where they work. More than half of all new teachers leave teaching within five years. More than half of classified school employees are now part-time and pay significant portions or even their entire paycheck on health care benefits for their families.

California used to have the best public schools and universities in the world, but now the state is plummeting to the bottom by slashing funding and laying off teachers and classified school employees. Cutting investments in the educational system that built our economy makes economic recovery and growth even more difficult. California cannot compete in a global economy if our school funding ranks behind Mississippi and Alabama, let alone China and Korea.

The challenges that already confront California's education system are further compounded by attacks by the Legislature on teachers' and classified employees' collective bargaining agreements, which are cloaked in the mantle of education reform. The Federation opposes attempts to abrogate collective bargaining agreements by eliminating seniority and due process for teachers. We oppose disciplinary procedures that undermine collective bargaining and unfairly target teachers. We also oppose attacks on classified school employees' rights and attempts to undermine contracting out laws that would permit the wholesale outsourcing of classified school employee jobs that deprive schools of experienced workers.

The Federation was proud to stand with our unions and with voters in opposition to Proposition 74, a Schwarzenegger-backed 2005 special election measure that would have undermined job security for teachers and further weakened our education system. We will continue to stand with education unions to fight the attacks on our teachers, classified school employees, and our schools.

We join California's educators in calling for broad changes to the federal Elementary and Secondary Education Act (ESEA), 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.

It is time that every child in California has access to public schools that allow them to compete in the global economy, regardless of their race, immigration status, or family's income. This includes not only reading and mathematics, but also the computer literacy that is as essential to getting a good job in the 21st century as basic literacy was in the 20th. We must foster the creative spirit that defines California by offering our kids a well-rounded education including music, career technical education, and art. You do not cut education when you know that countries that out-educate us today will out-compete us tomorrow.

It is time to recommit to our kids, our workers, and our future by making sure California returns to having the best-educated, most skilled workers in the world.

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Public Schools

For the first time in years, California's 2013-14 budget increased funding for public education. The passage of Proposition 30 provided much-needed funding to finally invest in our public schools. Though the budget increases school funding, years of deep budget cuts have taken a tremendous toll on California's once great public school system. Since 2007 when the recession began, funding for California's schools has been cut by \$20 billion. California continues to be the 9th largest economy in the world and our academic standards are the most rigorous in the country, but our investment in education is among the lowest compared to other states.

Cuts have forced schools to reduce instructional days, eliminate programs like summer school and lay off teachers and classified school employees. Since 2007, California has lost approximately 32,000 teachers or 11 percent of the total workforce. Classified employees have also been hard hit by layoffs—30,000 school para-educators, custodians, bus drivers, food service workers, and other classifieds have been laid off in the last few years and another 17,000 have taken unpaid furlough days.

The Federation opposes any further cuts to public schools or layoffs of school employees. We oppose takeaways from teachers and classified employees that undermine collective bargaining agreements. The workers that teach our children and keep our schools running everyday deserve fair tenure, benefits, and retirement security and we will continue to fight against rollbacks. We oppose draconian teacher discipline policies that evade the progressive disciplinary process in collective bargaining agreements. We also oppose the education trigger cuts that would cause irreparable damage to our public schools and our children. We support providing classified school employees 60 day layoff notices so they can have time to prepare for an eventual layoff.

School employees work every day to teach our children and provide them with a safe and healthy environment in which they can learn. Instead of placing blame on school employees for the difficulties faced by schools, all stakeholders should be working together to improve our public schools. Through strong partnerships between school administrators, teachers, classified school employees and parents, we can begin to tackle the many challenges facing our public schools.

Schools are complex systems that operate within the context of families, communities, and the support received from state and national sources. The school's abilities to help children learn depends on children arriving at school with the support they need to succeed, including safe and nurturing communities with secure housing, food, health care, and access to high-quality early childhood education.

The school must have leaders trained to be inclusive and able to work with teachers to unite around a common vision of what constitutes high-quality instruction. School leaders must be able to work with parents and the community to provide a safe and supportive school culture. Teachers must have access to quality professional development, adequate resources, a research based curriculum, small class sizes, and time to collaborate. Children need to have the services of classroom aides, librarians, psychologists, and counselors in order to achieve at their highest potential.

New school funding mechanisms open up a path for schools to collaborate more closely with staff and parents. Governor Brown succeeded in pushing through the Local Control Funding Formula (LCFF) in 2013 which fundamentally changes the way K-12 education is funded. The LCFF is a historic change in public school finance and requires vigilance during the implementation period to ensure that funding is equitable and transparent.

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The LCFF changes school financing by shifting away from funding from property tax levels and categorical streams. The LCFF eliminates nearly all 60-plus categorical programs and revenue limits. Instead, the LCFF creates a statewide base grant for all students across the state. The new program recognizes that it costs more to educate some students than others. For each student who is from a low-income family, is a foster youth, or an English Language Learner, a district receives a supplemental grant. If the number of target students is greater than 55 percent of the total student population, the district receives a concentration grant.

Local school districts are required to develop a Local Control and Accountability Plan that details how they will use funding to meet the needs of students in their district. The plan requires input for stakeholders which will give teachers, classified employees, and parents the opportunity to weigh in on the districts' plans. Though all districts will receive a base grant, some districts will receive increased funding, which will impact the implementation of local plans and collective bargaining for teachers and classified employees.

The LCFF implements a system to make school funding more equitable for the students that need additional support to be successful. The Federation supports transparent and fair financing of schools so all students have a chance to excel. 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.

The Federation opposes attempts to undermine public education. 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.

We join education unions in opposing the implementation of federal Race to the Top legislation at the state level. The Governor and legislators have demonstrated a willingness to repeat the past mistakes of No Child Left Behind, including an over-reliance on test scores as a measure of student achievement, unregulated charter schools and compensation tied to test scores, all for the promise of just a small amount of one-time federal money. California should not implement federal changes to our education system that have not proven to be effective for students, parents, or teachers.

The open enrollment provision of Race to the Top would allow the most sophisticated parents to navigate the system and get their kids out of failing schools. But what would that mean for the kids who are left behind? Real educational reform must go beyond limited individual choice, which merely benefits those families who have the time and resources to compare schools, participate in the open enrollment process, and transport kids outside of the district. Real reform should focus on improving all schools so those without the means to transfer, often the neediest kids in our school system, do not get trapped in the worst schools that everyone else has given up on.

Legislators would like to increase the number of charter schools in the state, even though charter schools are not held to the same accountability measures as public schools. Charter schools are not inherently better than public schools. In fact, studies show that charter schools succeed and fail at the same rate as public schools. There is no reason for charter schools to have any less scrutiny or accountability than public schools. In fact, without real accountability for all schools, parent choice is meaningless.

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Comprehensive, Life-long Education

We must fully fund all services for students to achieve their learning potential, including child care, preschool, after-school sports, and cultural programs, health care, counseling and nutritional programs, 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 and/or part-time teachers, counselors, paraprofessionals, and other 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.

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. We also believe that early childhood education providers should have access to quality training and be properly compensated.

In the long run, California should provide high-quality state-subsidized child care linked to the public school system. This is the best way to ensure that working parents have good, affordable child care, and that child care 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 (CSU), and the University of California (UC) systems. California has traditionally led the way in ensuring 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.

Though UC has not had a tuition increase for the last three years, a decade of fee increases have taken a toll on middle class families and made higher education inaccessible for many Californians. In 2011, UC and CSU had the highest percentage increase in student fees and tuition in the nation—surpassing increases at private universities. We support tuition-free higher education, and, in the absence of that, we support vast improvements in the availability of financial aid.

In response to skyrocketing college costs and growing student debt, a new plan has emerged called Pay It Forward. Pay It Forward is a policy idea that would allow students to attend public colleges with no up-front tuition costs, instead paying the state back a percentage of their income for a specified number of years after they leave school. Proponents have promised that this would revolutionize higher education financing and allow students to graduate without debts to banks or the federal government. In reality, since the program only covers tuition – around 40% of the total cost of education – students may still need to rely upon student loans to finance living expenses and books.

More importantly, Pay It Forward does nothing to address the underlying causes for high student debt—state disinvestment in higher education and the subsequent reliance on higher tuition. If anything, Pay It Forward actually masks and exacerbates the core problem, pushing more costs on

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to the student and hiding those costs until after graduation. Australia, which has implemented a Pay It Forward-style system, is actually considering increasing the share of the costs borne by the student from 40% to 55%. The Federation opposes Pay It Forward proposals that increase student debt and make it even harder for middle class families to pay for college.

The 2013-14 budget increases funding for higher education over the next three years and makes the increase contingent on increased student success and administrative efficiency. We support proposals to eliminate bureaucratic bloat and excessive CEO salaries in order to lower tuition, increase the number of faculty, and restore cuts to UC and CSU workers' pay and benefits.

However, the Governor's proposal also includes grants for "innovations" in higher education, which may include on-line learning. The Federation opposes educational methods that replace faculty and classroom learning with technological quick fixes. Research demonstrates that students are more likely to drop out of online education classes with attrition rates reaching as high as 90 percent. San Jose State's experiment with online education is a cautionary tale for universities. The school cancelled a contract for online class in basic subjects with Udacity, an online education corporation, after students in these classes failed final exams at rates between 56 to 76 percent.

In the face of state budget cuts to higher education, the UC and CSU systems have instituted furloughs, wage freezes, and pay cuts to balance their budgets on the backs of workers. The Federation opposes cost-saving measures that punish workers, while executives at UC and CSU are receiving increased compensation packages. The UC and CSU systems have historically given new administrators more than double digit pay hikes. We support caps on executive compensation and freezes of raises when student fees are increased.

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 and with fewer benefits. Classified employees are in a similar situation, particularly 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 all academic and classified employees.

It is unacceptable that the UC and CSU systems, 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. 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.

The Federation supports increased transparency and accountability of the UC system. We support measures to increase public access to records, protect whistleblowers, and investigate the use of state and federal funds by UC. We also support joint governance of the UC pension program, which is currently managed exclusively by the UC Regents and is the only public pension system in the state without direct employee representation.

The Federation opposes attempts to increase student fees, cut worker wages, benefits and jobs, or limit the accessibility, affordability, or quality of education at UC. UC is a key public resource and economic engine for California, and we cannot afford to shut out working people from its hallowed halls.

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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, colleges, businesses, unions, and the public sector to expand the skills of California workers.

The Federation joins the State Building and Construction Trades Council 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 join the workforce 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 do not 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 some college and adult education programs that do not fully prepare people for a specific career, 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 do not graduate any apprentices. We support legislation to limit state funding to apprenticeship programs that 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.

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California receives about \$500 million annually in federal Workforce Investment Act (WIA) funds. The majority of these funds go to 49 local Workforce Investment Boards (WIBs). Local WIBs set workforce policy for their jurisdictions and provide oversight of employment services. The Federation passed into law legislation to increase the amount of WIA funds spent on quality training programs and services that support workers enrolled in skills training. We support holding WIBs accountable for providing quality services and job-placement for workers. We oppose using state and federal funds to place workers at temporary agencies, Walmarts, and other low-road employers. Job training funds should be used to train and place workers in growing sectors and industries and in middle-class jobs.

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. We understand that worker training and union involvement are prerequisites for creating sustainable jobs and a sustainable economy.

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 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. The Federation supports permanent funding for the program and opposes partisan attempts to deny funding for research on the important labor topics it covers.

We support the UC Berkeley and UCLA Labor Centers that provide cutting-edge research, training, and support for workers' rights, union organizing and collective bargaining in the state. The Labor Centers' budget was targeted for elimination under the Schwarzenegger administration and the Federation supports restoring the Center's current budgets to a level that allows them to continue their work for working people and unions.

The Federation is also represented on the Speaker's Commission on Labor Education. 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.

9. 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 an employer mandate in Proposition 72 and strengthening the Affordable Care Act, the Federation and its affiliates have fought to secure affordable health coverage for workers who have it, and expand coverage to those without.

The passage of the federal Affordable Care Act (ACA) extended health care coverage to Californians without job-based coverage and is a historic expansion of the existing insurance model. However, our work is far from over. The federal law extends health coverage to the uninsured, but falls short in addressing the rising cost of health care.

For decades, union members have foregone wage increases in collective bargaining to maintain their affordable, high-quality health coverage. Bargaining disputes, strikes, and lockouts have increasingly been caused by employers trying to shift rising health care costs onto workers by cutting benefits and increasing workers' share of cost. Unions and working people are facing a health care crisis as the cost of health coverage quickly outpaces wages and makes bargaining and organizing more difficult.

The weakness of the employer responsibility mandate in the ACA has also created challenges for unions. Employers can evade providing health coverage and ACA penalties by reducing workers' hours to just below the 30 hours a week or 6 months per year threshold created by the ACA. Workers in low-wage, seasonal industries are particularly vulnerable to reduced hours, further lowering their income and shifting them onto public programs. Private sector employers are not the only culprits, as increasing numbers of public employers put limits on workers' hours and replace full-time positions with part-time workers.

The ACA created a number of difficult challenges for unions, workers, and multi-employer trust funds. But it also creates a number of opportunities. The health care system in this state and country are rapidly changing and the millions of newly insured will soon feel the pinch of rising health care costs. Now that most Californians have access to coverage, a new chapter in labor's work on health care is beginning. Now is the time to address the cost of health care and expand access to the Californians left without coverage.

The goal of establishing a universal, single payer health care system remains. The experience of Medicare and of nearly every other industrialized country shows a single payer system is the most cost-effective and equitable way to provide quality health care. The federal health care reform law permits states to adopt other health care systems that provide benefits at least as good as that provided by the federal law, with approval. The Federation supports the creation of a comprehensive universal single payer health care system in the state that covers all Californians, regardless of immigration status.

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 overall quality, 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 Impacts of Federal Reform

The ACA will provide near-universal coverage for all with expansions of both public and private

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job-based coverage. There is still work to be done to implement and improve provisions of the law. Whether regulators can effectively control premium increases, enforce medical loss ratio provisions, and police pre-existing condition regulations will depend on action by state and federal governments.

ACA minimum requirements for health benefit plans are like the minimum wage or unemployment insurance—they provide a floor for basic benefits. For the first time, employers will have to provide health coverage to full-time, non-seasonal workers or pay a penalty. However, the minimum coverage employers are required to provide is far less than most job-based coverage today and employers can evade the requirement by reducing hours to part-time or shifting workers to seasonal status. Benefits through the California Health Benefit Exchange will also not be as good as most job-based coverage and not nearly as good as union health benefits, but, as with unemployment insurance, laid off workers will have access to subsidized health coverage between jobs and those in early retirement will have coverage for the years before Medicare.

The Federation supports the provisions of the ACA that prevent the worst abuses of the insurance industry. No longer can insurance companies deny coverage for pre-existing conditions, nor can they drop coverage because of sickness, a policy called rescission. No longer will consumers have lifetime or annual caps on coverage. The reform eliminates exorbitant out-of-pocket expenses for small business and individuals, through an annual cap on out-of-pocket costs, thus reducing bankruptcies due to medical bills.

The ACA expands Medicaid coverage and creates a new state health insurance exchange that individuals and small business can access for affordable, accessible coverage. No longer will anyone lose health insurance if they lose their job, get divorced, or go through any other life transition. The Federation recognizes that the Exchange is at the core of federal reform and will work for the success and sustainability of the Exchange.

The individual mandate and expanded coverage options will greatly increase the demand for health care services statewide. Current levels of health care infrastructure and workforce capacity will not be able to adequately respond to the needs of millions of newly insured. The Federation supports policies that will increase the capacity of the health care workforce, maintain appropriate staffing ratios, and extend fair wages and benefits to all health care workers.

The Federation will be vigilant in protecting workers against the greed of insurance companies, hospitals, durable medical device manufacturers, and pharmaceutical companies as we monitor and advocate for implementation. The reform package is partially funded through an excise tax on high-cost health plans that is set to begin in 2018. 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.

Central to the Affordable Care Act is the idea of shared responsibility. Individuals, government and employers all contribute their fair share to ensure access to affordable health coverage for all Americans. Under the ACA, employers are now required to provide affordable coverage or pay a penalty if their employees access publicly-subsidized health coverage through the Exchange. The penalty goes to offset the public cost of the subsidy.

The ACA penalty, however, does not apply to part-timers, seasonal workers, or workers enrolled in Medi-Cal. This loophole in the ACA creates a perverse incentive for employers to cut workers' hours and eliminate benefits to evade the penalties—either by increasing part-timers or paying so little that workers qualify for Medi-Cal.

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Employers across the country realized the advantage of this loophole in the ACA. Regal Entertainment, Carl's Jr., and Papa John's Pizza, among many other major employers have announced that they would reduce workers' hours to avoid ACA penalties. Walmart eliminated health benefits for newly hired employees who work fewer than 30 hours a week. This comes on the heels of a decision to eliminate benefits for those who work fewer than 24 hours a week. The result is more Walmart employees ending up on public benefit programs, including Medi-Cal.

The state expansion of the Medi-Cal program allows large employers to shift even more of the costs of their employees' health care onto the public. A childless adult could work 30 hours a week at \$10 an hour and still qualify for Medi-Cal under the expansion.

In 2013, the Federation and the UFCW co-sponsored legislation to address the "Walmart Loophole" in the ACA that would ensure that the largest employers in the state pay their fair share for health coverage. It imposed a penalty on large employers with 500 or more employees that have workers enrolled in Medi-Cal. The penalty would go to fund the Medi-Cal program and increase access to doctors for recipients.

The bill required a two-thirds majority vote and failed passage on the Assembly Floor. Democrats who voted no or stayed off the bill managed to kill it despite the lobbying efforts of union members from around the state. The Federation will continue to run similar legislation to disclose employers who shift workers onto taxpayer-funded programs and will require them to pay their fair share.

After the Affordable Care Act: The Work Continues

Unions continue to face tough negotiations over health care coverage with employers. Taft-Hartley and multi-employer plans are dealing with increased fees under the ACA and rising costs of providing quality coverage to union members. Unions facing the decision to shift members into the state Exchange want to ensure access to affordable, quality coverage for members and their families.

Even after the implementation of the ACA, millions of Californians will remain uninsured. Many are undocumented immigrants who under the federal law were excluded from coverage in the Exchange and Medi-Cal, and the rest are the residually uninsured who will continue to depend on the state safety net and public hospitals and clinics for their health care. Much work is left to do to ensure that all Californians have access to affordable, quality health care and are not left to suffer in crumbling, underfunded emergency rooms. Coverage should be expanded to include all Californians regardless of immigration status.

Rein in Health Care Costs

The Affordable Care Act implements some cost containment measures, but does not go far enough to address the core problem of the high cost of health care. According to the Health Care Cost Institute, rising hospital prices are the major driver behind increased health care spending and cost.

In California, hospitals are already expensive and getting more so. Nine of the ten most expensive hospitals in the country are in California as measured by Medicare data. The price of a hospital stay for a privately insured patient has increased by 8.5 percent annually for the last five years, and has doubled in the last decade.

High prices do not always correlate with better quality at hospitals. Studies show that high cost hospitals score the same or worse than lower cost hospitals on quality measures based on objective outcomes. For example, John Muir Health in the East Bay and Cedars Sinai in Los Angeles are some of the most expensive hospitals in the state, yet their quality ratings are no better than other, less expensive hospitals in those regions.

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Hospitals benefit from increasing consolidation that gives them leverage over health plans and purchasers. Hospitals that dominate their market can charge higher prices often unrelated to underlying cost or quality. Without any public price regulation, hospitals can increase without limit or even much scrutiny.

To make matters worse, consumers and purchasers have limited access to accurate cost and quality information. Multi-employer plans are forced to negotiate with health plans with little information to guide them or to inform decisions as to how to reduce costs internally. Members are left to blindly choose where to go for procedures with little to no information on the price, the cost to them, or the quality of the provider.

Reference pricing is a growing trend in benefit design, recently approved by the Obama Administration for use by health plans. Reference pricing can be a useful tool to discourage the use of high-cost, low-quality providers when used by responsible purchasers, like union trust funds, and as part of a larger strategy to reduce costs and increase quality and access. However, reference pricing, as proposed by the Obama Administration has the potential to unfairly shift more of the cost of health care onto workers while limiting access to quality care.

Reference pricing allows health plans to cap the amount they will pay for particular procedures, drugs, diagnostic tests, etc. based on the lower end of what various local health care providers charge. Through reference pricing, health plans can, for example, limit how much they will pay for an MRI or hip replacement and require employees to pick up the difference, should it cost more. In addition, any cost above the reference price would not count toward the annual cap on employee out-of-pocket expenses.

What prompts this latest attack on workers, patients and families is the abject failure of our policy makers to attack the real causes of high health care costs, especially profiteering and price gouging. National Nurses United, for example, reported in 2014 that some hospitals set their prices as high as 12 times their costs. Rather than crack down on this abuse, the federal government is rewarding the industry giants and punishing patients and families with a new policy that will only result in more people either choosing to get the care they need at risk of financial ruin or bankruptcy or skipping the care they need—a problem in which the U.S. already leads most of the industrialized world—at the risk to their short term and long term health.

Therefore, we express concern about the use of reference pricing as proposed by the Obama Administration that does not include strong consumer protections. Instead of promoting more cost shifting and health care rationing, we should demand a crack-down on the predatory pricing practices of the health care industry and the conversion to a more humane health care system based on patient need, not ability to pay.

Health care cost containment is complex and challenging. The Labor Federation will take a long-term, multi-pronged approach to the problem. At the same time, we remain committed to instituting a single payer system that would eliminate some of the unnecessary and duplicative spending in health care. Here are areas for future work:

- **Make provider costs and quality more transparent:** Bring transparency to health care pricing through a public database that will benefit purchasers, policy makers and consumers. Purchasers can use the database to compare cost and quality of various providers. Purchasers can use the information for value based health benefit design and to eliminate waste by dropping low-quality providers. The database will provide valuable information on cost trends and drivers in health care

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for legislators to enact appropriate health care reforms. Any public database must go beyond claims data to capture capitated and other payment forms as our health care system rapidly shifts away from fee-for-service payments. Data must be available to the public and include cost and quality to identify true value for members and consumers.

- **Require large group rate review and regulation:** Rate review in the large group insurance market, similar to existing requirements for individual and small group, would increase transparency and scrutiny of health plan rate increases and give purchasers the data they need to negotiate with health plans and make value based purchasing decisions. Rate review for the individual and small group markets has reduced premiums by hundreds of millions of dollars in California since 2011. Regulation would give agencies the ability to evaluate and approve, reject or modify proposed rate increases, weeding out waste and putting pressure for cost containment throughout the system.
- **Regulate provider price setting:** Currently, hospital and provider prices, when made public, seem to have no relationship to the actual cost of providing the service. Unlike Medicare payments, hospitals and providers are not limited to a certain percentage increase over cost for the prices they charge, or attempt to charge. Even with the discounts negotiated by health plans, providers can rake in considerable profits if their original prices were inflated thousands of percentage points above cost. Provider price regulation is needed to ensure that prices are both reasonable and allow for high-quality, innovative care by the best professionals available.
- **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 re-importation 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.
- **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. CalPERS is a powerful force in the health care market, and Covered California is now the largest purchaser in the state. Together, large purchasers could exert considerable influence in the health care market to drive delivery reform, contain costs, decrease waste and increase quality care.
- **Enact strong regulation for all aspects of the health care industry:** The Federation supports regulations in the health care industry that would make the industry more transparent, expand access to care, ensure timely care especially in light of narrow networks, promote strong state oversight and enforcement, contain costs, and improve quality. The Federation supports efforts to end the double-dealing of pharmacy benefits managers by requiring better transparency and

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corporate behavior within that industry. The Federation endorses proposals to regulate the rates charged by hospitals, health insurers, and HMOs including state approval for rate increases and prohibiting rate hikes more than once a year.

Protect the public health care and safety net systems

Even after the full implementation of the Affordable Care Act, millions of Californians will remain uninsured. The ACA explicitly excludes undocumented immigrants from coverage through the Exchange or Medi-Cal and millions more Californians will fall through the cracks because of coverage gaps and other issues. Health care for all is a critical issue to ensure the health and well-being of our state and our economy.

- **Extend health coverage to all Californians:** Californians who do not have health care coverage are forced to rely on emergency rooms and public hospitals and clinics creating increased costs for us all. In the worst case, individuals forego critical care altogether, risking their health and their lives because of a lack of access. In order for the ACA to work, all Californians need health care coverage. The Federation supports extending state Medi-Cal and other subsidized health care coverage options to all Californians, regardless of immigration status.
- **Fund public hospitals and community clinics at an appropriate level:** America's health care safety net is currently frayed and in desperate need of repair, not dismantling. Millions of Californians will remain uninsured under the ACA, and public hospitals and clinics are critical to their health care needs. Cutting funding to public providers is short-sighted and will drive up costs in the long run as the uninsured suffer worsening health conditions from lack of access. We call for policy makers to adequately fund and maintain a viable safety net.
- **Fund hospital seismic safety retrofits:** 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.
- **Hold providers accountable for charity care:** Private hospitals play an essential role in providing care for the uninsured, a role that continues after the ACA. Nonprofit hospitals have an obligation to provide charity care in exchange for an exemption from paying taxes. The state needs a clear and measurable definition of charity care to ensure that private hospitals are fulfilling their responsibility to provide care for the most vulnerable residents. The state must enforce the requirements and standards for charity care as an integral part of California's health care safety net.

Improve Health Care Quality

- **Improve and enforce staffing standards in health care facilities:** Health care facilities often intentionally understaff their facilities to boost their bottom lines. Hospitals are also frequently pushing sick patients out of the hospital and into outpatient settings to avoid staffing requirements and save money. 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. Existing staffing standards, including nurse ratios, should be vigorously enforced through systematic monitoring of compliance with state law.
- **Require disclosure of provider cost and quality:** Health care prices have little correlation with the quality of care provided. Some of the most expensive hospitals in the state, such as Cedars Sinai and John Muir, have quality ratings often no better or worse than less expensive hospitals. We need

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evidence-based quality ratings of providers based on outcomes so that purchasers and consumers can make health care decisions based on value. Weeding out high-cost, low-quality providers will help contain costs for purchasers and consumers and help to push for increased quality and lower costs in the market.

Health Care Workforce

- **Support efforts for the advancement and training of health care workers:** The ACA will increase demands for health care workers as millions of Californians gain access to health care. We urge the development of high-road partnerships to train 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. The ACA offers many new opportunities for funding to train and expand a health care workforce that meets the new needs created by the expansion of coverage in 2014. California should ensure that as the ACA increases coverage our workforce training programs meet those needs.
- **Ensure high-quality, appropriate medical services:** A dangerous trend toward enlisting non-medical staff to provide medical services is sweeping California. Severe budget cuts have forced schools and other public institutions to cut staff to the bone, including school nurses. With inadequate funding, schools are enlisting non-medical personnel like teachers, custodians, cafeteria workers, and bus drivers to perform medical procedures including administering the anti-seizure drug Dilantin. The same trend can be seen in health facilities as more work is passed from medical personnel and nurses to other classifications including unlicensed personnel, in order to provide services to patients at a lower cost. Given the on-going budget deficit, the trend toward forcing non-medical personnel to do the work of a school nurse will accelerate. We oppose requiring or requesting that non-medical personnel “volunteer” to provide medical services or procedures that they are not appropriately licensed to provide. Our schools and other public institutions should be fully funded in order to provide the services, including health services, necessary for the public.
- **Protect the health and safety of health care workers:** Health care workers face exposure to infectious diseases, needle pricks and other health risks every day at their workplace. Every effort should be made to protect the health and safety of those workers who care for our health. Health facilities should enact comprehensive infection control programs that include robust education, access to necessary vaccines, hand-washing and cough protocols, housekeeping services, and adequate sick leave policies. However, no health care workers should be forced to receive a medical procedure or face discipline. We oppose mandatory vaccination or masking policies that coerce health care workers into receiving a vaccine against their will. We support comprehensive education campaigns that involve health care workers in effective infection control and prevention. Additionally, violence in health care settings is a continuing problem, and the risk of workplace violence is a serious occupational hazard for health care workers. Health facilities should establish comprehensive workplace violence prevention programs that address and prevent violence and that ensure adequate protection for workers.

Affordable and accessible health coverage for all is important for individuals and for our nation. Health coverage allows individuals to get timely and adequate care to prevent and detect major illnesses. It improves health outcomes and allows people to live healthy and productive lives. Health coverage expands the risk pool, driving down costs and saving money from reduced ER visits and charity care. A healthy population creates a healthy state. The Federation will continue to support policies that give all Californians access to affordable care that meets their needs and keeps them healthy.

10. Strong Protections for Worker Health and Safety

ON May 16, 2008, Maria Isabel Vasquez Jimenez, a pregnant 17-year-old farmworker, died two days after she collapsed in a Stockton field following 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 worksite. 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 is but one in a tragically long line of workers who have lost their lives to inadequate workplace protections and under-funded government enforcement agencies.

The 2014 Bay Area Rapid Transit (BART) worker fatalities remind us that workplace catastrophes are not limited to private sector workers or those concentrated in historically "dangerous" industries. Workers in every industry sector across the state require a strong and well-funded health and safety infrastructure.

An average of 13 American workers are fatally injured at work every day, and each year an estimated 50,000 die from occupational diseases while nearly three million workers reported 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

As of December 2013, there were 165 Cal/OSHA inspectors. That means there is one inspector for every 107,000 workers. Clearly this system is stretched so thin that it struggles to keep workers safe.

The Federation commends Governor Brown for appointing strong advocates for worker health and safety to run Cal/OSHA. New leadership will invigorate the agency and send a clear message to employers that they are not allowed to cut corners on workplace safety. The Federation opposes any efforts to eliminate the Cal/OSHA Standards Board (OSHSB). The OSHSB, a seven member body appointed by the Governor, retains exclusive authority to consider and adopt proposed safety and health regulations. Two seats are reserved for labor representatives, and through these appointments, workers enjoy a strong voice in the process by which safety standards are developed. We believe this structure works for all parties.

The Federation believes that joint liability between contractors and their subcontractors is essential in an economy that is so fragmented. 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. This is the only way to prevent employers

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from turning a blind eye and profiting by the way subcontractors skirt the law.

The Federation believes that employer fines for workplace hazards should never be considered a mere “cost of doing business.” In the West Virginia mine disaster, Massey Energy, the coal company whose mine filled with methane gas and exploded, was fined over \$1 million dollars for safety violations between January 2009 and the April 2010 disaster. The company paid less than \$200,000 due to loopholes in the OSHA appeals process. Many of the violations that led to those fines were for the very issue that led to the explosion – improper ventilation of methane gas. 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 and 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. While the national rate of fatal occupational injuries stands at 3.8 per 100,000 workers, Latino workers are being fatally injured on the job at a rate of 4.6 per 100,000 workers. 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 are not 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

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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. Worse yet, employers receive an automatic 50% “abatement credit” that cuts their fines in half merely for promising to abate the hazard. The Federation supports policies to enforce abatement orders. 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 Federation will work with new leadership at this critical Board so that employers who break the law, ignore the law, or willfully put workers’ lives at risk do not get off with a simple slap on the wrist because of their ability to game the appeals process.

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 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 farmworkers 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 was not 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. The Federation 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 supports the development of a green chemistry program passed in 2008. This program will, when implemented, encourage the design of

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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 lifecycle.

Until we develop safer alternatives and a robust green chemistry program, the Federation will continue to support 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. We also support better testing protocols for workers exposed to chemicals in the agriculture industry.

We oppose rollbacks of regulations of known carcinogenic and toxic chemicals. These regulations protect both workers and consumers alike and are critical to prevent exposure to substances that increase disease and fatality rates. We also oppose any efforts to undermine standards for the levels of exposure to toxins that are deemed acceptable at worksites or in consumer goods.

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.

Personal Protective Equipment Regulation

Some Cal/OSHA safety standards identify personal protective equipment (PPE) that specific types of workers must wear while on the job. Common examples of required PPE include protective eyewear, specialty gloves, or boots with metatarsal protection. Case law clearly establishes the employer duty to provide such equipment at no cost to workers, but regulatory and statutory language remains largely silent on the issue. The Federation believes that case law offers sufficient clarity and no such regulation or law is necessary. However, should any such rule or law be adopted, the language must not allow any exceptions to this longstanding policy of requiring employers to provide all mandated PPE at no cost to the employee.

All efforts to weaken this standard will be opposed by the Federation. For example, in 2012, labor faced an organized effort to roll back this protection and shift responsibility for some PPE from employers to workers. Fortunately, thanks to a large turnout of worker advocates and allies, a Cal/OSHA Standards Board advisory committee defeated this proposal.

11. 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.

The recession has brought on a new onslaught of regulatory reform bills introduced under the guise of helping business. We oppose regulatory reform that eviscerates core environmental and worker protections and makes it harder to implement new protections. We reject the proposition that regulations are impeding economic recovery when in fact it was deregulation that allowed the economic crisis to happen in the first place. We will continue to use the regulatory process to ensure those protections remain in place and are aggressively enforced.

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.

The Federation opposed Proposition 23 which would have essentially repealed AB 32, the greenhouse gas reduction law. We will continue to oppose attempts to repeal environmental protection laws that protect our environment and our communities.

In combating global warming and implementing AB 32, California's greenhouse gas reduction law, 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 partner with union representatives and community leaders in efforts to seriously address global warming.
- **Sustainability:** Climate stabilization can only be accomplished if our economy and society are 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.

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- **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 good 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.
- **Job 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 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, assisting consumers, and attracting and supporting high-road, green California businesses. 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

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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 Blue-Green 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 Blue-Green Alliance seeks to develop energy policy and investment initiatives that will create jobs, generate clean energy with positive environmental impacts in our communities, and help pave the way towards 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 energy generators reaped windfall profits; and 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 service 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 ensure that profits from restructuring are shared with ratepayers and taxpayers.
- **Utility Work:** 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 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.

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- **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 other alternative energy sources 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 here in California. 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 percent 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.

12. 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.

Big banks and the financial industry caused the worst economic crisis since the Great Depression by making risky bets on complex and unregulated financial products. As a result of corporate gambling, millions of Americans lost their jobs, homes, and health care and the economy is not predicted to recover for years. After taxpayers spent billions to bail out the banks that caused the crisis, their CEOs are walking away with record profits and millions in compensation and perks. Big banks are now plowing their profits into lobbying against federal regulation of the financial industry.

The Supreme Court seriously undermined our democracy when it ruled to allow unlimited independent campaign spending by business corporations and other groups. The *Citizens United* ruling has opened the floodgates to massive spending by corporations and even more so by wealthy donors. They are pouring money into our electoral system and threaten to drown out the voices of ordinary Californians. Common-sense restrictions on their spending are needed, along with robust disclosure of their contributions and expenditures—including their contributions to organizations engaged in electoral activity.

In California, corporate interests have bankrolled anti-worker initiatives and have tried to buy their way into office as candidates. However, they have to contend with California's unions, which 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 have worked with legislators and community allies to fight back some of the worst business practices of big box behemoths like Walmart, and financial giants like Bank of America and Wells Fargo. We have 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.

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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 efforts by corporations to attack unions, collective bargaining and public employees.

Proposition 32 was just the latest attack on working people and our unions, but there are more to come as Democrats consider putting egregious pension cutting measures on the ballot. Labor has spent \$150 million defeating these initiatives over the past 16 years, only to maintain the status quo. That is \$150 million that could have gone to organizing, comprehensive campaigns, or any number of other proactive efforts.

In the case of Prop 32, millions in dark money flooded into the race from anonymous donors. The dark money case highlighted the need for electoral reform that brings more transparency and accountability to donors to ballot measures. Right-wing billionaires should not be allowed to flout election rules and secretly fund attacks on unions by laundering campaign donations through non-profits. The Federation strongly opposes any and all attempts to silence the voice of union members and working people through deceptive anti-union initiatives. We will advocate for electoral reform that levels the playing field for ordinary Californians and prevents the flow of secret money into our state's elections.

We also oppose attempts by so-called good government groups that propose state reforms that further tie the hands of democratically elected officials. Groups such as California Forward and Think Long have recruited wealthy and influential board members to make decisions on how to "reform" California to their advantage, often without thorough consultation with stakeholders such as unions, environmentalists or advocates for consumers, low-income Californians, seniors, and other groups.

The latest proposals from these groups would take away title and summary from the elected Attorney General and give it to a small group of unelected appointees. We oppose "reform" proposals that make the initiative process even less democratic. We urge reform groups to work closely with Labor to develop reform measures that amplify the voices of working people and increase democracy, rather than moving toward a government controlled by the wealthy and the powerful.

We believe that government not only has a responsibility to serve its constituents, but also that government entities have a responsibility 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 have 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. We support legislation to create defined benefit retirement savings accounts for private sector workers who do not have job-based pensions.

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. The state must play a role in protecting workers and communities from the devastating impact of a municipal bankruptcy. In 2011, we sponsored legislation with the California Professional Firefighters to create a pre-bankruptcy evaluation process to try to avert municipal bankruptcy. We are committed to strengthening that process to make sure it is effective in preventing bankruptcy when possible.

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Municipal bankruptcy should be used only when absolutely necessary and not turned into a weapon to use against employees.

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

The government has a responsibility for the stewardship of public assets. Former Governor Schwarzenegger had a long history of attempting to sell or lease state assets, beginning with the state lottery and EdFund in 2007. In the 2009-10 budget deal, Governor Schwarzenegger attempted to initiate the sale of the State Compensation Insurance Fund, despite the opposition of SCIF's Board of Directors and the lack of clear legal authority for the state to sell SCIF at all.

Governor Schwarzenegger also signed a bill authorizing the sale of 11 state-owned buildings, a plan that the Legislative Analyst's Office called "poor fiscal policy" and "bad budgeting." Governor Brown stopped the sale of the buildings, but these and other proposals represent a disturbing trend toward the privatization of public assets.

Crippling budget deficits have put privatization back in the spotlight as state and local officials scramble to preserve parks, libraries and buildings. When Governor Brown announced the closure of 70 state parks due to budget cuts, privatization became the solution. The Legislative Analyst's Office recommended transferring public parks to private operators even though privatizing the operation of an entire park was an untested idea. The passage of AB 42 in 2011 allowed the state to contract out the management of individual parks to private organizations without first having to gain approval from the Legislature. Not only are parks valuable public assets, but they also employ public employees. Privatization not only hurts the public, but it also outsources good union jobs.

Public libraries have also been targeted for contracting out to private, for-profit companies. Library Systems & Services LLC (LSSI), a Maryland-based outsourcing firm, already operates formerly public libraries in Camarillo, Moorpark, Redding/Shasta county, and Riverside county. LSSI planned to expand in California until the Governor signed legislation supported by the Federation to prevent the unchecked privatization of our libraries. The Federation opposes the privatization of vital public institutions such as parks and libraries.

The expansion of Business Improvement Districts (BIDs) is another example of creeping privatization of public assets and jobs. BIDs allow local property owners and businesses to pay a fee to contract for services such as trash collection, security, maintenance and property improvements in business districts. Not only are public employees' jobs slowly being transferred to private entities, but public spaces such as plazas and town squares are being transferred to private operators to benefit property owners, rather than the public as a whole. The Federation will continue to oppose the expansion of BIDs and will work to insert language to protect public employees and prevailing wage provisions in existing BIDs.

The Federation rejects the trend toward the privatization of public assets. We believe that it is an analog

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gous to and as undesirable as contracting out public sector jobs. If public assets are underperforming or underutilized, we support taking steps to improve their performance, but do not support 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.

Regulatory Reform

Government enacts regulations to ensure Californians have clean air and water, safe food, pharmaceuticals and workplaces and affordable access to phone service, energy and other basic necessities. Every year, legislators introduce bills attempting to dismantle the regulatory process under the banner of reform. Legislators blame California's regulations for creating the economic crisis and preventing recovery. They blame regulations for businesses leaving California and not locating here. Representatives of big business are quick to claim that regulations are costing the state billions in lost revenue and strangling business.

In reality, deregulation is a far greater threat to our economy. Those pushing so-called "regulatory reform" seem to conveniently forget that it was deregulation of the financial industry that caused our economic collapse. In contrast, regulations—like heat stress protections, nurse staffing ratios, and many others—actually save lives.

Big business representatives often use the guise of regulatory reform to attack core workers' rights like overtime, meal and rest periods, and health and safety standards. The Federation works to cut through the rhetoric and expose that what business really wants is to eviscerate the protections unions fought for over many long years.

The Federation actively participates in the regulatory process and believes that the current Administrative Procedures Act has sufficient provisions in place to prevent enacting duplicative or overly burdensome regulations. We will continue to oppose misguided attempts to reform the regulatory process or erode existing regulations protecting workers and our communities.

Holding Corporations Accountable

Corporations caused the economic crisis that has left millions of workers in dire financial straits. We have seen the destruction that the lack of regulation and accountability of big banks and their corporate partners has caused. 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 should not be rewarded with bonuses and raises for taking federal bailout money, closing U.S. facilities, 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 should be held to the highest standards for corporate responsibility.

We believe these corporations should be accountable to the communities where they are located. As

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the first step toward greater accountability, community members have the right to know the impact that stores like Walmart 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, Walmart 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.

The Federation supports comprehensive reform of the financial industry that will help prevent another financial crisis. We support reforms that bring transparency and accountability to shadowy capital markets and protect bank customers. We also support mechanisms to break up big banks to prevent another case of “too big to fail” and subsequent taxpayer bailout of failed financial institutions.

From the robber barons to Enron to Goldman Sachs, we have more than a century of examples to teach us that corporate malfeasance hits workers 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.

13. Rights of Immigrant Workers

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 child care 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 a comprehensive immigration reform agenda that focuses on a path to citizenship, limiting wage competition and strengthening labor standards, especially the freedom of workers to form unions and bargain collectively. To achieve this goal, immigration reform must protect U.S. workers, reduce the exploitation of immigrant workers, and reduce employers' incentive to hire undocumented immigrants rather than U.S. workers.

The most effective way to reduce exploitation is for all workers—immigrant and U.S.-born—to have access to the protection of labor, health and safety and right to organize laws. Comprehensive immigration reform requires a strong, well-resourced and effective labor standards enforcement initiative that prioritizes workers' rights and workplace protections. This approach will ensure that immigration does not depress wages and working conditions or encourage the growth of the underground economy that depends heavily on substandard wages, benefits, and working conditions.

In the absence of comprehensive immigration reform, California can enact laws to protect and improve the lives of immigrants. We must prevent the separation of families because of deportation. Access to drivers' licenses, health care, public assistance and other programs not only improve the lives of immigrants, but also benefits the state through increased public safety and public health.

Comprehensive Immigration Reform

The Federation supports a path to legalization for all undocumented immigrants. If immigrants are not given an opportunity to come out of the shadows and adjust their status, we will continue to have a large pool of unauthorized workers whom employers will continue to exploit to drive down wages and other standards to the detriment of all workers. We call on Congress to enact an inclusive and swift path to legalization that will raise labor standards for all workers.

We oppose expansion of the federal guest worker proposal. An expanded guest worker program would create a permanent underclass of workers with limited civil and employment rights, unable to participate fully in American democracy. For U.S. corporations, guest workers 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.

The Federation opposes proposed state-level guest worker programs that leave workers without a path to citizenship and provide false hope of protection from deportation to immigrant workers. These laws are federally pre-empted and should not be pushed through at the state level.

The long-term solution to uncontrolled immigration is to stop promoting failed globalization policies and eliminate the enormous social and economic inequalities at both national and international levels. U.S. immigration policy should consider the effects of immigration reforms on immigrants' countries of origin, especially Mexico. It is in our national interest for Mexico to be a prosperous and democratic country able to provide good jobs for its people, so that earning a living in Mexico is a viable alternative to immigration.

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Much of the emigration from Mexico in recent years resulted from the disruption caused by NAFTA, which displaced millions of Mexicans from subsistence agriculture and enterprises that could not compete in a global market. We need a fair trade and globalization model that uplifts all workers, promotes the creation of free trade unions around the world, ensures the enforcement of labor rights and guarantees core labor protections for all workers.

Protections for Immigrants

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.

In 2013, Governor Brown signed legislation to provide drivers' licenses to undocumented immigrants. Although the law that passed includes a marked license, the Federation and other unions worked to ensure that the license did not endanger or expose immigrants to discrimination or targeting by law enforcement, employers, landlords or others. We will continue to work with the DMV to implement regulations that increase access to drivers' licenses and protect the privacy and safety of immigrants who do apply for the licenses.

We will continue to work to ensure that undocumented immigrants are not left behind by the federal Affordable Care Act (ACA). Undocumented immigrants are prohibited from purchasing health coverage or receiving federal subsidies for coverage in the state Health Benefit Exchange. Millions of immigrants will be denied access to affordable, subsidized health coverage, and mixed-status families will have to navigate the system to ensure some members can access coverage. We support efforts by the state to ensure that immigrants have access to affordable health coverage in some form in California.

We reject the anti-immigrant rhetoric that seeks to divide workers against each other. We understand that when a worker is pitted against another worker, it is only the boss who wins. The war in Iraq and relentless war on terror have been accompanied by an upsurge in anti-immigrant rhetoric, scapegoating and violence. The Federation strongly opposes such immigrant bashing.

We oppose the criminalization of undocumented workers and using local law enforcement to enforce federal immigration law. We oppose the draconian law in Arizona that allows local and state law enforcement to stop and verify the immigration status of anyone they believe is undocumented. This bill legalizes racial profiling, diverts law enforcement personnel away from protecting the public and will further drive immigrants into the shadows.

Immigrant Worker Organizing

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, car wash workers, warehouse 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.

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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. 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.

In response to retaliation against immigrant workers, the Federation sponsored a package of bills to crack down on employers who use immigration-related retaliation against workers who try to organize or report labor and health and safety violations on the job. The bills impose stiff penalties on employers who do retaliate and gives unions a new tool to use in organizing drives with large numbers of immigrant workers. We will work to develop new tools to support organizing of immigrant workers by unions and to crack down on employers who use immigration status to exploit and abuse workers.

We applaud the AFL-CIO's outreach to the growing numbers of workers whose fundamental rights are not guaranteed by law and who are often excluded from legal protections, such as the right to organize. The overwhelming majority of excluded workers are immigrants. In 2006, the AFL-CIO signed a historic partnership with the National Day Laborers Organizing Network (NDLON).

In 2011, the AFL-CIO expanded their partnership with worker centers by signing an agreement with the National Domestic Workers Alliance. This landmark agreement outlines a framework for the AFL-CIO and these groups to partner around organizing, and building long-term alliances. The power of the partnership between unions and worker centers was evident when President Trumka joined California domestic workers to lobby in Sacramento for the Domestic Workers' Bill of Rights in 2012, leading to the passage of the bill in 2013. The Federation supports continued partnerships with pro-worker rights worker centers and other groups fighting for workers' rights.

Preventing Deportation and Raids

The Federation calls for a return to a firewall between immigration and labor law enforcement that protects and ensures the rights of all workers. In 1998, a Memorandum of Understanding (MOU) between the U.S. Immigration and Naturalization Service (INS, now ICE) and the U.S. Department of Labor established a firewall between immigration and labor law enforcement. The increase in ICE raids has prevented enforcement of basic labor laws and allowed employers to systematically violate the law with no fear of reprisals.

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 Social Security "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.

The Federation supported legislation to prohibit cities and counties from requiring employers to use the E-verify program. This program allows employers to access the Social Security Administration's database to verify a worker's immigration status. This database was never intended for this use and is full of inaccuracies that harm workers and employers. We call for an end to the use of the federal e-verify system, which relies on the same flawed Social Security database.

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The Federation further condemns the use of the children of immigrants as pawns in immigration enforcement efforts. 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.

We oppose the aggressive enforcement policies that have resulted in mass deportations of immigrant workers. The Federation supported the Trust Act, which was signed into law in 2013. The act limits the state's cooperation with Secure Communities, a federal program that allows the Department of Homeland Security to access fingerprints taken by local police, to screen detained individuals for immigration status and to request that law enforcement agencies hold them if they are found to be undocumented.

We support state DREAM Act legislation that allows undocumented students to apply for financial aid at California colleges and universities. This bill is an investment in immigrant students who will have increased access to higher education and productive careers and futures. All students in California deserve a shot at higher education regardless of their immigration status. We support policies that allow greater access to educational opportunities for immigrants.

The Federation has worked with both Democrats and Republicans on the issue of immigration reform and will continue this work in the future. Though comprehensive immigration reform is a federal issue, labor will continue to lead the way in California and ensure that immigrants are granted human workers' rights and are protected to the fullest extent of state law. We will continue to work with and pressure our Congressional representatives to work for comprehensive immigration reform at the federal level.

Enforcing Labor Law for Immigrant Workers

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 does not pay. Ten years later, the impact of *Hoffman* has been devastating to immigrant workers. Virtually every organizing drive results in an employer's call to ICE. So long as employers fear no consequences, these types of abuses will continue unabated.

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.

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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.

We will continue to proudly uphold and defend the rights of immigrant workers. While the federal government endlessly debates immigration reform, California is blazing a trail to enact state protections for immigrants that recognize the enormous past and current contributions of immigrants to our economy, society, and culture.

14. 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 their employer 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 child care 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. Together with the Labor Project for Working Families, the Federation passed legislation that made California 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 does not cost businesses a dime. Nevertheless, the Federation has needed to defend the program against attempts by employer associations to weaken or repeal it and attempts to raid program funds for non-related purposes.

California has a complex and confusing system of family leave laws that discourage workers from accessing benefits they have the right to. The Federation supports efforts to simplify and harmonize leave laws.

Over 47 percent of workers get no job protection while receiving paid family leave benefits because they are not covered under the California Family Rights Act (CFRA). Therefore the Federation supports changes to CFRA to expand eligibility for job-protected leave, including reducing the 50-employee threshold and the hours and years-in-service requirements. The Federation also supports expansion of paid family leave to the full 12 weeks of leave guaranteed under CFRA. Federal employees in California should also be subject to state paid family leave policies.

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. CFRA should also provide time off from work for medical appointments and school activities.

We endorse a broad definition of what constitutes a family. We supported legislation in 2013 that expanded the family leave program to include time off to care for a grandparent, grandchild, in-law or siblings. Despite this victory, more work is needed. California is home to diverse family arrangements that include multiple caregivers. Our family leave laws should reflect the diversity of California's families.

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Family-friendly policies are not luxuries. They are basic rights that allow women to participate equally in the workforce, and protect the growing number of men with caregiving responsibilities. Family-friendly policies 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 should 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.

We support ending discrimination in the hiring process. The recession has left millions of Californians unemployed through no fault of their own, and we need to eliminate all obstacles to putting the

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unemployed back to work. In 2012 the Federation passed legislation that was signed into law to ban the use of credit checks in the hiring process. We supported successful legislation to “ban the box” that prohibited state and local governments from requiring job applicants to check a box indicating criminal convictions in the initial application process for all workers. We support legislation to end discrimination against the currently unemployed in the hiring process. Employer notices and policies that explicitly discourage the unemployed from applying are discriminatory and only hurt our economy. We oppose these and other hiring discrimination policies.

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 Proposition 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 decrease recidivism and rebuild communities with real opportunities.

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.

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 Proposition 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.

Lesbian, Gay, Bisexual and Transgender Community

Lesbian, gay, 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

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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 will continue to oppose amendments to 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.

President Obama's declaration in May 2012 that he supports marriage equality for the LGBT community is an extremely significant step in the fight for full equality. LGBT working people face numerous inequities in the workplace and in society as they struggle to care for their families. Civil unions do not guarantee the 1,138 rights, benefits, and responsibilities that are accorded to heterosexual couples when they marry. This prevents gay and lesbian couples from being eligible for survivor Social Security benefits. The Federation will work together with the AFL-CIO to eliminate the inequities faced by LGBT couples when it comes to marriage equality.

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. Older workers who lose their jobs are often shut out of the tight job market and forced to collect Social Security early. 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, all while 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 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.

The Federation opposes the weakening of Social Security by the reduction of benefits. Social Security is America's most important family-protection program. It spans class, race, gender, income and generations. We oppose the proposal for a chained CPI that essentially would reduce benefits.

Republicans have also targeted Medicare for restructuring. Republicans now want to increase the eligibility age for Medicare to 67. This proposal would force seniors to wait for coverage, and would ruin union funds that provide retiree benefits. CalPERS estimated that if the Medicare eligibility age

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were raised to age 67, their costs for retiree benefits would increase by 296 percent. Medicare provides health care much more efficiently than private sector health plans, mainly due to the power it has to control payments made to providers and it is essential to protect the current program.

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 fight to expand and improve Social Security. CARA led the effort to defeat the chained CPI proposal by forming a circle of chains around federal buildings in California, an action that was adopted by the national Alliance of Retired Americans. We will continue to support their efforts and encourage all of our affiliates and their retirees to join and support 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 have been hard hit by the economic recession. Today's young workers are part of the largest generation to enter the workforce since the baby boomers. They also suffer the nation's highest unemployment—about twice the national average—and the fewest job opportunities in today's economy. The tight job market shuts young people out of part-time jobs to support themselves through school and from their first jobs out of school. Budget cuts, rising fees and declining financial aid at colleges and universities force students into debt in order to get through school, if they can attend at all. The rise of unpaid internships forces students to work for free without basic workplace protections in order to have access to the job market.

Without prospects for jobs or education, many young people end up in the criminal justice system. Our prison-industrial complex is overflowing with young offenders. We oppose laws like Proposition 21 that imposed harsh sentences on juveniles convicted of crimes, increases the range of circumstances under which juveniles are treated as adults, and establishes 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.

The Federation supports the formation of young worker groups in local unions, central labor councils and other labor bodies. We commend the AFL-CIO for forming a Young Worker Advisory Council at the national level to help the labor movement address the issues of young workers and young union members across the country.

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People with Disabilities

The Federation supports 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.

Recent budget actions and proposals currently before the Legislature have targeted safety net programs, the Supplemental Security Income/State Supplementary Payment (SSI/SSP) Program, and the In-Home Supportive Services (IHSS) program that Californians with disabilities rely on. The Legislature made significant cuts to both programs in 2009. Governor Brown has proposed even deeper reductions to these programs. The Federation opposes more budget cuts to vital services for 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, working women still face discrimination, lower pay, and lost opportunities. Ongoing budget cuts and attacks on public sector workers disproportionately hit women workers. Women are the majority of public-sector employees at the state and local levels and layoffs, wage and benefit cuts, and erosion of retirement security fall hardest on women.

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.

The pay gap between women and 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 support the decision of President Obama to sign the Lilly Ledbetter Fair Pay Act into law that allows women to effectively challenge unequal pay. No longer can a company hide such discrimination long enough to outlast a statute of limitations. We support efforts by women to take legal action against employers that discriminate against women on the job.

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 other.

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 percent more than their non-union counterparts. Women of color gain even more by joining a union. Union membership also helps reduce the wage gap: union women earn 83 percent 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 child care workers, combined with subsidized quality child care, 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 in the workplace, men are also affected. Child care, 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 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 the California Financial Information Privacy Act in 2003, 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

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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 federal and state efforts to reform and regulate credit card companies. As employers and state and federal agencies increasingly eliminate paper checks and move to direct deposit and electronic pay cards, we support strong protections for consumers. Banks should not profit off workers’ wages or benefits, and we support protections against fees for use of electronic pay cards. We also support consumer protections against bank fees including those on debit card transactions.

The Federation supports reform of the predatory payday loan industry. Payday loans prey on working people who use their paychecks to secure small, short-term loans, often to buy basic necessities, pay rent or pay bills. Lenders charge exorbitant fees and interest rates of more than 400 percent, making money off working people who can least afford it. This creates a debt trap in which borrowers take out loan after loan because they can never afford to repay. We support legislation to rein in the ability of payday lenders to make money off working people by capping the fees at 36 percent.

We support a consumer’s right to sue businesses that have acted illegally. We opposed Proposition 64 on the November 2004 ballot. Proposition 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.

continued

The Federation also supports efforts to:

- **Abolish false and misleading product 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. We support policies to prohibit deceptive marketing of health coverage as the Affordable Care Act is implemented.
- **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. We oppose the consolidation of media corporations and billionaires buying media outlets to use them as a soapbox for their own political views.
- **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. We support remedies and stiff penalties to correct past decisions and to create a deterrent to selling dangerous products.
- **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 oppose efforts to undermine existing Made in California labeling standards that mislead consumers and weaken the incentive to manufacture goods in the state. We support efforts to increase country of origin labeling requirements for foodstuffs and other products.

We support strong protections for consumers in every aspect of the economy to balance the power of corporations blinded by profits to the damage that they cause people, the planet and workers. Organized labor is one of the few institutions that can fight back and win against organized corporations and we will use that power to protect workers, our families and our communities.

2014 RESOLUTIONS

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RESOLUTION #1: Resolution on Venezuela

PRESENTED BY: SAN FRANCISCO LABOR COUNCIL

WHEREAS, the United States gave material aid to the perpetrators of the 2002 coup in Venezuela that briefly overthrew the government of Hugo Chavez and has given tens of millions of dollars in aid to current opposition groups; and

WHEREAS, the destabilization of Venezuela and the resulting crisis atmosphere is used to justify strengthening U.S. military involvement in the region; and

WHEREAS, the resources needed to support the above mentioned policies compete in the federal budget with allocations for public services, including education, thereby materially affecting public sector employees; and

WHEREAS, in recent weeks, the U.S. corporate media has been showing violent protests in Venezuela and these images have usually been accompanied by a narrative that paints the Venezuelan government as a repressive, “dictatorial regime;” and

WHEREAS, we support the right of people to elect their leaders, even when a government is not to our liking because it chooses to confront the economic and political power of corporations and their allies or goes against our perceived geopolitical interests; and

WHEREAS, the U.S. mass media neglects to provide coverage of the thousands of social changes that have been won through grassroots organizing for economic and racial justice; and

WHEREAS, Venezuela invests 64% of its national budget on social programs that directly benefit the poor majority, extreme poverty has declined by 70% since 2004, Illiteracy has been eradicated and Venezuela now ranks second in the American continent and fifth in the world regarding the rate of enrollment at all school levels, including higher education; and

WHEREAS, the Venezuelan government together with grassroots forces of working class people have been re-imagining the possible, rejuvenating their public institutions, and re-making the daily practice of participatory democracy since Hugo Chavez was first elected in 1998;

THEREFORE BE IT RESOLVED, the California Labor Federation respects and supports the sovereignty of the Venezuelan people to continue their political and social process free from foreign intervention; and

BE IT FURTHER RESOLVED, the California Labor Federation calls on the national AFL-CIO to demand that the United States government refrain from intervention in the internal affairs of Venezuela; and

BE IT FURTHER RESOLVED, the California Labor Federation stands in solidarity with the revolutionary peoples of Venezuela and their legitimate, democratically elected government; and

BE IT FURTHER RESOLVED, the California Labor Federation urges our brothers and sisters in the U.S. to seek more information from independent sources that have connections to working class, grassroots movements in Venezuela; and

BE IT FINALLY RESOLVED, the California Labor Federation will submit copies of this resolution to Senators Barbara Boxer and Dianne Feinstein, and the national AFL-CIO.

Adopted by Delegates

RESOLUTION #2: Support United States Postal Workers Boycott of Staples Stores

PRESENTED BY: CALIFORNIA AMERICAN POSTAL WORKERS UNION & NATIONAL ASSOCIATION OF LETTER CARRIERS NO. 214

WHEREAS, the United States Postal Service has a no-bid sweetheart deal with Staples to operate postal counters in 82 Staples stores in 4 states, 32 of which are in California, and is considering expanding this operation to more than 1,500 Staples stores across the United States; and

WHEREAS, the intended expansion could potentially jeopardize 70,000+ union retail window jobs; and

WHEREAS, these “postal” counters are staffed by low-wage, high-turnover Staples employees with little training and no credentials to handle U.S. mail and the Postal Service and Staples are refusing to staff these counters with unionized, uniformed USPS employees who have the training and experience to properly handle U.S. mail, and who have sworn an oath to uphold the security and sanctity of the mail and the highest standards of public service; and

WHEREAS, non-union “postal” jobs at Staples are replacing living-wage union jobs of Postal Service employees, as the Postmaster General reduces staffing and hours, closing and selling off community post offices; and

WHEREAS, consumers are increasingly concerned about identity theft at large retail chains, and privatizing the handling of U.S. mail will jeopardize the privacy, sanctity, and security of the mail; and

WHEREAS, instead of offering lower quality service and selling off public assets, the Postal Service can and should use its unmatched nationwide network of people and facilities to better serve the public with expanded hours and new services, such as low-cost postal banking, which would be a tremendous benefit for our people; and

WHEREAS, along with other public employees we are fighting a common battle to oppose privatization of public services in schools, colleges, hospitals and other public institutions, as well as the Post Office; and

WHEREAS, we are opposed to this blatant attempt to privatize the U.S. Postal Service, replacing living-wage, union jobs with non-union, low-wage jobs and degradation of services; and

WHEREAS, we care about high-quality public services, and maintaining universal and affordable mail service for the American people; and

WHEREAS, the AFL-CIO Executive Council has endorsed the American Postal Workers Union’s (APWU) boycott of all Staples retail stores, and Staples website and branded products; and

WHEREAS, according to the Boston Globe, “Doody, the Staples executive, said the company does not want to get in the middle of the fight between the post office and its union, but acknowledged the issue could become a problem if more unions backed the post workers. He said the retailer will continue to evaluate the situation to determine whether the negative backlash is worth the benefits of the partnership;”

THEREFORE BE IT RESOLVED, that the California Labor Federation, AFL-CIO supports the American Postal Workers Union (APWU) in its efforts to protect living-wage jobs and its insistence on the highest possible standards of customer service; and

Continued

Resolution 2, con't

BE IT FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, opposes efforts by the United States Postal Services (USPS) to privatize postal operations and to sell off valuable public assets; and

BE IT FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, will urge its members, colleagues, family, and friends not to shop at Staples retail stores, Staples.com, Staples Advantage, as well as all Staples branded proprietary products; and

BE IT FINALLY RESOLVED, that this call to boycott Staples will be communicated immediately to members of the California Labor Federation, the APWU, Staples headquarters and the news media.

Adopted by Delegates

RESOLUTION #3: \$15 Minimum Wage for All Workers

PRESENTED BY: NATIONAL ASSOCIATION OF LETTER CARRIERS NO. 214 & PLUMBERS,
STEAMFITTERS AND REFRIGERATION FITTERS, UA LOCAL 393

WHEREAS, the legislated minimum wage in most places is not enough to live on; and

WHEREAS, workers in fast-food, retail, custodial, and agriculture, and other low-wage workers, as well as some unions, have launched a powerful national movement demanding a \$15 minimum wage; and

WHEREAS, just as an injury to one is an injury to all, a victory for one group is a victory for us all and winning a living income for low wage workers enhances not only their lives, but also the ability of all workers to win a more fair share income from the values we produce by our labor;

THEREFORE BE IT RESOLVED, the California Labor Federation urges legislative bodies at the state and local level to adopt a \$15 minimum wage for all workers, effective without delay and indexed to rise with inflation; and

BE IT FURTHER RESOLVED, that this resolution be forwarded to the national AFL-CIO, and our state and national representatives for their concurrence and action.

Adopted as Amended by Delegates

RESOLUTION #5: Resolution For A Federal Budget That Meets Workers' Needs

PRESENTED BY: PLUMBERS, STEAMFITTERS, AND REFRIGERATION FITTERS, UA LOCAL 393

WHEREAS, the federal budget is a document that should reflect our working class needs and values in the priorities it sets; and

WHEREAS, among the several federal budget proposals the Congressional Progressive Caucus 2015 “Better Off Budget” [<http://cpc.grijalva.house.gov/better-off-budget/>] best represents social and economic priorities aligned with the needs of working people; and

WHEREAS, the Better Off Budget’s proposed cuts in military spending, attention to job creation, increases in spending on education, embrace of transition to single payer medical insurance, investment in our nation’s social and physical infrastructure, support for veterans, increase in taxes on corporations and the very wealthy, attention to climate change with a carbon tax, and imposition of a tax ½ of 1% on financial transfers, the so called “Robin Hood” tax, all are in accord with the expressed needs of the labor movement;

THEREFORE BE IT RESOLVED, the California Labor Federation sees the Congressional Progressive Caucus 2015 “Better Off Budget” as representative in principle of social and economic priorities that support the needs of our members and all working people; and

BE IT FURTHER RESOLVED, the California Labor Federation will seek ways to work with the members of the Congressional Progressive Caucus (CPC) in our jurisdiction to increase understanding and support for the CPC budget; and

BE IT FURTHER RESOLVED, we will send this resolution to the national AFL-CIO for their concurrence and action toward the long-term political process necessary to create conditions for passage of a federal budget which implements these goals.

Adopted by Delegates

RESOLUTION #6: Resolution Protecting Quality and Accessible Healthcare for Californians

PRESENTED BY: SEIU-UHW

WHEREAS, in 2010 President Barack Obama signed into law the Patient Protection and Affordable Care Act (ACA), commencing the largest overhaul and expansion of our nation's healthcare system in more than 50 years; and

WHEREAS, the ACA has transformed Medi-Cal into one of the largest health care payers in the nation, providing coverage for more than 9.5 million working class Californians; and

WHEREAS, the State of California has one of the lowest Medi-Cal reimbursement rates of any state in the United States; and

WHEREAS, inadequate Medi-Cal reimbursement rates have caused financial distress for many of California's safety net hospitals, which treat millions of Californians and employs hundreds of thousands of healthcare workers; and

WHEREAS, Prime Healthcare currently operates fourteen hospitals and medical centers in the State of California; and

WHEREAS, Prime Healthcare is seeking to purchase the Daughters of Charity Health System (DOCHS) consisting of six safety net hospitals in California which employs thousands of unionized healthcare workers; and

WHEREAS, Prime Healthcare's business practices have undermined the accessibility of healthcare under the ACA by eliminating services deemed unprofitable, such as birthing centers, mental health services, and chemotherapy; and

WHEREAS, Prime Healthcare's business practices have undermined the affordability of healthcare under the ACA by cancelling contracts with private insurance companies in order to charge patients higher out-of-network costs for treatment; and

WHEREAS, Prime Healthcare's business practices have undermined the quality of healthcare under the ACA and has been fined by the California Department of Public Health for incidents in which patients have died; and

WHEREAS, California State Attorney General Kamala Harris rejected Prime Healthcare's bid to purchase Victor Valley Community Hospital stating that the "proposed sale is not in the public interest and will likely create a significant effect on the availability or accessibility of health care services to the affected community;" and

WHEREAS, the United States Department of Justice served a subpoena on Prime Healthcare Services, which has publicly acknowledged that its California hospitals are part of a criminal and civil investigation being led by the United States Department of Health and Human Services; and

WHEREAS, Prime Healthcare has been accused by an employee of fraudulently overcharging Medicare and Medicaid about \$50 Million by deliberately falsifying patient admissions information; and

Continued

Resolution 6, con't

WHEREAS, the National Labor Relations Board has issued complaints against Prime Healthcare for such illegal practices as unilaterally cutting employee health insurance programs, interrogating and intimidating employees who are supportive of the union, and bribing employees to decertify the union;

THEREFORE BE IT RESOLVED that the California Labor Federation, AFL-CIO urges members of the California State Legislature, candidates for the California State Legislature and political parties based in California to: (1) Refuse to accept political contributions from Prime Healthcare, its CEO Prem Reddy or any affiliated party; (2) Return any previous political contributions received from Prime Healthcare or its CEO Prem Reddy or any affiliated party; and (3) Request that the office of California State Attorney General Kamala Harris not approve the sale of any hospital in California to Prime Healthcare until the results of the United States Department of Justice and the United States Department of Health and Human Services criminal and civil investigations of Prime Healthcare are known and can be used to determine Prime Healthcare's fitness to purchase more hospitals in the state.

Adopted by Delegates

RESOLUTION #7: Organize Retirees

PRESENTED BY: CALIFORNIA ALLIANCE FOR RETIRED AMERICANS

WHEREAS, the proportion of California's over 65 population is projected to grow from 12.5% in 2013 to 18.9% in 2030; and

WHEREAS, union members are older on average than the rest of the workforce; and

WHEREAS, 3 in 10 California union members (746,700 people) are very likely to retire in the next 5 to 10 years (29% of California's current union members are between 55 and 66 years old and 43% are over 50 years old); and

WHEREAS, all working class retirees have a vital interest in maintaining organized labor as a strong institution, capable of protecting their retirement benefits and assuring that these benefits remain available to their children and grandchildren and to society as a whole; and

WHEREAS, organized labor itself and the retirement security programs it has created through legislation (e.g. Social Security and Medicare) and through collective bargaining (e.g. Defined benefit pensions and retiree health coverage) are under increasing attack; and

WHEREAS to maintain the strength of organized labor in the face of declining union (down from 33% in 1964 when the first baby boomers started joining the workforce to 16.7% last year) it is imperative that we increase our organizing efforts, not only to recruit and represent new members in the collective bargaining arena, but also to retain members once they leave the workforce and, as the AFL-CIO recognized in its 2013 Convention, to build coalitions with community organizations that share our values; and

WHEREAS, an ever growing proportion of California's electorate is represented by older voters (85% of Californians over 55 are registered to vote and 42% of likely voters are over 55); and

WHEREAS, the California Alliance for Retired Americans (CARA) has gained a reputation as the state's most active and effective grassroots advocacy group for seniors; and

WHEREAS, CARA offers a home for both retired union members and senior activists from a wide variety of community organizations; and

WHEREAS, compared to the cost of organizing new members it is extremely inexpensive to continue to communicate with and engage members once they retire;

THEREFORE BE IT RESOLVED, this 34th Biennial Convention encourages all Federation affiliates to organize their retired members and to affiliate with and support CARA in its efforts to expand and improve Social Security and Medicare and to improve the lives of seniors and all Californians by advocating for more affordable health care and prescription drugs, better in-home and nursing home care, safer streets and highways and pensions for all Californians; and

BE IT FINALLY RESOLVED, that the Federation's Strategic Planning Committee work with CARA to formulate a plan to organize the growing army of retirees and to engage them in labor's struggles to create a more just society in our state and nation.

Adopted by Delegates

RESOLUTION #8: Resolution in Support of Protecting and Expanding Medicare

PRESENTED BY: CALIFORNIA ALLIANCE FOR RETIRED AMERICANS

WHEREAS, every person in the United States deserves access to affordable quality health care; and

WHEREAS, Medicare has provided affordable, accessible, quality health coverage to seniors and people with disabilities for the last 49 years; and

WHEREAS, HR 676 will help improve the Medicare program by eliminating the need for private supplemental insurance plans, plans for Medicare Part D programs, and increasing out of pocket costs for seniors which are draining the Medicare program and costing seniors more and more; and

WHEREAS, the Medicare program is under attack by some members of Congress, who threaten to undermine the program by raising the eligibility age, further reducing reimbursement rates to providers and limiting choice, taxing and means testing the program; and ultimately privatizing it through a voucher based system; and

WHEREAS, working families pay into the Medicare program through a payroll deduction and are depending on Medicare to be there for them when the retire; and

WHEREAS, there are several proposals before Congress that would protect, improve and expand Medicare for generations to come, including allowing Medicare to negotiate for drug prices and expanding Medicare to cover everyone (as it was originally intended);

THEREFORE BE IT RESOLVED, the California Labor Federation calls upon the California Congressional delegation to oppose any efforts to cut, privatize, or undermine the Medicare program and work to improve and expand it so that it is stronger than ever when it turns 50 years old in 2015; and

BE IT FINALLY RESOLVED, the California Labor Federation work with the California Alliance for Retired Americans to educate CLF affiliates about the importance of the Medicare program and the need to engage in efforts to protect it, improve it, expand it, and pass it on to future generations.

Adopted by Delegates

RESOLUTION #9: Our Commitment to Fighting Back and Fighting Forward

PRESENTED BY: CALIFORNIA FEDERATION OF TEACHERS

WHEREAS, working people are under attack, and many are falling further behind in achieving the American dream—students suffering from school budget cuts and test obsession; families left behind due to wage stagnation and retirement insecurity; and too many communities starved of high-quality public services, healthcare, neighborhood public schools, good jobs, affordable housing and transportation; and

WHEREAS, our enemies are organized—anti-union, anti-worker groups, challenging our voting, political and collective bargaining rights; and

WHEREAS, anti-public education forces have attempted to capitalize on the real frustration felt by many people because of economic insecurity and years of cuts to public education by offering false solutions that can only create greater insecurity and disparity, and

WHEREAS, these well funded, anti-labor forces have now moved to our courtrooms to pursue their reactionary agenda, most recently with the *Vergara v. California* and *Harris v. Quinn* lawsuits; and

WHEREAS, the proponents of the *Vergara* and *Harris* cases have made clear their intentions to copycat and expand these lawsuits in courthouses and legislatures across the country; and

WHEREAS, these decisions are contributing to an escalating and engineered imbalance in our democracy, one where corporations and the wealthy have a dominant voice; and

WHEREAS, these decisions have helped working people see that these threats are real and connect the dots between the concerted efforts to silence educators, working people and unions altogether; and

WHEREAS, every community is facing similar fights that may appear unique in each setting but are part of a national assault on the rights of working people; and

WHEREAS, while strengthening our grass-roots mobilization is essential, we must also coordinate nationally and globally—taking on those trying to polarize us while promoting privatization and austerity; and

WHEREAS, the public education and public education workers have become the target of a corporate effort to drive market reforms and destroy their union, and

WHEREAS, Secretary of Education, Arne Duncan, has aligned with those who have undermined public education, with those who have attacked educators who dedicate their lives to working with children, and with those who have worked to divide parents and teachers. He has failed to bring parents, students, teachers and community members together to improve the quality of public education for all children, and he has promoted misguided and ineffective policies on deprofessionalization, privatization and test obsession;

THEREFORE BE IT RESOLVED, that the California Labor Federation and all affiliates recommit to engage our members and our communities to fight these attacks at the ballot box, at the bargaining table, in the streets, Washington, D.C., state capitals, the courthouse and the court of public opinion, while advancing our solution-driven mission to reclaim the promise of America; and

Continued

Resolution 9, con't

BE IT FURTHER RESOLVED, that we will fight for the election and appointment of policymakers who stand on the side of working people, their families and their communities, and we will hold them accountable once elected or appointed, including calling them out, especially if they are supporting these policies and court decisions attacking our professions and working conditions; and

BE IT FURTHER RESOLVED, that we will work with our community partners to defend and promote the interests of all working people, our students, their families and their communities—including the opportunity to join and organize a union as well as the right to a fair hearing on the job; and

BE IT FURTHER RESOLVED, that the California Labor Federation call on the national AFL-CIO to join with the California Federation of Teachers and the American Federation of Teachers to demand that President Obama immediately implement a Secretary of Education improvement plan based upon standing up for public education, supporting teachers and all school workers, inspiring parents and the public to join us in creating the public schools we want and deserve, and leading with us in reclaiming the promise of public education. This improvement plan will include the following:

- Enact the funding and equity recommendations of the *Each and Every Child* report issued by the Congressionally-chartered, bipartisan Equity Commission;
- Work with unions to change the No Child Left Behind/ Race to the Top “test and punish” accountability system to a “support and improve” model;
- Promote rather than question the teachers and school support staff of America; and

BE IT FINALLY RESOLVED, that if Secretary Duncan does not improve, and given that he has been treated fairly and his due process rights have been upheld, the Secretary of Education must resign.

Adopted by Delegates

RESOLUTION #10: Prioritizing Health Care Reform in California

PRESENTED BY: UNITE HERE

WHEREAS, more than 150 million workers, retirees and their families get their health care through employment-based coverage; and

WHEREAS, unions have led efforts to preserve good health benefits as part of workers' compensation packages and have resisted cost-shifting to workers, reducing benefits or lowering the quality of care for members; and

WHEREAS, in California, premiums for employer health insurance plans have risen 185% since 2002, more than five times the increase in the state's overall inflation; and

WHEREAS, in 2018, the Affordable Care Act imposes a 40 percent excise tax on the value of health plans above a set threshold, threatening the viability of union-bargained health plans; and

WHEREAS, every dollar spent on increasing health care costs is a dollar not going to wage increases for workers; and

WHEREAS, the growing cost differential between workplaces that provide good health benefits and those that do not is placing union employers at a severe competitive disadvantage; and

WHEREAS, that cost differential is one of the biggest obstacles to organizing the unorganized;

THEREFORE, BE IT RESOLVED, the California Labor Federation, AFL-CIO reaffirms our commitment to pursue quality health care for all ultimately through a single-payer system; and

BE IT FURTHER RESOLVED, in conjunction with supporting new organizing, the California Labor Federation, AFL-CIO will make comprehensive health care reform its foremost legislative priority; and

BE IT FURTHER RESOLVED, the California Labor Federation, AFL-CIO supports increasing transparency and regulation in all aspects of the health care system, including rate-setting, pricing, quality, medical appropriateness, and contracting, that benefit Californians through reduced costs and increased quality; and

BE IT FINALLY RESOLVED, the California Labor Federation, AFL-CIO strongly encourages Labor Councils to make candidates' commitments to health care reform efforts, including the creation of a single-payer system, a key element in their endorsement decisions.

Adopted as Amended by Delegates

RESOLUTION #11: American Labor Supports A Humanitarian Solution To A Humanitarian Crisis

PRESENTED BY UNITE HERE LOCAL 2 & LOS ANGELES COUNTY FEDERATION OF LABOR

WHEREAS, an emergency humanitarian crisis is taking place at the US-Mexican border where upwards of 52,000 unaccompanied children are in detention; and

WHEREAS, these children and their families have fled their homelands – Honduras, Guatemala, and El Salvador primarily for fear of violence, including the violence of war and armed conflict, narco-trafficking, gangs, as well as wrenching poverty; and

WHEREAS, many of these children are seeking to reunify with their parents, who themselves came to the United States in order to survive and help their families survive in the wake of war and failed economic and trade policies; and

WHEREAS, the conditions these children and their families are fleeing are largely a result of decades of United States policies, including drug policies that have fostered narco-trafficking, gangs and gang-related violence, US military intervention, the broken US immigration system, and “free trade” agreements such as NAFTA and CAFTA that have wiped out entire economic sectors; and

WHEREAS, the United Nations High Commission on Refugees (UNHCR) official, Leslie Velez, testified before the United States Congressional House Judiciary Committee in late June, 2014 that “Unaccompanied children and families who fear for their lives and freedoms must not be forcibly returned without access to proper legal procedures,” and whereas the UN has concluded after close study that these children qualify as bona fide refugees fleeing persecution or the fear of persecution at the hands of the Honduran military, Central American police, narco-traffickers and/or gangs and has urged the United States to confer refugee status upon them; and

WHEREAS, in July, 2014 AFL CIO President Trumka joined religious, community and immigrant leaders and declared “the situation along the border is a refugee crisis that requires a humane, lawful response and must not be politicized,” and called upon “national and community leaders to respond to the crisis in a manner that meets our obligations under U.S. and international law and comports with basic human rights and American values ... ensuring full due process and providing the additional resources necessary to ensure the well-being and fair treatment of children and refugees. It also requires taking an honest assessment of the root causes of the crisis, including the long-term impact of U.S. policies on immigration, trade and foreign affairs;” and

WHEREAS, on July 15, 2014 Pope Francis stated, “This humanitarian emergency requires, as a first urgent measure, these children be welcomed and protected.” And that these measures “must be accompanied by policies that inform people about the dangers of such a journey and, above all, that promote development in their countries of origin;” and

WHEREAS, the US Immigration and Nationality Act grants the President of the United States the authority to designate these children as “refugees” under Section 207(b) of the Immigration & Nationality Act, 8 US Code Section 1157;

Continued

Resolution 11, con't

THEREFORE BE IT RESOLVED, the California Labor Federation calls on the national AFL-CIO to urge President Obama to:

1. Recognize the humanitarian crisis and the violence from which these children and other Central Americans are fleeing; and
2. Grant the minors refugee status under domestic and international law, access to legal representation and due process and protection from harm; and
3. Work with religious and community based organizations to reunify these children with their families here in the United States when possible or to help their resettlement as needed; and
4. Adopt a Central America Marshall Plan, that addresses the structural and root causes of Central American migration, including investing in meaningful development, especially education, jobs, worker justice, health and housing; and

BE IT FURTHER RESOLVED, the California Labor Federation calls upon our elected representatives at the federal, state and local level to welcome and accompany these children and their families; and

BE IT FINALLY RESOLVED, the California Labor Federation urges our affiliates to educate our membership, and mobilize resources and support of local, state and national initiatives to accompany and welcome these children and their families in the best of our labor tradition.

Adopted by Delegates

RESOLUTION #12: Protecting Worker Health and Safety

PRESENTED BY THE STATE BUILDING AND CONSTRUCTION TRADES COUNCIL

WHEREAS, California has maintained a worker health and safety agency since 1923; and

WHEREAS, federal law, under the OSH Act of 1970, Section 5, requires every employer to "...furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees;" and

WHEREAS, in 1971, a catastrophic tunnel explosion in Sylmar, CA killed 17 building trades workers and miners, inspiring legislation that conformed our worker health and safety agency to new Federal OSHA requirements; and

WHEREAS, this new agency became known as the Division of Occupational Safety & Health (DOSH, or Cal/OSHA); and

WHEREAS, over the decades during which this agency has existed, countless injuries, illnesses and fatalities have been prevented, allowing so many hardworking Californians to return home safely at the end of their workday, free from injury and better able to provide for themselves and their families; and

WHEREAS, employers have also enjoyed immeasurable benefits as a result of DOSH's work, including a more productive and reliable workforce as well as untold billions in reduced workers' compensation and other internal costs; and

WHEREAS, despite so many successful standards, campaigns and initiatives, Cal/OSHA remains among our state's most underfunded agencies and suffers from a crippling deficiency of safety and health inspectors, known as Compliance Safety and Health Officers, or CSHO's; and

WHEREAS, California ranks last among states with individual plans, in terms of the ratio of occupational safety and health inspectors to workers covered; and

WHEREAS, under current staffing levels, each DOSH inspector must oversee 86,700 workers, despite the International Labor Organization (ILO) recommended ratio of one inspector for every 10,000 workers, and levels in Washington and Oregon of one inspector for every 25,000 workers; and

WHEREAS, this appalling lack of investment undermines our entire health and safety infrastructure at every turn, leaving CSHO's unable to respond to violations in a comprehensive and timely fashion; and

WHEREAS, existing state and federal laws require California's plan to be at least as effective as the federal plan, but our severe understaffing prevents us from meeting this basic standard; and

WHEREAS, CSHO's are overworked to a degree that discourages the citing of serious violations, given the likelihood of employer appeals and the time-consuming nature of responding to these appeals; and

WHEREAS, workers who report serious violations, which are hazards with a realistic possibility of causing death or serious physical harm, face a response time from Cal/OSHA five times longer than that allowed by Labor Code 6309; and

Resolution 12, con't

WHEREAS, these courageous occupational safety and health (OSH) whistleblowers are often met with employer intimidation and retaliation, up to and including termination, yet the companies responsible rarely face any consequences for violating laws against OSH retaliation; and

WHEREAS, emerging technologies such as biotech and nanotech require sophisticated medical staffing, yet DOSH employs only two medical doctors to service the entire state; and

WHEREAS, in each of the last three Federal OSHA audits, investigators determined that DOSH had insufficient staff and Federal OSHA then issued recommendations to DOSH to fill all positions allocated in the federal grant; and

WHEREAS, this chronic understaffing also negatively impacts employers, as underground economy employers more easily escape scrutiny and legitimate businesses face an unfair competitive disadvantage; and

WHEREAS, less safe and less healthy workplaces mean more workplace injuries, illnesses, diseases and fatalities, taking a human toll that can't be measured and a creating a financial toll that grows every year; and

WHEREAS, DOSH receives no general fund monies and is funded by federal grants and an assessment on employer workers' compensation premiums, thus eliminating any concerns that more inspectors would mean fewer dollars for other critical services;

THEREFORE, BE IT RESOLVED, that the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council, AFL-CIO, and allies launch a campaign to raise the number of Cal/OSHA CSHO's to a level that at least allows required response times and federal staffing benchmarks to be met; and

BE IT FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council, AFL-CIO, and allies strive to align California's CSHO staffing levels with that of Washington and Oregon; and

BE IT FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council, AFL-CIO, and allies commit to helping Cal/OSHA eliminate any unnecessary impediments to the agency's ability to recruit, train and retain qualified inspectors; and

BE IT FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council, AFL-CIO, and allies work to significantly raise the number of medical doctors employed by Cal/OSHA; and

BE IT FINALLY RESOLVED, that the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council, AFL-CIO, and allies support legislation that would improve enforcement of Cal/OSHA regulations and strengthen penalties against OSH retaliation.

Adopted as Amended by Delegates

RESOLUTION #13: Collective Bargaining Rights For Family Child Care Providers

WHEREAS, California is increasingly divided between the haves and the have-nots, with the number of families and children living in poverty at record highs; and

WHEREAS, If we don't invest early in children and their families, it's going to get even worse because without access to affordable, high-quality child care, working families struggle financially and children suffer educationally; and

WHEREAS, today's jobs are no longer 9-5 and schedules are often unpredictable. Working parents, union and non-union alike need full-time, flexible and high quality affordable care for their young children so they can go to work and lift their families out of poverty; and

WHEREAS, currently, fewer than 1 in 10 eligible infants and toddlers in California are able to access state subsidized child care that would position them to succeed in school and allow their parents to pull themselves out of poverty by allowing them to go to work and be self-sufficient; and

WHEREAS, without an accessible system of early learning and care, California workers can't bridge the divide of income inequality; and

WHEREAS, research shows the "achievement gap" emerges by age 3. Ensuring every child has access to quality care -- regardless of their zip code, their parent's work shift or the size of their parent's paycheck -- is the best investment California can make to ensure every child is prepared to learn on the first day of Kindergarten; and

WHEREAS, family child care providers are our children's first teachers and California's primary brain builders; they are central to a quality early learning and care system that is key to closing California's education achievement gap and placing the children most in need on the road to success; and

WHEREAS, our child care system is crucial to our economy but it's broken, and the women who devote themselves to raising our children in family child care settings are being forced to raise their own families in poverty, earning far less than the value of their crucial work preparing children for school success and allowing parents to work; and

WHEREAS, due to stagnant or falling income levels, the rising costs to provide quality care and education, and the increasing mandates for costly training and higher education requirements, child care providers are being forced to close their doors and fewer new providers enter the industry since many lack the means to provide for their own families much less offer crucial child care services to low wage workers who as a result are left without options for flexible, affordable, linguistically and culturally appropriate quality child care; and

WHEREAS, providers from across California have been coming together with SEIU and AFSCME for over ten years now to win collective bargaining rights with the state that would allow them to address these issues and move themselves out of poverty as well as establishing an official voice for working parents to express the child care and early learning needs they have and challenges they face; and

Continued

Resolution 13, con't

WHEREAS, family child care would be the largest union election in the country that when successful will allow over 60,000 women to join the ranks of the California Labor Movement; and

THEREFORE BE IT RESOLVED, this 34th Biennial Convention encourages all Federation affiliates to help support the passage of statewide legislation that would allow these workers to organize, have a voice and the right to collectively bargain for training, good wages, oversight and improvements to the state's child care system on behalf of themselves, the children and working families they serve; and

BE IT FINALLY RESOLVED, that the Federation will support this righteous fight by prioritizing the passage of legislation that calls for needed improvements and collective bargaining rights for family child care providers in the 2015/2016 legislative session as a first step in moving providers, parents, and children out of poverty.

Adopted as Amended by Delegates

RESOLUTION #14: All In To Win—ORGANIZE CALIFORNIA!

PRESENTED BY: EXECUTIVE COUNCIL

WHEREAS, by building Labor's political power in California we learned that each union is strongest when all of our unions are strong. We now know the same is true in organizing; and

WHEREAS, Organizing is tough these days but California Labor can win when we support organizing together; and

WHEREAS, when TSA Airport Security Officers realized they needed help on their election campaign, many unions responded to their call by sending organizers and member activists to help at each California Airport and with loaned organizers "piling in" the TSA campaign was a great victory with over 45,000 workers winning a union; and

WHEREAS, California Labor is launching a new plan for organizing called All IN TO WIN that supports large-scale, strategic organizing campaigns that lift up the Labor Movement and builds momentum for more organizing success; using our collective strength and our political power, we can elevate organizing campaigns to victory; and

WHEREAS, California unions are coming together to help each other win more big campaigns through All In to Win; and

WHEREAS, we are committed to build worker and labor power, fight for the California we deserve and are All in to Win for California workers so we can show America that organizing is possible again;

THEREFORE BE IT RESOLVED that the California Labor Federation issues a Call to Action to all affiliates to commit to support organizing and growing the California Labor Movement through the All in to Win program; and

BE IT FURTHER RESOLVED that the California Labor Federation urges affiliates to do two things: 1. Send member activists to help other organizing campaigns so workers win their fights; and 2. Loan member organizers who will be trained to help build and lead organizing campaigns; and

BE IT FINALLY RESOLVED that the California Labor Federation calls on affiliates to build organizing campaigns by: 1. Targeting non-union employers and having a plan to organize them; 2. Committing members, staff and resources to organizing; 3. Setting goals for growth and wins; and 4. Taking advantage of training, strategy, and coordination with other unions from the California Labor Federation and the All in to Win team.

Adopted by Delegates

RESOLUTION #15: Resolution Supporting the Communication Workers of America Local 9333

PRESENTED BY: COMMUNICATIONS WORKERS OF AMERICA

WHEREAS, the California Labor Federation is dedicated to promoting and defending the interests of working people and their families for the betterment of California's communities; and

WHEREAS, the continued elimination of middle class jobs is driving unprecedented growth in income inequality; and

WHEREAS, AT&T Mobility has announced it will close the Atwater Call Center, eliminating 441 jobs, 352 of which are good union jobs; and

WHEREAS, AT&T Mobility is a highly profitable company, with over \$5 billion in fourth quarter profits in 2013, thanks to a mutually prosperous relationship with its union employees; and

WHEREAS, closure of call center will further disturb an already economically depressed community; and

WHEREAS, the unemployment rate of Atwater and Merced counties are over 14%, over twice the national average of 6.3%; and

WHEREAS, the closure would create a ripple effect of job loss in the local community, particularly impacting small business; and

WHEREAS, the Communications Workers of America Local 9333 is fighting for their families and communities to keep these jobs in Atwater by permanently stopping the closure;

THEREFORE, BE IT RESOLVED that the California Labor Federation stands in strong support of the Communications Workers of America, Local 9333, and the affected communities in their fight to save AT&T Mobility Castle Call Center jobs in Atwater, California; and

BE IT FURTHER RESOLVED that the California Labor Federation requests that all 2014 Biennial Convention delegates fill out a postcard signifying support; and

BE IT FURTHER RESOLVED that the California Labor Federation requests all California Central Labor Councils and Area Labor Federations pass similar resolutions and collect postcards from their respective areas; and

BE IT FINALLY RESOLVED that a copy of this resolution be delivered to all relevant parties:

- Randall Stephenson, Chairman & Chief Executive Officer AT&T
- Ralph de la Vega, President and Chief Executive Officer-AT&T Mobility
- CWA District 9
- CWA Local 9333.

Adopted by Delegates

RESOLUTION #16: Resolution Concerning PG&E's Anti-union Bargaining Tactics against ESC Local 20, IFPTE

PRESENTED BY: INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 20

WHEREAS, Pacific Gas and Electric Company (PG&E) has held a long history as a decent union employer, with decades of collective bargaining history with several labor unions, including Engineers and Scientists of California, Local 20 IFPTE; and

WHEREAS, ESC Local 20 represents 2,700 technical and professional employees at PG&E, serving this company and our communities by helping to provide safe and reliable gas and electric service; and

WHEREAS, during 2011, the 41 Engineers and IT Analysts in PG&E's "SmartMeter Operations center" voted for representation by ESC Local 20 in federally-supervised elections; and

WHEREAS, in May 2014, an even higher proportion of SMOC Analysts and Engineers voted for ESC Local 20 representation by overwhelmingly defeating a decertification election; and

WHEREAS, PG&E's current proposals in bargaining for these employees would place them into a second-class status, with significantly lesser rights than those afforded to all other unionized employees at PG&E, such as:

- Greatly diminished access to annual base pay increases which are guaranteed to PG&E's entire unionized workforce, and
- No right to job security in the event of layoff or re-organization, and
- No right to bid for other union jobs, unlike all of their union brothers and sisters, and
- No protection from the assignment of bargaining unit work to outside contractors; and

WHEREAS, PG&E's proposed "Role of the Union" clause would ban all job actions and require the Union to discipline its own members who engage in protected concerted activities in the worksite; and

WHEREAS, the Union shall order said employees to cease and desist from said action immediately and, in good faith and to the full extent of its power under the Union's Constitution, use its best efforts to bring such unlawful action to a stop; and

WHEREAS, ESC Local 20 has specifically and repeatedly requested that PG&E to treat these new members of the Union like all other members of the Union, with the same rights, no more and no less, but PG&E has completely refused to do so and presents its offensive proposals without any legitimate business reason;

THEREFORE BE IT RESOLVED, that the California Labor Federation condemns PG&E's bargaining proposals for these new members of ESC Local 20, and demands that PG&E retract these offensive proposal and issue proposals more in line with the Company's values and long-time bargaining history; and

BE IT FINALLY RESOLVED, that the Californian Labor Federation will communicate this message to PG&E and will seek assistance from other labor and community organizations, and community leaders such as elected officials in order to press PG&E to bargain fairly with all newly organized members of ESC Local 20, IFPTE.

Adopted by Delegates

RESOLUTION #17: Beyond the Challenge of Harris V. Quinn

PRESENTED BY: UDW/AFSCME LOCAL 3930

WHEREAS, a majority of the current U.S. Supreme Court has shown a hostility to workers and workers' rights; and

WHEREAS, the most recent attack on workers came on June 30, 2014, in the Harris v. Quinn decision, where the Court undermined the voices of home care and other independent providers. By undercutting these workers' rights to speak out effectively to improve their working conditions, the Court majority made it harder for them to achieve economic justice and further tilted the playing field in favor of the wealthiest among us at the expense of those most economically disadvantaged; and

WHEREAS, in its decision, the majority of the Court demonstrated an alarming lack of understanding of the modern economy and workers' places in it. The Court's opinion made clear the animosity the right-wing Justices have towards workers and their chosen unions, especially public service unions. Indeed, the Court has invited further attacks on unions of public workers and it is clear the Court is not satisfied at undermining the voices of independent providers, but may seek to deny all public workers an effective voice at work; and

WHEREAS, the Supreme Court's decision in Harris v. Quinn places at risk a system of consumer-directed home care that has proved successful in raising wages while providing affordable care and improving the quality of care. The decision may also impede progress in developing high quality family child care and the availability of essential medical interpretation services. Workers who perform these vital services have chosen to join together in our union to collectively speak out about their work, but the Supreme Court seeks to silence their voices; and

WHEREAS, a single court case will not dampen our resolve, nor will it silence us. Labor union members know that the people we elect determine the quality of our lives and our livelihood and even determine who sits on the Supreme Court;

THEREFORE BE IT RESOLVED, the California Labor Federation calls on the AFL-CIO to restore greater balance to the U.S. Supreme Court so that our voices will continue to be heard and that workers' rights are not undermined as the Court turns the First Amendment on its head; and

BE IT FINALLY RESOLVED, the California Labor Federation will work with partners and allies to mobilize our communities in protest of the Supreme Court's rightward tilt. Our goal is to educate the public about how the Court is relinquishing its traditional role as guardian of our values and the Constitution in favor of a pro-corporate agenda that disregards the interests of ordinary citizens.

Adopted by Delegates

RESOLUTION #18: Calling for Executive Action to Give Workers Status

Presented by: CALIFORNIA TEAMSTERS PUBLIC AFFAIRS COUNCIL

WHEREAS, every day, millions of people, young and old, and who aspire to be legally recognized citizens of our great nation and contribute to our communities, our economy, and our country are denied a voice in the workplace and essential rights in our society for no other reason than their lack of papers; and

WHEREAS, an unprecedented number of people—more than one thousand per day—are being deported, causing fear in communities and workplaces around the country, preventing workers from exercising fundamental rights and tearing families apart; and

WHEREAS, the threat of deportation is currently used by unscrupulous employers and contractors to prevent workplace organizing and discourage workers from filing complaints for serious violations such as wage theft, discrimination, sexual harassment, and health and safety violations; and

WHEREAS, immigration workplace audits and raids continue across the country in many sectors, which has resulted in the deportation of workers who are acting to enforce their civil, labor, and human rights; and

WHEREAS, the ability for unscrupulous employers and contractors to use immigration enforcement as a tool of retaliation to prevent workers from asserting their rights in the workplace drives down working conditions and standards for all workers—both immigrant and U.S. born alike; and

WHEREAS, the ultimate solution to this crisis is a change in law, but House Republicans have failed to serve the national interest by passing comprehensive immigration reform legislation and creating a permanent solution; and

WHEREAS, in 2014, the Obama Administration surpassed 2 million deportations, more than any other administration in U.S. history, creating a crisis of record deportations—including workers exercising their civil and labor rights and separating families-- that is unacceptable and contrary to the principles of a vibrant democratic society; and

WHEREAS, at the same time, private prison companies like Geo Group Inc. and Corrections Corporation of America --both members of ALEC—each continue to make more than a \$1.7 billion dollars in profits from the deportations per year; and

WHEREAS, the President has broad authority to grant administrative relief and reduce the number of deportations, as he did when he granted Deferred Action for Childhood Arrivals (DACA,) an action that has received broad support from the public and proved to be of great benefit to our nation and to prevent further retaliation against workers and immigration enforcement actions that undermine workers' rights; and

WHEREAS, to fully participate in the labor movement, workers must be able to organize without fear of retaliation or deportation, which means they must have immigration status and work authorization from USCIS;

Resolution 18, con't

THEREFORE BE IT RESOLVED, that the California Labor Federation calls on the national AFL-CIO to call on the Administration to support legislation to protect immigrant workers, to adopt policies that protect workers' rights, and including strengthening prosecutorial discretion for immigrants protecting civil and labor rights through a process before U.S. Citizenship and Immigration Services (USCIS), strengthening workers' rights during I-9 audits, revising and strengthening the operating instruction, and adopting strong civil rights and anti-retaliation protections to ensure immigrants' labor and civil rights and to ease the deportation crisis and allow aspiring Americans to work without fear by providing the broadest immediate, affirmative immigration relief with work authorization to workers, families, and all others with ties to the U.S.

Adopted by Delegates

RESOLUTION #19: Defined-Benefit Pension Plans

PRESENTED BY: UFCW LOCAL 8

WHEREAS a principal goal of the Labor Movement is to ensure the ability of working people to retire with dignity and security; and

WHEREAS Defined-Benefit Pension Plans are uniquely capable of providing retirees a guaranteed income for the remainder of their lives; and

WHEREAS Defined-Benefit Pension Plans are vastly superior to Defined-Contribution Plans like 401(k)s, which expose retirees to devastating economic risks and an unreliable and insufficient stream of income; and

WHEREAS Defined-Benefit Pension Plans have been under sustained attack in recent decades as employers in the private and public sectors push their workers into Defined-Contribution Plans against their interests;

THEREFORE LET IT BE RESOLVED the California Labor Federation shall support educating Union members and the general public about the importance of protecting, promoting and perpetuating Defined-Benefit Pension Plans for future generations of working people.

Adopted by Delegates

RESOLUTION #20: Resolution Condemning the University of California's Partnership with the National Right to Work Committee in Opposing the Right to Organize of 14,000 UC Research Assistants

PRESENTED BY: UAW 5810

WHEREAS, the right to organize is a fundamental right of all workers; and

WHEREAS, the University of California has fought against the right to organize of 14,000 graduate student research assistants; and

WHEREAS, the right-wing National Right to Work Committee is also opposing the right of UC's research assistants to organize; and

WHEREAS, over 13,000 graduate students at UC have been represented by the UAW for over 14 years, when they work as teaching assistants, tutors and readers, but lose the rights and protections of a union contract – including job security rights, protections against discrimination, workload protections, grievance and arbitration procedures, contractual redress for workplace health and safety, and family and medical leave – when they make the shift from working as a teaching assistant to working as a research assistant; and

WHEREAS, research assistants at UC work in the same labs, at the same workbenches and often on the same projects as 6,000 postdoctoral researchers who continue to enjoy the rights and protections of a union contract with the UAW; and

WHEREAS, although research assistants are considered employees for every other condition, including taxability by the IRS, and are paid wages via the UC payroll system, they are the only group of workers in UC labs without the right to collectively bargain; and

WHEREAS, 20% of UC graduate students are recent immigrants on temporary visas or are undocumented and due to their immigration status are vulnerable to unscrupulous employment practices; and therefore would benefit from the protections of a union contract; and

WHEREAS, research assistants are hired one year at a time (or less) for the 5 to 10 years they work at UC and face lower wages, fewer benefits, and less job security than other employees, making collective bargaining rights a key factor to address these issues; and

WHEREAS, over 85% of the funding for research assistants is from federal and private grants and contracts, not from the State's general fund; and

WHEREAS, many universities, including California State University, and many states, including Washington, Oregon, Connecticut, and Massachusetts have recognized the right of public sector university research assistants to unionize,

THEREFORE BE IT RESOLVED, that the California Labor Federation condemns the anti-union efforts of UC and the National Right to Work Committee and urges the State Legislature to pass, and the Governor to sign AB 1834 (Williams) that would extend the right to choose collective bargaining to the 14,000 UC graduate student research assistants.

Adopted by Delegates

RESOLUTION #21:

PRESENTED BY: CALIFORNIA NURSES ASSOCIATION

WHEREAS, the labor movement is currently fighting for its very existence; and

WHEREAS, Wall Street, the U.S. Chamber of Commerce, and big corporations overall in the U.S. today are at the apex of power over our economic, political, social, and cultural system in the United States; and

WHEREAS, the Supreme Court has elevated corporations to personhood with speech rights and religious freedom rights that trump those of individuals; and

WHEREAS, through Citizens United and similar rulings the Supreme Court has given corporations unprecedented control over the electoral process in the U.S., promoting the election of increased waves of anti-union politicians in Congress and in state governments; and

WHEREAS, groups like ALEC, the Koch Brothers, Right to Work Committee, and their many allies are successful in enacting anti-union legislation and blocking reforms needed to protect workers in the U.S., and

WHEREAS, this corporate offensive has expanded the scourge of right to work laws to additional states in the U.S. and resulted in the introduction of national right to work anti-union legislation in Congress; and

WHEREAS, labor law has become increasingly slanted to protect the interests of employers against the rights of workers, and has already effectively taken away our ability to organize workers, bargain on behalf of workers and protect workers from retaliation; and

WHEREAS, the very ability of unions to collect dues, organize and collectively bargain for members is becoming an endangered species; and

WHEREAS, the working class and labor movement must take radical action against Wall Street and their political allies to end the obscene inequality where 1% of the population take 20% of the available wealth - the worst since the 1920s

THEREFORE BE IT RESOLVED, that we the labor movement and the working class demand a return of the power and control of our democracy back to the working with the labor movement taking the lead in inspiring a powerful movement in concert with community allies; and

BE IT FURTHER RESOLVED that human need be elevated above corporate greed and our wealth that we created go to single payer health care, quality of public schools and public services, and that rebuilding the infrastructure of this country be done by union labor with materials manufactured in America, to assuring jobs with dignity for everyone including living wages, benefits and pensions, the right to retire with dignity, affordable quality housing and a clean and healthy environment; and

BE IT FINALLY RESOLVED, that we call on the California Labor Federation and all it's affiliates to

Resolution 21, con't

support this resolution for a social and economic revolution because the corporations have already had their revolution and they are destroying our economy and our democracy, and because the labor movement can and must change the world.

Adopted as Amended by Delegates

2014
PRELIMINARY ROLL OF
DELEGATES



Name	Votes
AAAA Actors & Artistes of America, Associated	
SAG AFTRA 40 LA	(1,875 votes, 9 delegates)
Gabrielle Carteris	1,875
SAG AFTRA 80	(340 votes, 2 delegates)
Lauren Renaud	170
Marie Shell	170
SAG AFTRA 140 LA	(3,341 votes, 10 delegates)
Ilyanne Morden Kichaven	1,115
Marty Alvillar	1,113
Don Ahles	1,113
AWIU Asbestos Workers, Intl Assn of	
AWIU 5 Asbestos Workers	(725 votes, 3 delegates)
Tom Gutierrez	243
Mike Patterson	241
Dave Nix	241
AWIU 16 Asbestos Workers	(429 votes, 2 delegates)
Mel Breshears	215
Mark Plubell	214
UAW Auto Aero & Agri Impl Wkrs of America, United, Intl	
UAW 5810 United Auto Workers	(492 votes, 2 delegates)
Neal Sweeney	246
Anke Schennink	246
CWA Communications Workers of America	
AFA-CWA 11 Assn of Flight Attendants	(400 votes, 2 delegates)
Chris Black	400
AFA-CWA 12 Assn. of Flight Attendants LAX	(663 votes, 3 delegates)
Dante Harris	663
CWA 9003 Communication Workers	(788 votes, 3 delegates)
T Santora	788
CWA 9400 Communication Workers	(1,796 votes, 8 delegates)
Alexandra Rooker	449
Judy Perez	449
Bill DeMers	449
Karen Macias	449
CWA 9410 Communication Workers	(560 votes, 3 delegates)
Efayne Chibuko	280
Larry Yee	280
CWA 14908 Communications Workers	(1 votes, 2 delegates)
George Davila	0
NEA Education Assn, National	
NEA 6 S Western Coll Edu Assn	(246 votes, 2 delegates)
Frank Post	123
Geoff Johnson	123
IBEW Electrical Workers, Intl Brotherhood of	
IBEW 11 Electrical Workers	(7,820 votes, 10 delegates)
Kevin Norton	1,118
Antonio Sanchez	1,117
Dave Gomez	1,117

Kathy Mac Laren	1,117
Horacio Garcia	1,117
Corey Davidson	1,117
Deon Watkins	1,117
IBEW 47 Electrical Workers	(8,190 votes, 10 delegates)
Stan Stosel	4,095
Rick Garcia	4,095
IBEW 302 Electrical Workers	(1,190 votes, 5 delegates)
Bob Lilley	396
Robert Peitso	396
Marilyn Ferguson	398
IBEW 332 Electrical Workers	(2,429 votes, 10 delegates)
Gerald Pfeiffer	1,215
Alan Wieteska	1,214
IBEW 340 Electrical Workers	(1,342 votes, 6 delegates)
D'Elman Clark	671
Frank Albert	671
IBEW 440 Electrical Workers	(623 votes, 3 delegates)
Charles McDaniel	312
Robert Frost	311
IBEW 441 Electrical Workers	(1,837 votes, 8 delegates)
Richard Samaniego	919
Douglas Mangione	918
IBEW 551 Electrical Workers	(578 votes, 3 delegates)
John McEntagart	194
Larry Metz	192
Jared Mumm	192
IBEW 569 Electrical Workers	(2,207 votes, 9 delegates)
Joshua Lake	735
Alfonso Carmona-Jimenez	737
Gretchen Newsom	735
IBEW 595 Electrical Workers	(1,855 votes, 8 delegates)
Victor Uno	928
Bob Tieman	927
IBEW 617 Electrical Workers	(982 votes, 4 delegates)
Steven Booker	491
Mark Leach	491
IBEW 1245 Electrical Workers	(16,541 votes, 10 delegates)
Fred Ross	1,654
Tom Dalzell	1,655
Hunter Stern	1,654
Rebecca Band	1,654
Lloyd Cargo	1,654
Robert Dean	1,654
Jammi Juarez	1,654
Jenny Marston	1,654
Ray Thomas	1,654

Bill Wallace	1,654
IAFF Fire Fighters, Intl Assn of	
IAFF 798 SF Fire Fighters	(1,132 votes, 6 delegates)
Tom O'Connor	378
Thomas O'Connor, Jr.	377
Bryan Rubenstein	377
IAFF 1014 Los Angeles County Fire Fighters	(3,113 votes, 10 delegates)
Dave Gillotte	1,557
John Smolin	1,556
IAFF 3631 Orange County Prof Fire Fighters	(887 votes, 4 delegates)
Tony Bedolla	224
Joe Kerr	221
Hiddo Horlings	221
Ray Geagan	221
UFCW Food & Commercial Wkrs, United, Intl Union of	
UFCW 5 Food & Comm Workers	(28,302 votes, 10 delegates)
Kelly Martinez	4,717
Tony Alexander	4,717
Ronald Lind	4,717
Peter Derenale	4,717
Tim Hamann	4,717
John Frahm	4,717
UFCW 8 Golden State	(28,133 votes, 10 delegates)
Jacques Loveall	7,034
Adam Loveall	7,033
Nichole Trujillo Rice	7,033
Jerry Hunsucker	7,033
UFCW 135 Food & Comm Workers	(5,140 votes, 10 delegates)
Mickey Kasparian	514
Terry Hunt	514
German Ramirez	514
Todd Walters	514
Isabel Vasquez	514
Maribel McKinze	514
Sandy Naranjo	514
Anabel Salcedo	514
Tom Elbert, Jr.	514
Darryl Fountain	514
UFCW 324 Food & Comm Workers	(9,583 votes, 10 delegates)
Rick Eiden	9,583
UFCW 770 Food & Comm Workers	(2,500 votes, 10 delegates)
John Grant	250
Paul Edwards	250
Nam Le	250
Martel Fraser	250
Jeanne Dugger	250
Joe Pierre	250
Ronnie Maxwell	250

Kathy Finn	250
Rigo Valdez	250
Mike Rosales	250
UFCW 1167 Food & Comm Workers	(6,380 votes, 10 delegates)
Rick Bruer	3,190
Bill Lathrop	3,190
UFCW 1428 Food & Comm Workers	(4,338 votes, 10 delegates)
Christy Fess	482
Zazette Scott	482
Mark Ramos	482
Connie Leyva	482
Pete Zimmer	482
Gerald Singh	482
Luz Bacio	482
Phillip Meza	482
Diane Zuniga	482
AFGE Government Employees, American Fed of	
AFGE 1061 VA	(2,037 votes, 8 delegates)
Sheila Brown	509
Ann Perkins	510
Shirley Maxie	509
Denise Watts	509
AFGE 1201	(205 votes, 2 delegates)
Sona Anderson	103
Dean Zuniga	102
AFGE 1260	(246 votes, 2 delegates)
Bobby Orozco	123
Bruce Hearn	123
AFGE 2429	(288 votes, 2 delegates)
Jennifer Grigsby	144
JoAnn Solano	144
AFGE 2554 NBP	(938 votes, 4 delegates)
Lombardo Amaya	938
IRON Iron Workers & Bridge Structural Ornamemt, Intl Assn of	
IRON 229 Iron Workers Union	(872 votes, 3 delegates)
Cesar Cabrera	436
Juan Galvan	436
IRON 433 Iron Structural Iron Workers	(2,783 votes, 10 delegates)
Piedmont Brown	2,783
LIUNA Laborers', Intl Union of NA	
LIUNA 261 Construction & General Laborers	(1,302 votes, 5 delegates)
Vince Courtney	651
Ramon Hernandez	651
LIUNA 300 Laborers Union	(3,120 votes, 10 delegates)
Sergio Rascon	780
Sergio Ramos	780
Ricardo Andrade	780
Javier Nunez	780

LIUNA 304 Construction & General Laborers	(1,180 votes, 5 delegates)
Fernando Estrada	236
Jose Chavez	236
Rafael Gonzalez	236
Eduardo Sanroman	236
Ray Shorter	236
NALC Letter Carriers, Natl Assn of	
NALC 214 Letter Carriers	(500 votes, 2 delegates)
John Beaumont	0
IAM Machinists & Aerospace Workers, Intl Assn of	
IAM 311 Machinists Lodge	(387 votes, 2 delegates)
Alexander Rische	193
Manuelito Parales	194
IAM 755 Machinists Lodge	(147 votes, 2 delegates)
James Crosswell	147
IAM 1125 Machinists Lodge	(132 votes, 2 delegates)
Wayne Ihrig	66
Carl Cobb	66
IAM 1186 Machinists Union	(395 votes, 2 delegates)
Florio Antunovich	395
IAM 1414 Peninsula Auto Machinists	(1,386 votes, 6 delegates)
Art Pulaski	277
Danny Mendolla	277
Pedro Mendez	277
Art Gonzalez	277
Shelley Kessler	278
IAM 1484 Automotive Machinists	(502 votes, 2 delegates)
George Bioletto	502
IAM 1546 East Bay Auto Machinists	(900 votes, 4 delegates)
Don Crosatto	900
IAM 1584 Electric Journeyman & Prod Lodge	(416 votes, 2 delegates)
Chris Rasmussen	208
Andrea Gorman	208
IAM 1596 Machinists Union	(255 votes, 2 delegates)
Thomas Brandon	255
AFM Musicians of the US & Canada, Amer Fed of	
AFM 47 Professional Musicians	(958 votes, 4 delegates)
Vince Trombetta	479
John Acosta	479
NNU Nurses Union, National	
CNA California Nurses Assn	(79,943 votes, 10 delegates)
Bonnie Castillo	7,994
Kathy Donohue	7,994
Maureen Dugan	7,994
Margie Keenan	7,994
John Trites	7,994
Don Nielsen	7,994
Stephanie Roberson	7,994

Pilar Schiavo	7,994
Terry Bunting	7,997
Corinne Wilson	7,994
OPEIU Office & Prof Empls Intl Union	
OPEIU 3 Office & Prof Empls	(1,358 votes, 7 delegates)
Natalie Naylor	274
Jane Bosio	271
Jocelyn Olick	271
Rosi Romo	271
Hang Le To	271
OPEIU 30 Office & Prof Empls	(4,820 votes, 10 delegates)
Walter Allen, Jr.	4,820
OPEIU 277 Office & Prof Empls	(418 votes, 2 delegates)
Polyna Berlin	209
Yvonne Zarathustra	209
IUOE Operating Engineers, Intl Union of	
IUOE 3 Operating Engineers	(16,785 votes, 10 delegates)
Chris Snyder	4,196
Mark Kyle	4,196
Dave Harrison	4,197
Rob Carrion	4,196
PAT Painters & Allied Trades of US & Canada Intl	
PAT 510 Sign & Display Union	(807 votes, 4 delegates)
Joseph Toback	404
Owen Murphy	403
PAT 1036 Painters Union	(1,409 votes, 8 delegates)
Robert Smith	234
Fred Garcia	234
Larry Hines	239
Tom Puett	234
Harry Cook	234
Luis Robles	234
PAT 1136 Drywall Finishers	(1,042 votes, 5 delegates)
Jim Dunleavy	348
Dan Benter	347
Billy Campana	347
OPCMIA Plasterers & Cement Masons, Intl Assn	
OPCMIA 400 Cement Masons	(126 votes, 2 delegates)
Hector Cortez	63
Benjamin Espinoza	63
UA Plumbing & Pipefitting Ind of US & Canada, United Assn	
UA 393 Plumbers & Steamfitters	(260 votes, 2 delegates)
Fred Hirsch	260
UA 398 Plumbers & Steamfitters	(332 votes, 2 delegates)
Ray LeVangie	166
John Sherman	166
UA 442 Plumbers & Fitters	(259 votes, 2 delegates)
John Coots	130
George Lozano	129

IFPTE Profession & Tech Engineers, Intl Fed of	
IFPTE 20 Engineers & Scientists of CA	(2,000 votes, 8 delegates)
Dominic Chan	500
John Mader	500
Concepcion Savoy	500
Srinivas Gogineni	500
CSEA School Employees Assoc, California	
CSEA School Employees Assoc, CA	(66,704 votes, 10 delegates)
John Nieto	6,670
Martha Penry	6,670
Dale Sorenson	6,670
Linda Blanchard	6,674
Robin Butterworth	6,670
Letetsia Fox	6,670
Jerry White	6,670
David Kong	6,670
Gloria Cormier	6,670
Delores Rodriguez-Burke	6,670
SIU Seafarers' Intl Union of North America	
SIU 160 Pacific Coast Marine Firemen	(300 votes, 2 delegates)
Anthony Poplawski	150
Ivy Callais	150
SIU 240 Sailors Union of the Pacific	(2,250 votes, 9 delegates)
Gunnar Lundeborg	2,250
SEIU Service Employees Intl Union	
SEIU UHW United Healthcare Workers	(68,763 votes, 10 delegates)
Mark Janov	6,876
Abisola "Ola" Adebowale	6,876
Manny Hernandez	6,876
Shaq Abraham	6,879
Mylane Hastings	6,876
Santiago Espinoza Melendez	6,876
LarJeneua Washington	6,876
Sandra Trockel	6,876
Calvin Skinner	6,876
Robert Miranda	6,876
SEIU 521 Service Employees	(5,098 votes, 10 delegates)
Riko Mendez	849
Luisa Blue	853
Gwyn Harshaw	849
Brian Murillo	849
Rosie Kidwell	849
Raymond Montemayor	849
SEIU 721 Service Employees	(68,953 votes, 10 delegates)
Samantha Stevens	6,898
Favel Jens	6,895

James Johnson	6,895
Danny Carrillo	6,895
Linda Dent	6,895
Devin Osiri	6,895
Melinda Chuarn	6,895
Arnella Sims	6,895
David Sanders	6,895
Vito Triglia	6,895
SEIU 1000	(21,954 votes, 10 delegates)
Yvonne Walker	2,199
Jeff Fowler	2,195
MeShan Rachal	2,195
Richard Guerrero	2,195
Rionna Jones	2,195
Margarita Maldonado	2,195
Tamekia Robinson	2,195
Connie Kabeary	2,195
Donald Killmer	2,195
Elizabeth Linnerman	2,195
SEIU 1021 Service Employees Intl Union	(22,267 votes, 10 delegates)
Chris Daly	2,475
Alysabeth Alexander	2,474
Marcus Williams	2,474
Priscilla Agbunag	2,474
Jim Wise	2,474
Ramses Teon-Nichols	2,474
Pete Castelli	2,474
Kristin Lynch	2,474
Maria Guillen	2,474
SEIU USWW United Service Workers West	(18,813 votes, 10 delegates)
Mike Garcia	1,881
Debbie Rhodes Russell	1,881
Alejandra Valles	1,881
David Huerta	1,884
Anton Farmby	1,881
Marisol Rivera	1,881
Genoveva Aguilar	1,881
Eduardo Garcia	1,881
Jacqueline Johnson	1,881
Rosa Lopez	1,881
SEIU 1983 California Faculty Assn	(2,274 votes, 10 delegates)
Kim Geron	570
Sheila Tully	568
John Griffin	568
Charles Toombs	568
SMWIA Sheet Metal Workers, Intl Assn of.	
SMART Sheet Metal Workers 105	(800 votes, 4 delegates)
Luther Medina	200
Bill Shaver	200

Timothy Hinson	200
Dave Shaver	200
IATSE Theatrical Stage Empls & MP Tech, Intl	
IATSE District 2 Council	(3,993 votes, 10 delegates)
Michael Miller Jr.	3,993
IATSE 50 Stage Employees	(125 votes, 2 delegates)
Elizabeth Showen	62
Clayton Russell-Madonia	63
IATSE 80 Motion Picture Grips	(2,353 votes, 11 delegates)
Russ Nordstedt	1,176
Thom Davis	1,177
IATSE 107 Theatrical Stage Empls	(121 votes, 2 delegates)
Omar Sabeh	61
Michael Scanlon	60
IATSE 122 Stage	(218 votes, 2 delegates)
Carlos Cota	109
Richard Disbrow	109
IATSE 504 Theatrical Stage Empls	(233 votes, 2 delegates)
Leslie Blanchard	117
Lynn Dee Lindquist	116
IATSE 600 Int'l Cinematographers Guild	(3,956 votes, 10 delegates)
David Behm	1,978
Bruce Doering	1,978
IATSE 700 Motion Picture Editors	(5,250 votes, 10 delegates)
Cathy Repola	5,250
IATSE 705 Motion Picture Costumers	(1,697 votes, 7 delegates)
Wanda Leavey	1,697
IATSE 706 Make-Up Arts/Hair Stylists Guild	(1,571 votes, 7 delegates)
Randy Sayer	786
Peter Herman	785
IATSE 728 Studio Elect Lighting Technicians	(2,148 votes, 9 delegates)
Paschal Guillemard	2,148
IATSE 800 Art Dir Gld/Scenic Title/Grph Art	(1,820 votes, 9 delegates)
Dooner	910
Doreen Austria	910
IATSE 871 Script Supervisors	(1,926 votes, 8 delegates)
Heidi Nakamura	1,926
IATSE 892 Costume Designers Guild	(586 votes, 3 delegates)
Sharon Day	293
Betty Madden	293
AFSCME State, Cnty & Muni Empls, American Fed of	
AFSCME 685 LA Cnty Probation Officers	(4,200 votes, 10 delegates)
Carlos Leon	2,100
Theodore Cha	2,100
AFSCME 1199 UNAC Health Care Workers	(17,574 votes, 10 delegates)
Eric Robles	3,514
Ken Deitz	3,518
Lisa Alverson	3,514

Greg Wilson	3,514
Tamara Willoughby	3,514
AFSCME 1902 Metro Water District	(1,462 votes, 6 delegates)
Alan Shanahan	731
Keith Hess	731
AFSCME 2620 Social Service & Health Prof	(5,049 votes, 10 delegates)
Marc Victoria	1,009
Sean Carey	1,013
Henry Carreon	1,009
Beverly Lynn	1,009
Pat Schreyer	1,009
AFSCME 3090 All City Employees	(5,701 votes, 10 delegates)
Adam Acosta	5,701
AFSCME 3299 UC Employees	(22,159 votes, 10 delegates)
Elizabeth Ortega	3,165
Kathryn Lybarger	3,169
Richard Smith	3,165
Liz Perlman	3,165
Yolanda Jackson	3,165
Maricruz Manzanarez	3,165
Francisco Arrellano	3,165
AFSCME 3930 UDW United Dom Wkrs	(66,016 votes, 10 delegates)
Doug Moore	66,016
USW Steel Workers, United	
USW 474 G Aluminum, Brick & Glass Wkrs	(268 votes, 2 delegates)
Dave Celaya	134
Tony Garcia	134
AFT Teachers, American Fed of	
AFT 61 United Educators of SF	(6,062 votes, 10 delegates)
Ken Tray	6,062
AFT 1021 United Teachers of LA	(8,802 votes, 10 delegates)
Betty Forrester	880
Arlene Inouye	880
Alex Caputo-Pearl	882
Juan Ramirez	880
Cecily Myart-Cruz	880
Colleen Schwab	880
Marco Flores	880
David Goldberg	880
Rosemary Lee	880
Daniel Barnhart	880
AFT 1911 Coast Fed of Educators	(403 votes, 2 delegates)
Dean Mancina	202
Gregg Carr	201
AFT 1936 Pajaro Valley Fed of Teachers	(1,008 votes, 5 delegates)
Francisco Rodriguez	1,008
AFT 1990 UCLA Faculty Union	(371 votes, 2 delegates)
Goetz Wolff	371

AFT 2034 University Council San Diego	(158 votes, 2 delegates)
Fred Lonidier	158
AFT 2121 SF CC Fed of Teachers	(1,655 votes, 7 delegates)
Alan D'Souza	1,655
AFT 2279 Los Rios CC Fed of Teachers	(2,005 votes, 8 delegates)
Ken Burt	2,005
AFT 3553 Paso Robles Fed of Teachers	(276 votes, 2 delegates)
Jim Lynette	276
AFT 6161 Palomar Faculty Fed of Teachers	(563 votes, 3 delegates)
Shannon Lienhart	187
Christina Moore	187
George Gastil	189
AFT 1521A LA College Staff Guild	(1,010 votes, 5 delegates)
Mary VanGinkle	505
Mercedes Gaitan	505
OCEA Orange County Emplee Assoc	
OCEA Orange County Emplee Assoc	(7,875 votes, 10 delegates)
Jennifer Muir	984
Nick Berardino	987
Lezlee Neebe	984
Pamela Waters	984
Alicia Hernandez	984
Sharron Anderson	984
John Leos	984
Judy Bowling	984
IBT Teamsters, Intl Brotherhood of	
IBT 70 Teamsters, Auto Truck Drivers	(596 votes, 3 delegates)
Rich Fierro	198
Dominic Chiovare	200
Lou Marchetti	198
IBT 166 Teamsters, Chauffeurs, Warehousemen	(749 votes, 4 delegates)
Andrew Budai	187
Ruben Luna	187
Robert Stanley	187
Dan Hernandez	188
IBT 350 Sanitary Truck Drivers	(270 votes, 2 delegates)
Robert Morales	270
IBT 396 Package & General Utility Drivers	(1,288 votes, 6 delegates)
Ron Herrera	218
Javier Bonales	214
Gilbert Castillo	214
Barbara Liddy	214
Jim Smith	214
Hector Delgado	214
IBT 856 Freight Checkers, Cler Empls	(901 votes, 4 delegates)
Trish Suzuki	451
Rudy Gonzalez	450
IBT 952 General Truck Drivers	(1,213 votes, 5 delegates)

Patrick Kelly	245
Donna Metcalfe	242
Ernesto Medrano	242
Marlene Salazar	242
Rudy Lopez	242
ATU Transit Union, Amalgamated	
ATU 192 Amalgamated Transit Union	(1,546 votes, 7 delegates)
Ronald Williams	773
Eric Darby	773
ATU 1277 Amalgamated Transit Union	(2,848 votes, 10 delegates)
Doug Kurowski	712
James Lindsay	712
Adolfo Soto	712
Errol Frazier	712
ATU 1309 Amalgamated Transit Union	(669 votes, 3 delegates)
Lisa Fair	223
CJ Todd	223
Johnny Salazar	223
TWU Transport Workers Union of America	
TWU 200 Transport Workers	(220 votes, 2 delegates)
Marshell McGehee	110
Joseph Abad	110
TWU 556 Transport Workers	(600 votes, 3 delegates)
Sam Wilkins	200
Patrick Reynolds	200
Josh Rosenberg	200
UNITE HERE	
UNITE HERE 19	(3,672 votes, 10 delegates)
Enrique Fernandez	1,836
Debra Rockwood	1,836
UNITE HERE 30	(2,286 votes, 10 delegates)
Brigette Browning	234
Oscar Salazer	228
Ramon Garcia	228
Paulina Esquivel	228
Rosario Gastelum	228
Kecia Marco	228
George Arrellano	228
Nancy Browning	228
Michelle Gutierrez	228
Francisco Curiel	228
Council	
UFCW Region 8 States Council	(2 votes, 2 delegates)
James Araby	1
Samuel Rodriguez	1
IAM 190 District Lodge Council	(2 votes, 2 delegates)
Jim Beno	2
CWA District 9	(2 votes, 2 delegates)

Judith Ra Pue	1
Laura Reynolds	1
IRON Dist Cncl	(2 votes, 2 delegates)
Keith Hunter	1
Joe Standley	1
AFSCME 57 District Council	(2 votes, 2 delegates)
Cheryl Brown	2
SBCTC State Bldg & Const Trades Cncl of California	(2 votes, 2 delegates)
Robbie Hunter	1
Cesar Diaz	1
NALC St Cncl CA State Assn of Letter Carriers	(2 votes, 2 delegates)
John Beaumont	2
IAM CA St Conference Of Machinists	(2 votes, 2 delegates)
Tom Brandon	2
SEIU California State Council	(2 votes, 2 delegates)
Alma Hernandez	1
Jon Youngdahl	1
CFT CA Fed of Teachers	(2 votes, 2 delegates)
Joshua Pechthalt	1
Jeff Freitas	1
IBT CA Pub Affairs Councils	(2 votes, 2 delegates)
Marsi Newman	2
IBT Joint Council 7	(2 votes, 2 delegates)
Doug Bloch	1
Veronica Diaz	1
Building & Construction Trades Council	
BCTC Napa Solano Bldg Trds Cncl	(2 votes, 2 delegates)
Benjamin Espinoza	2
BCTC San Diego Bldg Trds Cncl	(2 votes, 2 delegates)
Tom Lemmon	2
BCTC San Mateo Bldg Trds Cncl	(2 votes, 2 delegates)
William Nack	2
Central Labor Council	
Contra Costa CLC	(2 votes, 2 delegates)
Margaret Hanlon-Gradie	1
Steve Older	1
Five Counties CLC	(2 votes, 2 delegates)
Ruth Rhodes	1
Loel Yerion	1
Fresno-Madera-Tulare-Kings CLC	(2 votes, 2 delegates)
Randy Ghan	1
Kirk Vogt	1
Los Angeles Fed of Labor	(2 votes, 2 delegates)
Rusty Hicks	2
Merced-Mariposa CLC	(2 votes, 2 delegates)
Jerry Hunsucker	2
Napa-Solano CLC	(2 votes, 2 delegates)
Jon Riley	1

Brett Risley	1
North Bay Labor Council	(2 votes, 2 delegates)
Lisa Maldonado	2
Orange County Labor Fed	(2 votes, 2 delegates)
Julio Perez	1
Ana Cabral	1
Sacramento CLC	(2 votes, 2 delegates)
Bill Camp	1
Rosalino Pedres	1
San Bernardino-Riverside CLC	(2 votes, 2 delegates)
Laurie Stalnaker	2
San Diego-Imperial CLC	(2 votes, 2 delegates)
Richard Barrera	1
Kirsten Clemons	1
San Francisco Labor Council	(2 votes, 2 delegates)
Amber Parrish	1
Tim Paulson	1
San Mateo CLC	(2 votes, 2 delegates)
Julie Lind	1
Shelley Kessler	1
South Bay AFL-CIO Labor Council	(2 votes, 2 delegates)
Dennis Raj	2
Stanislaus-Tuolumne CLC	(2 votes, 2 delegates)
Astrid Zuniga	2

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Report of the Executive Secretary-Treasurer

Our members are good in a fight.

TOGETHER IN 2012 we beat the latest billionaire-backed anti-union measure by the most decisive margin yet. We helped propel prop 30's millionaire tax to victory, and led the way to winning two-thirds majorities in the Legislature. After the election, we took the offense. We won 40 bills for working families, including the two-thirds-vote bill to eliminate job-stealing Enterprise Zones.

And we lost one. AB 880, our bill to penalize corporations that avoid their responsibility under the Affordable Care Act failed to win the required two-thirds. It lost because some democrats abandoned workers and sided with corporations.

The new top-two primary system makes it easier for big business to spend big money and elect "corporate Dems" to oppose Labor in Sacramento. In June we beat the worst of these, Assembly candidate Steve Glazier, who was bought and sold by the chamber of commerce. We have lots more of those battles to fight.

We have taken the offense in organizing, meeting with organizers around the state to expand our legislative efforts to support them.

When immigrant workers try to organize, their employers often threaten to call ICE. We took them on and won the strongest anti-retaliation protections in the country last year. Workers now have new tools to fight bosses who try to use threats and intimidation to silence them.

California also reignited the national debate over the minimum wage by raising it to \$10 an hour in 2016. Today, cities like Richmond, Oakland, Berkeley, San Diego and LA are looking to adopt even higher wages.

But all of this is not enough to make up the growing gap between the rich and workers. Income inequality is starkest in California, where high tech makes multi-millionaires overnight while 60% of us make less than \$15 an hour.

Many good jobs have been subcontracted, temped out, mechanized, misclassified, and reduced to part time, only to pad the bottom line for capital.

The best solution to income inequality is to organize. We cannot legislate economic power; we have to build it. So, the Federation's Strategic Planning Committee has developed the new "All-in-to-Win" organizing program. It means supporting each other to win the big campaigns ahead.

The Labor movement built the middle class and we are the only ones who can rebuild it. Together California Labor will lead the charge to a more fair economy for all.

Thank you for all you do to make our movement stronger!

In Solidarity,
Art Pulaski, *Executive Secretary-Treasurer*

Executive Council

Rome Aloise	Maria Elena Durazo	Gunnar Lundeberg	Joshua Pechthalt
Jim Beno	Armando Esparza	Kathryn Lybarger	Willie Pelote
Nick Berardino	Ron Espinoza	Malinda Markowitz	Laura Reynolds
Michael Bilbrey	Enrique Fernandez	Larry Mazzola Sr.	Bob Schoonover
Russ Burns	Warren Fletcher	George McCubbin	Joe Standley
Randy Cammack	Mike Garcia	Michael F. Miller	Ben Valdepena
Gabrielle Carteris	Jack Gribbon	Grant Mitchell	William Waggoner
Tom Dalzell	Robbie Hunter	Doug Moore	Yvonne Walker
Thom Davis	Shelley Kessler	Mike Mowrey	Shane Werner
Oscar de la Torre	Ron Lind	Oscar Owens	Nancy Wohlforth
Rose Ann DeMoro	Jacques Loveall	Lou Paulson	Jon Youngdahl

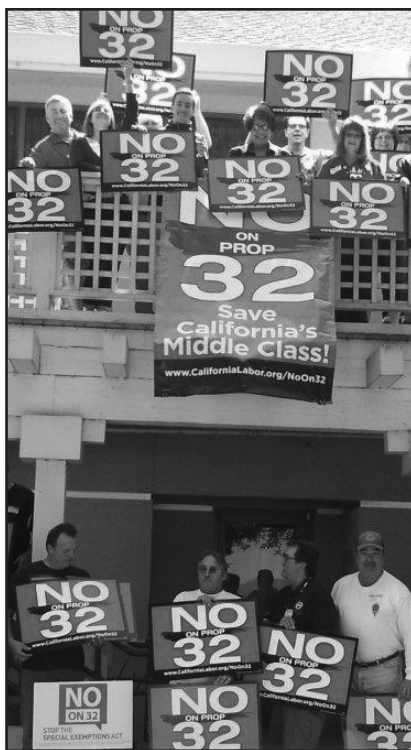
Art Pulaski, *Executive Secretary-Treasurer*

Connie M. Leyva, *President*



1

Building our Political and Organizing Power



2012: Defeat of Prop 32 and Passage of Prop 30—Biggest California and National Labor Victories

California Labor’s big victories in the 2012 election, in the face of a heavily financed anti-union attack, demonstrated perhaps the strongest unified labor movement anywhere. The all-out campaign to defeat Prop 32 was the most comprehensive campaign California Labor has ever engineered.

The groundswell of turnout to defeat Prop 32 added an upsurge of votes for all labor endorsed candidates. It helped us win four new congressional seats. And it helped pick up Assembly and Senate seats giving the Democrats a 2/3 majority in the Legislature. Many local races benefitted as well including living wage campaigns.

The 2012 Role of the Federation’s Strategic Planning Committee

The Strategic Planning Committee was formed to strengthen Labor’s unified political clout. The Strategic Planning Committee sets performance benchmarks for every election. Setting goals and building accountability to achieve them has led to increased success each election. It helped defeat Arnold Schwarzenegger’s 2005 anti-union initiatives, elect Jerry Brown for Governor in 2010 despite a \$150 million campaign by Meg Whitman, and sweep all 2010 state constitutional races.

STRATEGIC PLANNING COMMITTEE MEMBERS (CURRENT)

AFSCME	Willie Pelote
CFT	Josh Pechthalt
CSEA	Michael Bilbrey
CWA	Laura Reynolds
IAFF	Lou Paulson
IAM	Jim Beno
IATSE	Mike Miller
IBEW	Mike Mowrey
IBT	Rome Aloise
IUOE	Russ Burns
LIUNA	Oscar De La Torre
SEIU	Jon Youngdahl
UFCW	Jim Araby
UNITE HERE	Sherri Chiesa
Building Trades	Robbie Hunter
LA Co.Federation	Maria Elena Durazo
Orange Co. Fed	Julio Perez
San Francisco CLC	Tim Paulson
AFL-CIO	Jennifer Hernandez

In 2012, when faced with the threat of Prop 32 to silence our voice, we set our boldest campaign goals ever: to mobilize at least 1.25% of our members and to reach at least 50 percent of members at their worksites.

To guide the way, the Federation launched the 2012 *Blueprint for Victory*, which outlined the campaign goals to defeat Prop 32, pass Prop 30 and elect Labor-friendly candidates.

We won decisive victories, with 76% of union members voting NO on Prop 32. We turned out 79% percent of registered union members to vote – a record.

The Strategic Planning Committee’s campaign-building efforts led to high performance results:

1. To jump start the campaign, we started early in the summer with 16 campaign schools, training over 1,600 leaders and staff throughout the

state on the campaign message, volunteer recruitment, and worksite co-worker conversations.

2. Over 5 million worksite flyers were ordered and distributed.
3. Over 10,000 worksites were visited and 100,000 commitment cards were turned in with IDs on Prop 32. Unions made the biggest push ever to reach members at workplaces.
4. Over 44,000 volunteers worked through their Labor Councils and over 300 members and staff were released full-time to work in their labor councils.
5. Using the “Blueprint for Victory” a weekly alert went to all Locals and Labor Councils with the priority campaign work for that week.

Almost every major labor council met their goals and were recognized for High Performance. This was the greatest number of labor councils ever to reach such high-level.

When we united in 2012 to defeat Prop 32 we saw what California Labor is capable of with our united mobilization power, coordinated campaign work and people and financial resources committed to the campaign.

After the success of building labor’s performance in political action, the Strategic Planning Committee has begun work to support organizing efforts of our unions to grow the movement.

2012 HIGHEST PERFORMANCE LABOR COUNCILS (EXCEEDING 100% OF CAMPAIGN GOALS)

- Alameda
- Humboldt-Del Norte
- Los Angeles
- Monterey Bay
- North Valley Labor Federation*
- Orange County
- Sacramento
- San Diego-Imperial
- San Francisco
- San Mateo
- South Bay
- Tri-Counties

2012 HIGH PERFORMANCE LABOR COUNCILS (REACHING 85-99% OF GOALS)

- Contra Costa
- Fresno-Madera-Tulare-Kings
- Kern-Inyo-Mono
- Napa-Solano
- North Bay

*North Valley Labor Federation includes:
 • San Joaquin-Calaveras
 • Stanislaus-Tuolumne
 • Merced-Mariposa



2

Going on the Offense: Organizing



ORGANIZING WORK GROUP	
Art Pulaski	CA Labor Federation
Bob Brock	IBEW
Ben Field	South Bay CLC
Bruce Noel	IUOE Local 3
Dave Low	CSEA
Doug Bloch	IBT JC7
Doug Moore	UDW-AFSCME
Fred Ross	IBEW 1245
Gabrielle Carteris	SAG-AFTRA
Jim Araby	UFCW
Jon Youngdahl	SEIU
Libby Sayre	CWA
Luisa Blue	SEIU 521
Maria Elena Durazo	LA County Federation
Mike Casey	UNITE HERE 2
Ron Herrera	IBT 396
Sandra Weese	CFT
Shelley Kessler	San Mateo CLC
Tim Paulson	San Francisco CLC

FOLLOWING the elections of 2012, the Federation raised a new bar with a plan to go on offense.

In early 2013 the Strategic Planning Committee launched a new plan for organizing.

We convened broad discussions around the state that included organizing directors about a new plan to support large-scale organizing campaigns. The Organizing Work Group developed criteria and proposal guidelines for unions to submit their strategic campaigns for California Labor support.

This new venture unites California unions to put organizing at the forefront of our work, and to build broad support in an approach called “All in to Win.”

We were inspired by the model we used to help AFGE (American Federation of Government Employees) win their campaign to organize TSA Security Officers in 2011. California unions and labor councils all joined in at every airport in California to encourage TSA workers to vote for AFGE in their national election. AFGE won over 45,000 TSA workers by just over 500 votes. We know that our campaign in California, especially at major airports, reached thousands of workers who got a positive message and put AFGE over the top in the election.

It takes “all in” to win big campaigns and the Strategic Planning Committee and Executive Councils adopted two Priorities:

Priority #1: All unions have a plan for growth and organizing that includes research, sector or industry targets and a commitment of resources, staff and member organizers.

Priority #2. “All In To Win” to support large-scale strategic organizing campaigns that lift up the Labor movement and build momentum for organizing.

Continued



Three Campaigns were selected by the Organizing Work Group and approved by the Strategic Planning Committee and the Executive Council:

- **Making Change at Walmart**, UFCW
- **Central Valley Food Processing**, Teamsters Joint Council 7
- **Silicon Valley Security Officers**, focused on Apple/Google, SEIU USWW

Working with the campaigns, all labor councils and unions are asked to “pile on.” Winning these strategic campaigns will build momentum for greater organizing successes. These campaigns are examples of income inequality and the fight for low-wage and immigrant workers.

With a focus on the private sector, we are “ALL IN” on these three campaigns to secure wins for workers not possible for any one union on their own.

MAKING CHANGE AT WALMART – RAISING STANDARDS AND THE FIGHT FOR GOOD JOBS

The primary focus of this campaign in CA is bringing together Walmart workers into a worker association and mobilizing supporters to place significant pressure on Walmart to secure basic rights, and raise wages and benefits for their employees. This campaign is a training ground for member organizers and is built on worker strikes and direct store actions that continue creating a drumbeat for raising the bar at Walmart. Ultimate victory is a long time away, but the organizing team wanted a campaign that takes on the corporate business model, and also capitalizes on the outrage at income inequality in America, and brings to light the fight for good jobs and the right to a union for Walmart workers.

SILICON VALLEY SECURITY OFFICERS – FOCUS AT APPLE & GOOGLE

SEIU-USWW seeks to establish Silicon Valley as the gold standard for good service sector jobs – particularly in security and janitorial. There are over 5,000 unorganized security officers in Silicon Valley. California is at a pivotal time in terms of income disparity. The high tech industry, highly influential in politics and policy, is growing in wealth and power like no time since the late 1990s. Through our Security Officer campaigns, especially focused on Apple and Google, we are organizing to establish high standards for all low-wage workers in the region and put a spotlight on the role of tech in driving disparity. The Justice for Janitors campaign that the local led in the 90’s won a union for over 4,000 janitors who proudly help anchor the union base in the Silicon Valley.

CENTRAL VALLEY FOOD PROCESSING – TEAMSTERS JOINT COUNCIL 7, BREAKING NEW GROUND

The Central Valley is the fastest growing region in California, and Latinos are driving the surge. Today, the region boasts the highest agricultural revenues in the country, in the tens of billions of dollars, while claiming three of the five poorest metropolitan areas in the United States: Fresno, Bakersfield, and Visalia. It is a region burdened by health and educational disparities, the worst air quality in the nation, unsafe drinking water contaminated with agricultural pollution, and little to no infrastructure to support workers. Traditionally a Republican bastion dominated by agriculture and developer interests, the Central Valley is also home to a growing class of moderate Democrats who often come down on the wrong of side of workers’ interests. In many of these local races, union members could easily swing the election outcomes, helping to build the bench for state and federal

Continued

racers. A coordinated effort between unions, together with community allies, could change the balance of power towards workers.

Joint Council 7 is organizing thousands of Central Valley Latino workers at canneries and food processing companies and bringing them into the Labor movement and voting ranks. This Campaign is an opportunity to focus on the Central Valley, presently a liability for Labor politics. The changing demographics, largely due to the emerging Latino population, provide a strategic moment to take over a Republican stronghold, build Union Power and organization and create a new base for labor to be on the forefront of change.

EXPANDING ORGANIZING AT EVERY LEVEL

Statewide Organizing Directors Committee. We continue to convene statewide/regional organizing directors meetings every quarter.

This group has been instrumental in developing a support network for organizing campaigns in California. Organizing Directors' meetings have advanced ideas for campaigns and given concrete proposals for the State Federation's legislative priorities to support organizing.

Organizing Directors' meetings create a forum to learn from each other's campaigns and lend support to each other.

Organizing Trainings. We are sponsoring trainings to build skills for organizers. Starting with workers' rights trainings for organizers, we also collaborated on trainings related to new laws we passed to protect immigrant workers in organizing campaigns.

Other training to follow will include: Member Organizer Training, Local Union Research Training, and Workers' Rights training.

Organizing Presentations & Resolutions. As part of our Organizing work we are presenting the new organizing efforts at union, labor council and special meetings across the state to rally more support and encourage more organizing.

The goal of "All In" is to encourage and foster more organizing. Our success will help build back power in the private sector, boost our economy and help move California workers, public and private, to have good jobs, secure benefits, and hope for the future.

ORGANIZING DIRECTORS COMMITTEE					
Ed Gutierrez	AFM	Dominic Chan	IFPTE 20	Mark Ramos	UFCW 1428
Johanna Hester	AFSCME UDW	Bruce Noel	IUOE 3	Gil D'Avila	UFCW 324
Rob Penney	AFSCME UNAC	Steve Sidawi	SAG-AFTRA	Rick Eiden	UFCW 324
Chad Johnson	AFSCME	Sanjay Garla	SEIU USWW	Rigo Valdez	UFCW 770
Sandra Weese	CFT	Samuel Kehinde	SEIU USWW	Gerardo Dominguez	UFCW 5
Libby Sayre	CWA	Martin Manteca	SEIU 721	Rick Glazer	UFCW 8
Greg Boyd	IBEW	Catherine Balbas	SEIU 521	German Ramirez	UFCW 135
Hank Lewis	IBEW	Neneki Lee	SEIU	Joe Duffle	UFCW 1167
Bob Brock	IBEW	Katie Quan	UCB Labor Ctr	Kurt Petersen	UNITE HERE 11
Eileen Purcell	IBEW 1245	Karen Orlando	UCB Labor Ctr	Tho Do	UNITE HERE 2
Fred Ross	IBEW 1245	Brad Edwards	UFCW	Sheheryar Kaoosji	Warehouse Workers
Jennifer Gray	IBEW 1245	Jeff Ferro	UFCW	Justin McBride	AFL-CIO
Manny Valenzuela	IBT	Jim Araby	UFCW	Raquel Murillo	AFL-CIO
Rudy Gonzalez	IBT 856	Andrea Dehlendorf	UFCW	Chloe Osmer	AFL-CIO
Doug Bloch	IBT Jnt Cncl 7	Eddy Iny	UFCW	Kevin Christensen	AFL-CIO
Jim Smith	IBT 396	Connie Leyva	UFCW 1428		

3 Political Action

THE struggle to protect the middle class continues to be fought out at the ballot box. With unprecedented influence in our political system, the 1% is attempting to elect candidates and pass policies that further their profits above all else. Since 2012 the middle class has seen attacks on wages, pensions, health care, public education and even our voice in the political process.

November 2012 – Statewide General Election

Once again union members united and made the difference! The election of 2012 saw the defeat of Proposition 32, passage of Proposition 30, the “pick-up” of four Congressional seats, an unprecedented two-thirds majority in both houses of the Legislature as well as victories up and down the state.

For the third time in the last 14 years, California voters rejected an attempt to shut working people out of the political process. The message voters sent the wealthy interests behind Prop 32 could not have been clearer. Californians categorically reject power plays designed by a few in the 1% to rig the system in their favor.

More than \$50 million was spent in support of Prop 32, money that came from a handful of billionaires and out-of-state Super PACs. But all the money in the world couldn't compare to the unprecedented ground game mounted to defeat Prop 32 resulting in a loss by a 13-point margin.

The **Blueprint for Victory** laid out a comprehensive plan for our unions to defeat Prop 32 and also elect Labor Warriors to state and local offices, resulting in tremendous legislative victories.

Our victories didn't stop there. Labor's ground game played a huge role in Prop 30, the sorely-needed school funding measure, much to the chagrin of the anti-worker billionaires who thought shifting our attention to Prop 32 would be bad news for Prop 30. Strong pro-worker turnout had ripple effects all the way down the ballot.

★★★ CALIFORNIA UNIONS 2012 ★★★

BLUEPRINT FOR VICTORY

	APRIL | MAY	JUNE | JULY	AUGUST | SEPTEMBER	OCTOBER | NOVEMBER
<p>LOCAL UNION CHECKLIST</p> <p>THE RULE OF 8</p> <p>Our best contacts to whom members hear directly from their union — at least 8 times!</p> <ul style="list-style-type: none"> ✓ 3 letters to members ✓ 2 workable visits ✓ 2 emails to members ✓ 1 mail piece from the International Union <p>AND</p> <ul style="list-style-type: none"> ✓ Holdings 100% of members for Labor Council's precinct work and phonebank ✓ Release staff on the Labor Council 6-9 weeks ✓ Send member activists to Labor's Campaign School (Call for info and for sign-in) ✓ Assign for-line Prop. 32 coordinator for your unit <p>THE SPECIAL EXEMPTIONS ACT SILENCES OUR VOICE</p>	<p>1. Local Unions</p> <p>MEMBER CONTACT GOALS: LOCAL IN-LETTERS | HOME VISITS | EMAILS | INTERNATIONAL CONTACT</p> <p>APRIL - MAY: Register staff and activists for State Special Exemption Act Campaign School + Join the Blueprint for Victory launch event + Invite a member to attend local union meeting + Create weekly newsletter + Run letter to members at campaign + Plan to reach 100% volunteers and release staff for the General Election (GEC) + Mail letter to members</p> <p>JUNE - JULY: Register staff and activists for State Special Exemption Act Campaign School + Join the Blueprint for Victory launch event + Invite a member to attend local union meeting + Create weekly newsletter + Run letter to members at campaign + Plan to reach 100% volunteers and release staff for the General Election (GEC) + Mail letter to members</p> <p>AUGUST - SEPTEMBER: Join Labor Day CLC events & letters + Send letter to members + Send members to CLC phonebank/tracks + Talk to members at all work sites + Release staff CLC for final 6 months + Involve international staff + Invite a member to attend union meeting</p> <p>OCTOBER - NOVEMBER: Mail letter to members + Send volunteers to CLC phonebank/tracks + Talk to members at all work sites + Send extra release staff to CLC for final 12 days + Terminate absentee voters + Begin CLC GOTV info for pick voters + Election Day</p>	<p>2. Labor Councils</p> <p>MEMBER CONTACT GOALS: VOLUNTEER PHONE CALLS | WALKYIST | MAIL PIECE</p> <p>APRIL - MAY: Local union meeting process + Cooperate leader briefings and message training for Prop. 32 + Local Labor Precinct work and phonebanking + Release process with affiliates</p> <p>JUNE - JULY: Register GOTV info + Primary Election Day + Campaigner sign-in launch + Exemption Act Campaign School with State Federation</p> <p>AUGUST - SEPTEMBER: Organize Labor Day events & letters + Campaigner Kick off + Phonebanking to notify voters + Local Precinct Walks every weekend + Coordinate volunteer release + Release volunteer release</p> <p>OCTOBER - NOVEMBER: Local Precinct Walks every weekend + CLC mail to members + Begin release for absentee voters + Begin CLC GOTV info + Election Day</p>	<p>3. State Federation</p> <p>MEMBER CONTACT GOALS: MAIL PIECES | CALLS | EMAIL</p> <p>APRIL - MAY: Focus groups & message research on Special Exemption Act ballot measure + Replicate activity again to other states to be distributed + Message & speaker trainings + April 11 - Voter list #1 available at Pre-primary convention</p> <p>JUNE - JULY: Focus groups & message research on Special Exemption Act ballot measure + Replicate activity again to other states to be distributed + Message & speaker trainings + April 11 - Voter list #1 available at Pre-primary convention</p> <p>AUGUST - SEPTEMBER: Register GOTV info + Primary Election Day + Campaigner sign-in launch + Exemption Act Campaign School with State Federation</p> <p>OCTOBER - NOVEMBER: Organize Labor Day events & letters + Campaigner Kick off + Phonebanking to notify voters + Local Precinct Walks every weekend + Coordinate volunteer release + Release volunteer release</p>	<p>NO ON PROP. 32 STOP SPECIAL EXEMPTIONS FOR BILLIONAIRES AND CEOs</p> <p>2012 IMPORTANT CAMPAIGN DATES</p> <p>GENERAL ELECTION</p> <p>OCTOBER 16 - Absentee voting begins</p> <p>OCTOBER 22 - Last day to register to vote</p> <p>NOVEMBER 6 - General Election Day</p> <p>2012 PRIORITIES</p> <ul style="list-style-type: none"> ★ Defeat Prop. 32 - The Special Exemptions Act Ballot Measure ★ Repeal California's Retiree-pension reform initiative ★ Elect a 2/3 majority in the state legislature ★ Elect a majority to Congress and re-elect President Obama
	<p>4. Million More Voters (MMV) REACHING 2 MILLION UNION-FRIENDLY VOTERS IN 2012</p> <p>MEMBER CONTACT GOALS: MAIL PIECES | CALLS | EMAIL</p> <p>APRIL - MAY: Focus groups & message research on Special Exemption Act ballot measure + Replicate activity again to other states to be distributed + Message & speaker trainings + April 11 - Voter list #1 available at Pre-primary convention</p> <p>JUNE - JULY: Focus groups & message research on Special Exemption Act ballot measure + Replicate activity again to other states to be distributed + Message & speaker trainings + April 11 - Voter list #1 available at Pre-primary convention</p> <p>AUGUST - SEPTEMBER: Register GOTV info + Primary Election Day + Campaigner sign-in launch + Exemption Act Campaign School with State Federation</p> <p>OCTOBER - NOVEMBER: Organize Labor Day events & letters + Campaigner Kick off + Phonebanking to notify voters + Local Precinct Walks every weekend + Coordinate volunteer release + Release volunteer release</p>	<p>5. Alliance for a Better CA REACHING ALL VOTERS AT LARGE TO OPPOSE THE SPECIAL EXEMPTIONS ACT</p> <p>MEMBER CONTACT GOALS: MAIL PIECES | CALLS | EMAIL</p> <p>APRIL - MAY: Focus groups & message research on Special Exemption Act ballot measure + Replicate activity again to other states to be distributed + Message & speaker trainings + April 11 - Voter list #1 available at Pre-primary convention</p> <p>JUNE - JULY: Focus groups & message research on Special Exemption Act ballot measure + Replicate activity again to other states to be distributed + Message & speaker trainings + April 11 - Voter list #1 available at Pre-primary convention</p> <p>AUGUST - SEPTEMBER: Register GOTV info + Primary Election Day + Campaigner sign-in launch + Exemption Act Campaign School with State Federation</p> <p>OCTOBER - NOVEMBER: Organize Labor Day events & letters + Campaigner Kick off + Phonebanking to notify voters + Local Precinct Walks every weekend + Coordinate volunteer release + Release volunteer release</p>	<p>RESOURCES AVAILABLE TO UNIONS:</p> <ul style="list-style-type: none"> • REGISTERED VOTERS on Prop. 32, Special Exemptions Act, retirement, non-unionizable • CAMPAIGN KITS: sample letters, talking points, mailers • SOCIAL MEDIA training: Online, Tweet & Text • GOTV TRAINING: Online, Tweet & Text • SPEAKER MESSAGE training Prop 32 • 2-day CAMPAIGNER SCHOOL • List of your REGISTERED MEMBERS <p>RESOURCES AVAILABLE TO UNIONS:</p> <ul style="list-style-type: none"> • Campaigner sign-in launch • Special Exemptions Act Labor Alliance • New Digital Media • Campaigner training • Launch of campaigner website <p>RESOURCES AVAILABLE TO UNIONS:</p> <ul style="list-style-type: none"> • Register GOTV info • Primary Election Day • Campaigner sign-in launch • Exemption Act Campaign School with State Federation <p>RESOURCES AVAILABLE TO UNIONS:</p> <ul style="list-style-type: none"> • Organize Labor Day events & letters • Campaigner Kick off • Phonebanking to notify voters • Local Precinct Walks every weekend • Coordinate volunteer release • Release volunteer release 	<p>RESOURCES AVAILABLE TO UNIONS:</p> <ul style="list-style-type: none"> • Register GOTV info • Primary Election Day • Campaigner sign-in launch • Exemption Act Campaign School with State Federation <p>RESOURCES AVAILABLE TO UNIONS:</p> <ul style="list-style-type: none"> • Organize Labor Day events & letters • Campaigner Kick off • Phonebanking to notify voters • Local Precinct Walks every weekend • Coordinate volunteer release • Release volunteer release

A broader coalition of unions and allies coordinating an extensive print-media and field campaign to reach all voters to oppose Prop. 32, The Special Exemptions Act for the November ballot.

MEMBERS: WWW.CALIFORNIALABOR.ORG | **CONTACT:** unions@californiaunion.org | **FOR MORE:** WWW.CALIFORNIALABOR.ORG
 For additional information contact your local Labor Council or the CA Labor Federation political dept. 619-613-4312

The positive and progressive momentum Labor brought out truly extended all the way down the ballot, as workers achieved victory on a number of local ballot measures, including a living wage measure for hotel workers in Long Beach, and a two-dollar minimum wage increase for the lowest-wage workers in San Jose.

In addition to Prop 30 and 32, there were seven other ballot measures that followed Labor's endorsement. Significant victories include defeating a complex maze of new laws to limit budget spending in Prop 31 and passing Prop 39, which closed a corporate tax loophole and helped create clean energy jobs.

We achieved all of these victories because of the hard work and dedication of more than 40,000 union volunteers who distributed 5.1 million fliers at worksites and door steps and made more than 3.7 million direct voter contacts on the phone and at the door.

THE FOLLOWING COPE ENDORSED CANDIDATES WERE ELECTED IN NOVEMBER 2012:

U.S. CONGRESS BY DISTRICT

- | | |
|------------------------|-------------------------------|
| 2. Jared Huffman (D) | 28. Adam Schiff (D) |
| 3. John Garamendi (D) | 29. Tony Cardenas (D) |
| 5. Mike Thompson (D) | 30. Brad Sherman (D) |
| 6. Doris Matsui (D) | 32. Grace Napolitano (D) |
| 7. Ami Bera (D) | 33. Henry Waxman (D) |
| 9. Jerry McNerney (D) | 34. Xavier Becerra (D) |
| 11. George Miller (D) | 35. Gloria Negrete McLeod (D) |
| 12. Nancy Pelosi (D) | 36. Raul Ruiz (D) |
| 13. Barbara Lee (D) | 37. Karen Bass (D) |
| 14. Jackie Speier (D) | 38. Linda Sanchez (D) |
| 16. Jim Costa (D) | 40. Lucille Roybal-Allard (D) |
| 17. Mike Honda (D) | 41. Mark Takano (D) |
| 18. Anna Eshoo (D) | 43. Maxine Waters (D) |
| 19. Zoe Lofgren (D) | 44. Janice Hahn (D) |
| 20. Sam Farr (D) | 46. Loretta Sanchez (D) |
| 24. Lois Capps (D) | 47. Alan Lowenthal (D) |
| 26. Julia Brownley (D) | 51. Juan Vargas (D) |
| 27. Judy Chu (D) | 52. Scott Peters (D) |
| | 53. Susan Davis (D) |

CALIFORNIA STATE LEGISLATURE

STATE SENATE BY DISTRICT

- | | |
|--------------------------|-----------------------------|
| 3. Lois Wolk (D) | 17. Bill Monning (D) |
| 5. Cathleen Galgiani (D) | 19. Hannah-Beth Jackson (D) |
| 7. Mark DeSaulnier (D) | 25. Carole Liu (D) |
| 9. Loni Hancock (D) | 27. Fran Pavley (D) |
| 11. Mark Leno (D) | 31. Richard Roth (D) |
| 13. Jerry Hill (D) | 33. Ricardo Lara (D) |
| 15. Jim Beall (D) | 39. Marty Block (D) |

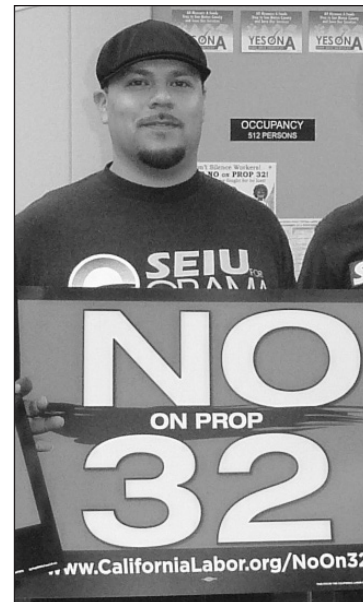
STATE ASSEMBLY BY DISTRICT

- 2. Wesley Chesbro (D)
- 4. Mariko Yamada (D)
- 7. Roger Dickinson (D)
- 8. Ken Cooley (D)
- 9. Richard Pan (D)
- 11. Jim Frazier (D)
- 14. Susan Bonilla (D)
- 15. Nancy Skinner (D)
- 16. Joan Buchanan (D)
- 17. Tom Ammiano (D)
- 18. Rob Bonta (D)
- 19. Phil Ting (D)
- 20. Bill Quirk (D)
- 21. Adam Gray (D)
- 22. Kevin Mullin (D)
- 24. Rich Gordon (D)
- 25. Bob Wieckowski (D)
- 27. Nora Campos (D)
- 28. Paul Fong (D)
- 29. Mark Stone (D)
- 30. Luis Alejo (D)
- 31. Henry Perea (D)
- 32. Rudy Salas (D)
- 36. Steve Fox (D)
- 37. Das Williams (D)

- 41. Chris Holden (D)
- 43. Mike Gatto (D)
- 44. Jeff Gorell (R)
- 45. Bob Blumenfeld (D)
- 46. Adrin Nazarian (D)
- 48. Roger Hernandez (D)
- 49. Ed Chau (D)
- 51. Jimmy Gomez (D)
- 52. Norma Torres (D)
- 53. John A. Perez (D)
- 54. Holly Mitchell (D)
- 56. V. Manuel Perez (D)
- 57. Ian Calderon (D)
- 58. Cristina Garcia (D)
- 59. Reggie Jones Sawyer (D)
- 61. Jose Medina (D)
- 62. Steven Bradford (D)
- 63. Anthony Rendon (D)
- 64. Isadore Hall (D)
- 65. Sharon Quirk-Silva (D)
- 66. Al Muratsuchi (D)
- 70. Bonnie Lowenthal (D)
- 78. Toni Atkins (D)
- 79. Shirley Weber (D)
- 80. Ben Hueso (D)

THE FOLLOWING COPE ENDORSEMENTS ON BALLOT MEASURES WERE SUCCESSFUL:

30	Temporary Taxes to Fund Education	YES
31	State Budget. State and Local Government	NO
32	Special Exemptions Act	NO
33	Changes to Auto Insurance	NO
35	Human Trafficking. Sex Offender Registration	YES
36	Three Strikes Revision	YES
38	Tax for Education and Early Childhood Programs	NO
39	Tax Treatment for Multistate Businesses	YES
40	Redistricting. State Senate Districts	YES



Special Elections and Recall Elections

Though the voters elected a two-thirds Democratic majority to both houses of the Legislature in 2012, that majority was in flux for much of the legislative cycle due to a series of vacancies and special elections.

In November 2012 Republican Doug LaMalfa was elected to Congress vacating Senate District 4. In a special election on January 8th 2013, Jim Nielsen (R) defeated Labor's own Michael "Mickey" Harrington (D) to represent that seat.

Another Labor candidate was on the May 21st special election ballot. Head of the San Diego-Imperial Counties Labor Council, Lorena Gonzalez (D), was elected to Assembly District 80 after Ben Hueso (D) won the March 12th special election to Senate District 40.

On May 14th, the seat vacated by Gloria Negrete-McLeod (D) in Senate District 32 was filled with the election of Assemblymember Norma Torres (D). This caused a vacancy in Assembly District 52, which was filled by the election of Freddie Rodriguez (D) on September 24th. On July 23rd Andy Vidak (R) was elected, after a close election against Supervisor Leticia Perez (D) to fill the vacancy caused by Michael Rubio's sudden resignation from Senate District 14.

After both Bob Blumenfield and Curren Price were elected to serve on the LA City Council, Holly Mitchell (D) was elected to Senate District 26 and Matt Dababneh (D) was elected to Assembly District 45. This caused a vacancy in Assembly District 54 which was filled by Sebastian Ridley-Thomas (D) on December 3rd, 2013.

On March 25th, 2014 Mike Morrell (R) was elected to Senate District 23 after the resignation of Bill Emmerson (R).

June 2014 Direct Primary Election

There were high-stakes for California working people in the 2014 Primary election. The two legislative races where candidates were union members, corporations attacked with big guns, spending millions.

The new corporate strategy abandoned the Republican Party as too-weak-to-win, in order to build a stable of Corporate Democrats who would stop future pro-worker legislation.

Working together in coordinated strategy we proved again that when we organize we can beat big business. Two of our most remarkable victories:

- Federation President **Connie Leyva** won the Senate primary (SD 20) in spite of the negative campaign waged by CEOs. Connie is a lifelong unionist and will be a strong voice for workers in the legislature.
- Teacher and union member **Tim Sbranti** won the Assembly race in AD 16, defeating Steve Glazer, the \$3 million poster child for Corporate Dems, who made attacking union workers central to his campaign.



OTHER VICTORIES INCLUDED:

- Superintendent of Public Instruction **Tom Torlakson** overwhelmingly led the field despite business efforts for corporate education reformer and school privatizer Marshall Tuck. They will face off again in November.
- CD 17: Congressman **Mike Honda** decisively outdid Democratic challenger Ro Khanna. They will also meet again in November.
- AD 25: COPE endorsed **Kansen Chu** placed first while Armando Gomez (Budget Director for anti-union San Jose Mayor) was blocked from advancing to the general.
- AD 70: Union member **Patrick O'Donnell** easily made it to the run-off while Charter School Democrat Suja Lowenthal will not advance.

Unfortunately, the new Top Two Primary system can make it easier for corporate interests to influence elections. Big money can “game” the system and change the outcome of the general election, by manipulating which two candidates win the Primary election. Because of Labor’s efforts, business was successful in only one district:

- AD 04: **Bill Dodd** (D), who was supported by corporate funded independent expenditures, advances while Labor’s candidate Dan Wolk placed third, making the general election a race between Dodd and a Republican candidate.

In the future we will continue to face primary races among Democrats where corporate interests weigh in with millions of dollars to defeat Labor’s candidates. An analysis of our success demonstrates key lessons we should embrace going forward.

- **SHARED FOCUS.** We will never keep up with Big business money, so it is essential that we strategically focus our resources. We prioritized key races, asked everyone to concentrate resources on them and collected enough money/people to win. And we were successful!
- **EDUCATING UNION VOTERS.** In races with multiple “Democratic” candidates where our opponents dilute the votes, a strong bloc of union votes gives the advantage. Polling in both SD 20 and AD 16 showed we ran-up the winning margin as all union voters received the same message, repeated by phone, at doors and in worksites, which turned out to be crucial.

Additionally, seven of Labor’s statewide candidates advanced to the General Election. On the local level, San Jose achieved a major victory by sending **Dave Cortese** to the November runoff in the mayor’s race.

THE FOLLOWING COPE ENDORSED CANDIDATES WON A SPOT IN THE TOP TWO PRIMARY AND WILL ADVANCE TO THE GENERAL ELECTION:

STATEWIDE CONSTITUTIONAL OFFICES

Governor	Edmund “Jerry” Brown (D)
Lt. Governor	Gavin Newsom (D)
Secretary of State	Alex Padilla (D)
Attorney General	Kamala Harris (D)
Controller	<i>Pending at time of printing*</i>
Treasurer	John Chiang (D)
Insurance Commissioner	Dave Jones (D)
Superintendent of Public Instruction	Tom Torlakson

BOARD OF EQUALIZATION

District 1 Chris Parker (D)
District 2 Fiona Ma (D)
District 3 Jerome Horton (D)

U.S. CONGRESS BY DISTRICT

1. Heidi Hall (D)	28. Adam Schiff (D)
2. Jared Huffman (D)	29. Tony Cardenas (D)
3. John Garamendi (D)	30. Brad Sherman (D)
5. Mike Thompson (D)	31. Pete Aguilar (D)
6. Doris Matsui (D)	32. Grace Napolitano (D)
7. Ami Bera (D)	34. Xavier Becerra (D)
8. Paul Cook (R)	35. Norma Torres (D)
9. Jerry McNerney (D)	36. Raul Ruiz (D)
10. Michael Eggman (D)	37. Karen Bass (D)
11. Mark DeSaulnier (D)	38. Linda Sanchez (D)
12. Nancy Pelosi (D)	39. Peter Anderson (D)
13. Barbara Lee (D)	40. Lucille Roybal-Allard (D)
14. Jackie Speier (D)	41. Mark Takano (D)
16. Jim Costa (D)	42. Tim Sheridan (D)
17. Mike Honda (D)	43. Maxine Waters (D)
18. Anna Eshoo (D)	44. Janice Hahn (D)
19. Zoe Lofgren (D)	45. Drew Leavens (D)
20. Sam Farr (D)	46. Loretta Sanchez (D)
21. Amanda Renteria (D)	47. Alan Lowenthal (D)
22. Suzanna Aguilera-Marrero (D)	48. Suzanne Savary (D)
24. Lois Capps (D)	49. Dave Peiser (D)
26. Julie Brownley (D)	50. James Kimber (D)
27. Judy Chu (D)	51. Juan Vargas (D)
	52. Scott Peters (D)

CALIFORNIA STATE LEGISLATURE

STATE SENATE BY DISTRICT

2. Mike McGuire (D)	20. Connie Leyva (D)
4. CJ Jawahar (D)	22. Ed Hernandez (D)
6. Roger Dickinson (D)/Richard Pan (D)	24. Kevin de Leon (D)
10. Bob Wieckowski (D)	30. Holly Mitchell (D)
12. Anthony Cannella (R)	32. Tony Mendoza (D)
14. Luis Chavez (D)	34. Jose Solorio (D)
18. Robert Hertzberg (D)	40. Ben Hueso (D)

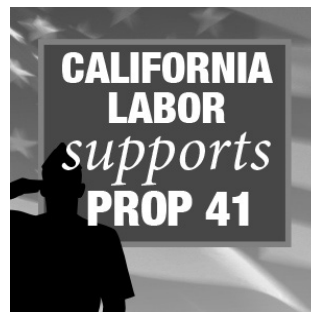
STATE ASSEMBLY BY DISTRICT

- 2. Jim Wood (D)
- 3. Jim Reed (D)
- 6. Brian Caples (D)
- 7. Kevin McCarty (D)
- 8. Ken Cooley (D)
- 9. Darrell Fong (D)
- 11. Jim Frazier (D)
- 12. Harinder Grewal (D)
- 13. Susan Talamantes Eggman (D)
- 14. Susan Bonilla (D)
- 15. Elizabeth Echols (D)/
Tony Thurmond (D)
- 16. Tim Sbranti (D)
- 17. David Campos (D)
- 18. Rob Bonta (D)
- 19. Phil Ting (D)
- 20. Bill Quirk (D)
- 21. Adam Gray (D)
- 22. Kevin Mullin (D)
- 24. Rich Gordon (D)
- 25. Kansen Chu (D)
- 27. Nora Campos (D)
- 28. Evan Low (D)
- 29. Mark Stone (D)
- 30. Luis Alejo (D)
- 31. Henry Perea (D)
- 34. Mari Goodman (D)
- 36. Steve Fox (D)
- 37. Das Williams (D)
- 39. Raul Bocanegra (D)
- 41. Chris Holden (D)

- 42. Karalee Hargrove (D)
- 43. Mike Gatto (D)
- 44. Jacqui Irwin (D)
- 45. Matt Dababneh (D)
- 46. Adrin Nazarian (D)
- 47. Cheryl Brown (D)
- 48. Roger Hernandez (D)
- 49. Ed Chau (D)
- 50. Richard Bloom (D)
- 51. Jimmy Gomez (D)
- 52. Freddie Rodriguez (D)
- 53. Miguel Santiago (D)
- 54. Sebastian Ridley-Thomas (D)
- 56. Eduardo Garcia (D)
- 57. Ian Calderon (D)
- 58. Cristina Garcia (D)
- 59. Reggie Jones-Sawyer (D)
- 61. Jose Medina (D)
- 62. Autumn Burke (D)
- 63. Anthony Rendon (D)
- 65. Sharon Quirk-Silva (D)
- 66. Al Muratsuchi (D)
- 68. Anne Cameron (D)
- 69. Tom Daly (D)
- 70. Patrick O'Donnell (D)
- 72. Joel Block (D)
- 73. Wendy Gabriella (D)
- 74. Anila Ali (D)
- 78. Toni Atkins (D)
- 79. Shirley Weber (D)
- 80. Lorena Gonzalez (D)

**THE FOLLOWING COPE ENDORSEMENTS ON
BALLOT MEASURES WERE SUCCESSFUL:**

41	Veterans Housing Bond	YES
42	Public Records	YES



Continued

Preparations for the General Election

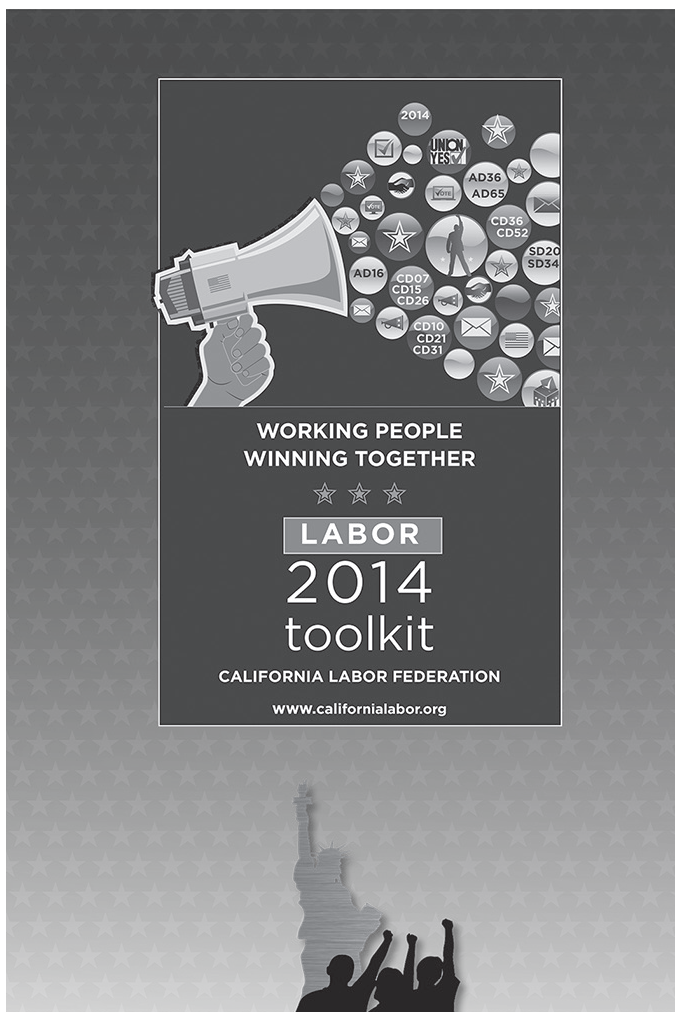
Labor's top priority in 2014 is stopping the "Corporate Democrat" takeover. This work began in the Primary election and will continue into November. As corporate interests gain more and more influence over our political system, it will be the volunteer army of the Labor movement who fights back.

Building on Labor's strategic goals from 2012, the Federation will launch a *2014 Blueprint for Victory*. The *Blueprint* will be distributed to every local union and include campaign elements such as volunteer mobilization, letters to members and worksite visits. In addition to member education, the plan outlines strategic voter communication beyond Union voters to win key races.

On the ballot in November are the statewide Constitutional offices including Governor, as well as hundreds of congressional, legislative and municipal races. The Labor program will work to elect Labor warriors in races throughout the state. Key races include re-electing Tom Torlakson as Superintendent of Public Instruction as well as electing Labor Warriors to targeted Congressional and state legislative seats.

For more information on Labor 2014 and Labor's target races, see our campaign materials folder in your convention packet.

Our members are our power. Utilizing modern communication methods as well as invaluable face-to-face, member-to-member conversations, we have the potential for immense political power. And your work makes it possible.



4 Million More Voters



Labor's most innovative program is perhaps our most important.

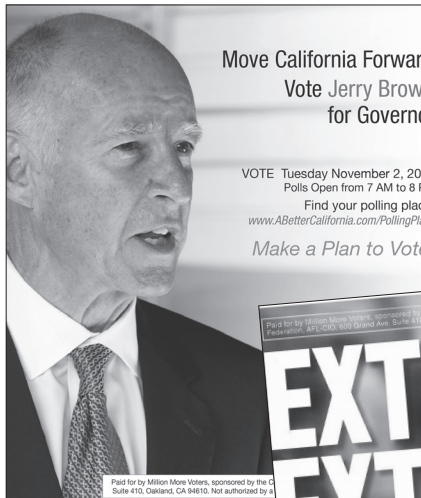
The Million More Voters program was designed to increase Labor's capacity and reach by helping us find non-union but "labor-friendly" voters throughout the state. Using cutting edge microtargeting and modeling techniques, we are able to find these key voters that we would have otherwise missed.

Building on existing work, this research continues to identify - and find ways to persuade - new voters who share Labor's values. This expands Labor's reach in campaigns and ultimately in the fight to protect the middle class.



The MMV program played an important role in our big victories in 2010 and 2012. MMV was used extensively in Labor's campaigns for Jerry Brown for Governor and Kamala Harris in 2010 and in the No on Prop 32 campaign in 2012.

As in 2010 and 2012, the Million More Voters program will be used to provide the winning edge in Labor's biggest battles.



5

2012-13 Legislative Report

California Labor's 2013 Legislative Agenda

In the 2012 election, working families sent a strong message: Let's start investing in California's future. No more attacks on workers. No more reckless tax breaks for big corporations that steal our jobs. No more devastating cuts.

We have a vision for a better California. We see a state that will protect the rights of workers to earn fair wages, to work safely, and to join a union for a better life if they choose. We believe that those who have worked hard for our economy should have a path to citizenship. We intend to crack down on the underground economy, create a level playing field for responsible businesses and generate new revenue.

The Labor movement has a plan to invest in California's future. For the first time in over five years, California is no longer running a deficit. But we can't grow our economy unless every corporate tax break is put through the jobs test. If tax giveaways don't create jobs, we should reform or eliminate them.

This is the year to move forward and build the California we believe in, with good jobs, strong communities, and a vibrant economy.

MINIMUM WAGE INCREASE

Governor Brown and the legislative leadership negotiated a 25% increase in the state's minimum wage, bringing CA to the highest in the country.

■ Increase from \$8 to \$9 an hour in July 2014;

■ Increase from \$9 to \$10 an hour in January 2016.

The Federation has long sought an increase for California's low-wage workers and this was a significant victory for Labor. ***Signed.***

ENTERPRISE ZONE REFORM – SIGNED INTO LAW.

Labor set out to eliminate this wasteful tax giveaway that not only rewarded low-wage work but also stole union jobs. We built a coalition with business





and worked together with the Governor's leadership to transform Enterprise Zones into a real job creation program that will help to rebuild our middle class, our economy and our state. AB 93 and SB 90 were signed into law and enact the following reforms:

■ **Hiring Credit:** Repurpose the broken enterprise zone program to more effectively create good new jobs in areas of the state with the highest levels of unemployment and poverty. The credit includes strong labor including:

- Credits may only be claimed for **new jobs**, not for filling existing jobs.
- Credit may only be claimed for **full-time** jobs that pay **at least \$12 an hour**.
- Any employer that relocates within the state must give workers an offer of transfer at the **same rate of compensation**.
- Retention requirement of **at least 3 years** or the state may clawback the credit.
- Creates a **public database** of companies that claim the credit and number of jobs.
- **Excludes** retail, restaurants, temp agencies and strip clubs from the hiring credit.

■ **Manufacturing Equipment Sales Tax Exemption:** Reinvests in manufacturing statewide, boosts California's competitiveness and stimulates a vital sector our state needs to rebuild the middle class.

■ **CA Competes:** Creates the CA Competes Fund to provide tools to the state to attract and retain good jobs.

PROTECTING THE RIGHTS OF IMMIGRANT WORKERS

The Federation's organizing directors committee identified the threat of retaliation for immigrant workers as the greatest challenge to organizing. Every day, immigrant workers face the threat of wage theft and unsafe working conditions. We know that we cannot protect workers' rights as long as employers can use immigration threats to silence and intimidate workers who speak out. The Federation sponsored a package of bills to crack down on employer retaliation to protect the rights of all workers, especially immigrant workers.

■ **AB 263 (Hernández)** prohibits employers from demanding new immigration documents, implementing e-verify, or threatening to call immigration authorities after workers have exercised protected labor rights. Employers who engage in retaliation may be subject to a new \$10,000 penalty, as well as the suspension of a business license. **Signed.**

■ **AB 524 (Mullin)** makes it a crime to use immigration threats to get away with wage theft by adding those threats to the definition of extortion. **Signed.**

■ **SB 666 (Steinberg)** strengthens retaliation law with new penalties on employers and their lawyers when they engage in immigration-related threats and expands whistleblower protection for all workers. **Signed.**

In addition to our sponsored bills, we supported bills to expand rights for all immigrants in our state:

- **AB 4 (Ammiano)**, the Trust Act, provides safeguards against the federal Secure Communities Act (S-Comm) by limiting the detention of immigrants by local law enforcement. *Signed.*
- **AB 60 (Alejo)** grants drivers licenses to all Californians. The Federation played a crucial role in winning critical anti-discrimination, civil rights, and privacy protections for immigrant drivers. *Signed.*
- **AB 241 (Ammiano)** is a historic bill that, for the first time, grants daily and weekly overtime pay to domestic workers excluded from federal and state law. *Signed.*
- **AB 1159 (Gonzalez)** cracks down on immigration consultants and attorneys who take advantage of immigrants by promising to help them attain citizenship under future federal immigration reform law. *Signed.*

TAKING ON THE CONTINGENT, LOW-WAGE, PART-TIME ECONOMY

In response to the increase in sub-contracted, low-wage and part-time work, the Federation sponsored bills to increase protections, wages and benefits for this workforce.

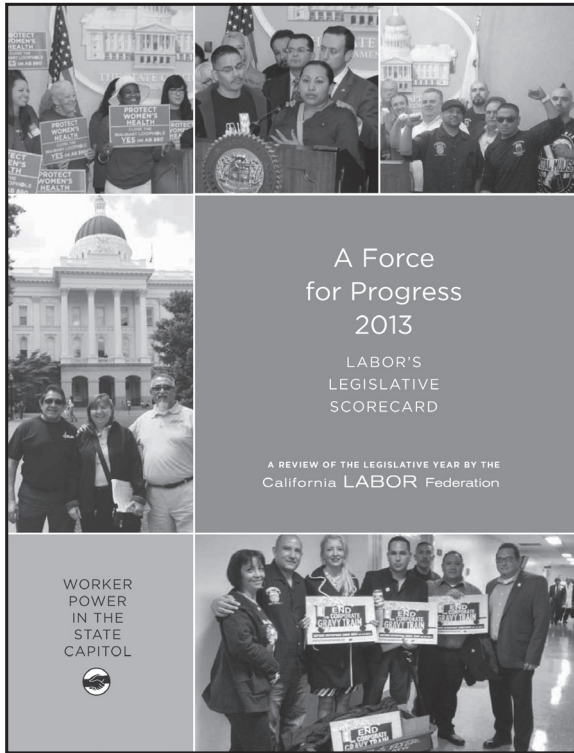
- **AB 880 (Gomez)** would impose a penalty on large employers who dump workers onto the state Medi-Cal program by cutting hours and eliminating benefits in response to the Affordable Care Act. *Died on the Assembly Floor. 2/3rds vote required.*

In addition to our sponsored bills, we also supported bills to strengthen workers' rights, improve working conditions and support organizing.

- **AB 218 (Dickinson)**, "ban the box" bill, prohibits state and local government employers from screening job applicants for criminal conviction history until the agency determines potential hires' minimum qualifications. *Signed.*
- **AB 729 (Hernandez)** would make confidential communications between union members and their representatives privileged and protected. *Vetoed.*
- **AB 1165 (Skinner)** protects the health and safety of workers by not staying abatement dates for appeals when there are serious violations of workplace health and safety standards. *Vetoed.*
- **AB 1387 (Hernandez)** removes the sunset on the car wash registry, making it a permanent program, and increases the surety bond requirement for car wash operators. *Signed.*



- **SB 770 (Jackson)** expands the scope of the state disability program to include time off to care for a seriously ill grandparent, grandchild, sibling or parent-in-law. *Signed.*



ELECTORAL REFORM

After defeating Proposition 32 on the 2012 ballot, the Federation sponsored legislation to ensure billionaires can't buy elections in California.

- **AB 857 (Fong)** requires that 10% of all signatures submitted to qualify statewide ballot measures be gathered by grassroots circulators. ***Vetoed.***

We also supported legislation to bring more transparency to the electoral process.

- **SB 594 (Hill)** requires transparency for “non-public funds” from taxpayer-financed non-profits used in campaigns and ensures that public dollars are not being diverted to political campaigns. (CPF bill) ***Signed.***
- **AB 822 (Hall)** requires local measures affecting employee pension plans to be on the General Election ballot and contain an actuarial analysis of the measure in the voter handbook. (CPF bill) ***Vetoed.***
- **SB 311 (Padilla)** requires charter city elections to be placed on general election ballots to maximize voter participation. (SBCTC bill. ***Signed.***

AFFILIATE BILLS

- **SB 7 (Steinberg/Cannella)** disqualifies cities that ban the prevailing wage from receiving state construction grants. (SBCTC bill) ***Signed.***
- **SB 590 (De Leon)** requires local education agencies to set aside a portion of state or federal funds for professional development for classified employees. (CSEA bill) ***Signed.***
- **SB 615 (Galgiani)** requires hospitals electing to receive tax-exempt conduit bond financing from a public agency to pay prevailing wage to construction workers. (SBCTC bill) ***Vetoed.***
- **AB 375 (Buchanan)** updates and streamlines the teacher dismissal process by establishing clear and timely procedures for dismissal that reinforce the district's responsibility while protecting teachers' rights. (CTA bill) ***Vetoed.***
- **AB 537 (Bonta)** makes changes to the Meyers-Milias-Brown Act (MMBA) governing impasse procedures for local agencies and employee unions. (AFSCME, SEIU, CPF bill) ***Signed.***
- **AB 566 (Wieckowski)** requires rigorous performance and other standards are met before trial court services can be contracted out by the state. (SEIU, AFSCME bill) ***Vetoed.***
- **AB 1140 (Daly)** ensures the most recent prevailing wage determination applies on its effective date for all projects regardless of the bid date. (SBCTC bill) ***Vetoed.***
- **AB 1217 (Lowenthal)** creates a regulatory structure for private homecare to better protect consumers. (SEIU bill) ***Signed.***
- **AB 1222 (Bloom)** protects the state's federal transit funding by exempting from PEPRAs transit workers whose collective bargaining rights are subject to federal requirements. ***Signed.***

- **AB 1336 (Frazier)** assists the Labor Agency to combat the underground economy and the failure to pay prevailing wage. (SBCTC bill) *Signed.*
- **AB 1373 (Pérez)** extends the statute of limitations for dependents of public safety officers to file a workers' compensation claim for death benefits. (CPF bill) *Vetoed.*

BAD BILL – OPPOSE

- **AB 1309 (Perea)** limits access to the California workers' compensation system for professional athletes employed by out-of-state teams. *Signed.*

California Labor's 2012 Legislative Agenda

Working families in California have been devastated by the Great Recession.

First the private sector collapsed in the wake of the foreclosure freefall, and then the public sector crumbled under the deepest cuts we've ever seen. Jobs have disappeared, home values have plummeted, and services have been decimated. In a few short years, millions of families have lost the security that took decades to build.

2012 was the year to begin investing in California's future. We won new revenue to stabilize our economy and rebuild this state. We confronted the growth in contingent work that is eroding basic worker protections. We got Californians back to work, kept families in their homes, and restored benefits to injured workers.

The Labor movement will not give up on the American Dream. If we invest in California's future, we can repair this state, restore economic fairness, and rebuild the middle class.

WORKERS' COMPENSATION REFORM

The Legislature overwhelmingly, on a bi-partisan basis, passed the Labor-management negotiated bill to vastly improve the workers' comp system for injured workers. **SB 863 (DeLeon)** will:

- Return over \$860 million to permanently disabled workers, infusing the system with a 30% benefit increase;
- Create a new return to work fund of \$120 million to provide additional funding for those severely disabled workers who experience significant wage loss;
- Speed up medical treatment by taking medical decisions from insurance companies and judges and going to Independent Medical Review – where independent doctors review doctor's treatment decisions within 30 days. Currently, injured workers must wait up to 18 months to get their treatment approved;
- Stabilize the insurance market by removing inefficiencies and excess profiteering from the system. SB 863 will help forestall an 18-25% insurance rate increase scheduled to go into effect January 1, 2013.

SB 863 was signed by the Governor on September 19th.

TAKING ON CONTINGENT WORK

In response to an increase in the use of temp workers, subcontracting, and independent contractors, the Federation sponsored a package of bills to increase protections for this workforce.

- **AB 1744 (Lowenthal)** will require temporary worker paystubs to break down wages and pay rate by assignment. It also ensures that temporary employers provide client information as part of the wage theft notice. *Signed.*
- **AB 1855 (Torres)** prohibits companies from entering into financially insufficient labor contracts in the warehouse industry. *Signed.*
- **AB 2389 (Lowenthal)** requires that when a company or local agency uses a subcontractor to provide services at a home or hotel room, that subcontractor uniform must disclose the name of the subcontractor. *Vetoed.*

In addition to our sponsored bills, we supported bills to expand rights to some of the most vulnerable workers:

- **AB 889 (Ammiano)**, the domestic workers bill of rights, will give domestic workers the right to meal breaks, overtime, and a period of uninterrupted sleep. This was a major achievement and received support from the Federation, our labor councils, and even President Rich Trumka. *Vetoed.*
- **AB 1313 (Allen)** would have given farmworkers the right to the 8-hour day, which they are excluded from under current law. (UFW bill.) **Died on the Assembly Floor.**
- **AB 2346 (Butler)** created new heat stress protections for farmworkers and created joint liability for farm operators when labor contractors violate the standards. (UFW bill) *Vetoed.*

JOB CREATION

After the victory in getting high-speed rail bonds appropriated so that construction can begin, the Federation looked for other ways to promote job creation. We also opposed bills that fail to support good jobs.

- **AB 2508 (Bonilla)**, a Federation-sponsored bill, requires that call centers for state benefits programs be staffed by California workers, stopping the current practice of off-shoring jobs. *Signed.*
- **SB 1156 (Steinberg)** replaces redevelopment with a targeted program designed to promote high-quality jobs and sustainable communities, focusing on development around high-speed rail stations and other transit-oriented projects. The Federation and the State Building Trades joined with environmental allies to get this bill passed. *Vetoed.*
- **AB 2026 (Fuentes)/SB 1197 (Calderon)** extend the film tax credit, the only tax credit that is capped, allocated, tied to job creation, and has regular review and a sunset date. *Signed.*
- **AB 1446 (Feuer)** allows LA County to invest immediately in the region's transportation infrastructure plan, creating thousands of jobs and building transportation to serve the region's growing population. *Signed.*
- **AB 484 (Alejo)** would have reauthorized two Enterprise Zones before Administration regulations on Enterprise Zones are finalized, in an attempt to circumvent an explicit agency moratorium on EZ reauthorizations. The Federation opposed this bill and it died in Senate Governance and Finance Committee. *Held in Committee.*

AFFILIATE BILLS

- **SB 259 (Hancock)** extends collective bargaining rights to graduate student research assistants. (UAW bill) *Vetoed.*
- **SB 359 (Hernandez)** discourages hospitals from employing predatory practices that drive up costs for patients who seek treatment in the ER. (SEIU bill) *Vetoed.*
- **AB 1565 (Fuentes)** extends the prequalification process into school construction. (SBCTC bill) *Signed.*
- **AB 1606 (Perea)** clarifies that public employers cannot bypass the fact-finding process by declaring impasse. *Signed.*
- **AB 1675 (Bonilla)** creates new penalties for farm labor contractors who operate without a license. (CRLA bill) *Signed.*
- **AB 1687 (Fong)** expands an injured worker's access to medical treatment and claim information. *Vetoed.*
- **AB 1794 (Williams)** improves enforcement against contractors that fail to report or underreport workers for workers' compensation purposes. (Laborers bill) *Signed.*
- **AB 1908 (Alejo)** increases layoff notice for classified employees from 45 to 60 days. (CSEA bill) *Signed.*
- **AB 2439 (Eng)** would have required the creation of a database showing how much individual corporations pay in taxes. (SEIU 721 bill) *Died on Senate floor.*

CEQA

- The California Environmental Quality Act (CEQA) provides important protections to our communities and our unions. An 11th hour attempt to gut this landmark environmental law was successfully defeated by the State Building Trades, the Federation, and many of our unions, alongside our environmental allies.

PENSIONS

- The Legislature passed pension reform, **AB 340 (Furutani)**, based on the Governor's 12-Point Plan released in January. These changes, most of which apply only to new employees, constitute the greatest rollback of retirement benefits in California history.
- Non-controversial provisions include an end to pension spiking, pension holidays, and the purchase of airtime.
- Provisions opposed by the Federation and many unions include allowing cities to force concessions without collective bargaining and requiring even blue collar workers to work until age 67 to retire with a full pension.

BAD BILLS

- **SB 1161 (Padilla)** deregulated Voice Over Internet Protocol (VOIP) technology, leaving the future of telephone service unregulated. *Signed.*

6 Communications Report

STRATEGIC communications underpins all the various aspects of our work to advance a workers' agenda. The communications department enhances the Federation's campaigns to build power for workers through message development and trainings, earned media, digital strategy, graphic design, events planning and a program to support veterans.

The communications department also advances the Federation's agenda in the political and legislative arenas, helps drive a message about the value of unions statewide and supports affiliates with their communications needs.

One of the biggest hurdles unions face, after decades of anti-union messaging disseminated by the right wing, is a declining public perception of Labor. A statewide Field poll last December found that more Californians believe unions do "more harm than good" than believe unions do "more good than harm." The Federation sought to tackle this problem head-on through a multi-year coalition project aimed at "Changing the Narrative" on unions. This groundbreaking work seeks to redefine public attitudes toward unions and reposition unions to go on the offense.

Changing the Narrative message development and trainings

In 2012-13 the Federation led a coalition of California unions in developing new messaging on unions, taxes and jobs with nationally renowned messaging expert Drew Westen. The work included intensive focus groups across the states, message development and poll testing with voters. In late 2013, the Labor Federation, in partnership with Labor Councils around the state launched a series of trainings focused on how union leaders, staff and members can change the negative narrative on unions through values-based messaging.

ARE YOU TIRED OF ALWAYS BEING ON DEFENSE?

Changing the narrative: messaging to win

NEW TRAINING IN RIVERSIDE
to help beat back the attacks on unions and put labor on offense.


Training will focus on:

- ✓ New narratives that appeal directly to people's values
- ✓ Tactics and strategies for using new messaging to win campaigns
- ✓ Changing attitudes on labor over the long-term

DATE & TIME: **TUESDAY, JUNE 24, 2014**
10 am - 4 pm

LOCATION: San Bernardino-Riverside Central Labor Council
1074 La Cadena Drive, Suite 1, Riverside, CA 92507

RSVP: **RSVP BY June 20th to: Laurie Stalnaker, Phone: (909) 825-7871**
email: sbrivcl@earthlink.net
or Hector Saldivar, hsaldivar@calaborfed.org.
Training is free, lunch provided.



These trainings focus on building communication skills and offer hands-on practice so we can be more effective in talking about unions with:

- New potential members in **new union organizing** campaigns
- Apathetic and often anti-union union members in **internal organizing** efforts
- Uninformed and often anti-union members of the public, media and elected officials in **political work**.

The trainings continue in 2014 with labor councils and unions across the state. Ultimately, the goal is to train more than 5,000 union leaders, staff and activists. In addition, the communications department has developed a "train the trainers" program that allows affiliates to have staff trained on the research so that they can then train their own members. The communications department is planning additional message trainings on other issues important to Labor's agenda.

Earned Media

In 2013, the Federation communications team aggressively pursued media coverage to advance campaigns:

- Produced dozens of stories on the state’s ineffective enterprise zone program, including a series on tax credits going to strip clubs that reframed the legislative debate
- Held actions at Walmarts across the state to “Close the Walmart Loophole” with AB 880, a priority piece of legislation for the Labor Federation. Generated extensive media coverage
- Placed numerous stories in Spanish-language outlets in support of bills to end retaliation against immigrant workers who are organizing
- Placed op-eds on the importance of unions to the economy, income inequality and other issues to reframe the debate and advance campaigns
- Developed earned media toolkits on issues for use by CLCs and affiliates
- Established the Labor Federation as an important voice in support of workers with statewide media outlets



Digital strategy

The Labor Federation has built a sophisticated digital program to support campaigns and advance labor’s message with an increasingly difficult to reach younger audience.

- We have about 25,000 followers on social media through Twitter and Facebook
- We manage a well-read blog (Labor’s Edge) with news and views from the California Labor movement that is updated daily
- We have more than 50,000 e-activists that push legislators to support labor-friendly bills
- Using cutting-edge technology and targeting, we’ve developed a program of online advertising to engage potential supporters on political and legislative campaigns



Support of Affiliates and Labor Councils

One of the communications department’s primary objectives is to advance the communications goals of affiliates and CLCs. We offer support in the following areas:

- Echoing affiliate communications through use of social media, our blog, e-newsletter and communications to affiliate union communicators statewide

- Graphic design support for affiliates and CLCs including posters, flyers, banners, mail and score-cards
- Social media trainings for affiliates
- Earned media support including writing press advisories and releases and pitching reporters
- Messaging support for affiliate campaigns
- Manage several large events for affiliates each year, including the annual legislative conference, biennial convention, women in labor conference and the workforce and economic development conference

Veterans

In 2013, the Federation’s communications department led a statewide effort with several affiliates to support veterans through service and job opportunities.

The effort included:

- A large Veterans Day event in support of veterans at the Orange County Fairgrounds that brought unions together with community groups and veterans groups
- A statewide Day of Service to veterans in which union members provided a range of service to vets ranging from cleaning the historic USS Iowa to refurbishing veterans halls
- A set of policy proposals developed to help link veterans to apprenticeship programs and open the door for middle-class job opportunities for returning vets



www.veteransandlabor.com

7

Helping Labor Councils Grow

SINCE 2006, the Federation & Strategic Planning Committee have worked to help under-resourced CLCs build strong organizations and affiliate more unions. Our work is targeted in low union density areas, modeled after our prior work in Orange County.

Our continuing efforts in 2013/14 have focused on the North Valley Labor Federation and a beginning project in the Kern-Inyo-Mono Labor Council.

NORTH VALLEY LABOR FEDERATION (NVLF)

Our major project is with three CLCs – San Joaquin, Stanislaus, and Merced. Together, they have formed an Area Labor Federation, the North Valley Labor Federation. Our work to help them build this organization included:

- Assistance in affiliation work, recruitment and hiring new full-time staff organizer;
- Help with CLC campaigns, leadership planning, training, and political campaign support;
- Ongoing work on political campaigns and building political action committees and volunteers.

We launched a member Political Organizer Apprenticeship Program to train 20-30 members, recommended by their union, who will become political coordinators and mobilizers in their union and the Labor Councils in the North Valley for the fall election campaigns leading up to the general election.

VALLEY POLITICAL/CANDIDATE TRAINING PROGRAM

Finding good candidates in the Valley who have credentials and can win in swing districts has been a continuing challenge. Many of these elections are decided by hundreds of votes and with more skilled candidates, good campaign plans, and effective voter outreach we can win more elections. In 2013 we provided leadership in the planning and recruitment of the first-ever 2-day Valley candidate training program, with over 100 candidates, unions and CLC leaders in attendance. We are planning follow-up training, based on the outcomes of the primary elections, for labor endorsed candidates who, with some assistance, can win their close races in the Fall General Election.



Continued

KERN LABOR COUNCIL

The Immigration Reform Campaign in 2013 put Bakersfield and Kern County on the front line of the fight with focus on Republican House Whip Kevin McCarthy. A dynamic coalition of unions, inter-faith and community groups formed who did action after action and became the center of campaign activity to secure a vote in the House.

The Immigration Reform activism which we supported, created a forum for discussions and strategy about 2014 targeted races including CD 21 (David Valadao) that are possible to win with a stronger coalition. We helped them secure funding for a full-time organizer in 2013 and are continuing to work with the Labor Council on campaign plans.

STATEWIDE LABOR COUNCIL COORDINATION

We also conducted weekly statewide CLC calls for campaign coordination and mutual assistance.

■ 2013/14 Immigration Reform Campaign – Rights & Respect for Immigrant Workers

In the 2012 elections, Latino, Asian and other immigrant workers played a significant role in re-electing President Barack Obama, and contributed their voice and vote to other key races. The hope for comprehensive immigration reform activated families, individuals and young people to fight for their dream to become US citizens.

California Labor joined the national labor movement by focusing on eight California Republican members of Congress, many of whom have sizeable Latino and immigrant constituencies. We joined with the state and local immigrant rights coalitions to lobby, create inspiring and sizeable public actions, tell the stories of immigrant families and involve the community as a force for change.

We especially focused, in coordination with national leaders, on Congressional Districts in the Inland Empire, Orange and LA County and the Central Valley. Strategic partnerships occurred with the Chamber of Commerce, employer groups and agricultural interests that united around comprehensive reform.



The partnership between California Labor, Community, Interfaith, Business and Elected created a new forum for dialogue and work. With Labor and community leaders in the forefront we worked intensively in districts represented by Republican Congress members: Jeff Denham, David Valadao, Devin Nunes and Kevin McCarthy (Central Valley); Gary Miller & Paul Cook (Inland Empire); Ed Royce (Orange County); and Buck McKeon (LA County). We launched in-district campaigns and voter engagement in these districts that included family stories, delegations, media events, fasts and community forums.

Kevin McCarthy, the House Majority leader became a major focus, with a campaign asking for a vote in the House. In his district, centered in Bakersfield, the labor/community coalition united around the state demanding a vote with thousands joining a summer pilgrimage to Bakersfield. A national “Fast for Families” was launched in November at the National Mall and rolled through California with fasters at Republican district offices and 24-hour vigil/fasters at McCarthy’s offices. In December, before Congress adjourned, state leaders and activists joined the Kern County Coalition for Immigration Reform for “11 days for 11 million” actions at his office every day.

While the Republican leadership barred votes, we mounted voter registration and voter engagement campaigns in key congressional districts to mobilize for targeted 2014 Congressional Races. We are focusing on districts where Immigration Reform and immigrant families can be decisive in unseating more Republicans who are denying the communities they represent the voice and vote they deserve as hard working people.

We look back on the 2013/2014 Congress, and the Republican led House, as the worst in the history of the United States. 2013 began with hope that comprehensive Immigration Reform, with a path to citizenship, would be a reality by the end of 2013. We fight forward and will not rest until all hard-working residents have rights, respect and a path to citizenship.

■ **Immigrant Worker Action Center**

The involvement and contributions of Immigrant Workers in our state and communities will determine the kind of state California becomes – one that either values unions, good jobs and working people or a state where income inequality will continue to grow at the expense of non-union low wage workers.

In many races the Latino vote is significant and some key 2012 political victories came in districts tipped by the Latino vote. We want to make unions the forefront of helping Latino workers on their path to citizenship, to organizing a union and to become involved and voting in their communities.

We have taken beginning steps with the Orange County Labor Federation to pilot an Immigrant Worker Action Center. With money from the Solidarity Fund Grant, Orange County unions and some foundation funding we are piloting our first labor center. Our goals for this year will lay a foundation, also, for organizing campaigns by focusing in communities where Orange County Unions have organizing targets like Anaheim and Santa Ana. We are launching trainings at union, faith and community centers to inform workers, their families and friends about job rights, new laws to protect immigrant workers in organizing campaigns and connect workers with resources that can help those eligible begin the path to citizenship.

■ **California Young Workers Program**

Making sure young people in California are involved and have a voice in their locals, Labor Councils and the Federation is critical to building power, winning campaigns and inspiring non-union young workers to become unionists and organize.

We are working with the leadership of the Young Workers in California to build their organization and work closely with unions, Labor Councils and the Federation.

Our work for this year will establish the Young Workers as part of the California Labor Federation and:

- Establish ongoing communications with the Young Workers around the state
- Make the “All In” Organizing campaigns a priority for young workers to help in and mobilize for
- Connect the Young Workers with CLC’s
- Develop plan and training to build the organization through recruiting new Rank & File young workers from unions and workplaces

8

Workforce & Economic Development (WED)

REBUILDING the middle class means building the economic power of workers. Guaranteeing that good jobs exist for well trained workers is core to building a sustainable economy. The purpose of the California Labor Federation's Workforce & Economic Development Program (WED) is to serve as an intermediary and resource for unions in responding to economic and labor-market changes.

WED's main objectives are to save good jobs, to foster the creation of new, high-road jobs and career pathways for California workers, and to help build an integrated, strategic, high-road focused California workforce system.

WED offices are located in Oakland, Sacramento and Los Angeles.

Below are major areas of WED's work.

BROKERING WORKFORCE TRAINING PARTNERSHIPS

In the last two years, WED has secured nearly \$10 million to support high-road labor-management training projects. This funding established or expanded initiatives in hospitality, goods movement, construction, mass transit, building services, and other sectors. The initiatives will result in over 5,000 union workers trained through leveraging the resources of multiple partners (including community colleges, local workforce investment boards, and union-management trusts.)

WED's ongoing green construction project alone trained over 3,000 workers. In partnership with the California State Building & Construction Trades Council, WED currently holds almost \$1.5 million in contracts with the California Employment Training Panel (ETP).

February 26-28, 2014

SHARED Prosperity
Building a Middle Class Economy For All

WED
Workforce & Economic Development

Conference 2014: The Westin Los Angeles Airport
5400 West Century Blvd., Los Angeles, CA 90045

The California Employment Training Panel awarded \$999,768 in Alternative and Renewable Fuel and Vehicle Technology Program funding created by AB 118 to the California Labor Federation. This funding is providing the training for over 1,623 transit workers in three transit agencies throughout California. WED worked with the union representing transit workers at L.A. Metro (ATU 1277), SACRT (IBEW 1245 and AFSCME Local 146) and Santa Clara VTA (ATU 265) to secure this funding to provide advanced technology training for bus and rail technicians and mechanics working with energy efficient and green transportation vehicles and equipment.

In recent years, we have seen increased interest in the gold standard of job training: joint-apprenticeship training programs. WED helped unions advocate for a \$7 million fund at the Employment Training Panel to help apprenticeship programs keep California's workers competitive in the increased absence of Montoya Apprenticeship funds. To date, WED has helped union apprentice programs receive over \$15 million dollars in support of apprenticeship.

In addition, WED is working to build strong partnerships with local workforce investment boards, community colleges, community partners, and the K-12 system to ensure that quality pre-apprenticeship pathways are established that create a solid link with labor apprenticeship programs. WED is assisting the State Building and Construction Trades to begin offering their multi-craft core curriculum pre-apprenticeship in 10 high schools throughout the state this fall, as well as assisting local Building Trades Councils receiving Prop 39 funding.

WED has also begun working with the Division of Apprenticeship Standards to help create apprenticeship opportunities in nontraditional sectors including healthcare, manufacturing, hospitality, and grocery industries.

PROMOTING SECTOR STRATEGIES – SUPPORTING HIGH-ROAD JOB CREATION AND SUSTAINABLE ECONOMIC DEVELOPMENT

California leads the nation in economic growth driven by responsible policy, world-class research, innovation, and investment. Emerging growth sectors bring transition, rich with opportunities for good jobs. We need a skilled workforce with opportunities for career mobility to retain homegrown jobs and to accrue the benefits of development. To ensure this reality, California needs a clear economic and workforce development roadmap that identifies key growth industries, including sectors with strong union density and organizing opportunities.

Unions have a long tradition of driving progress in their industries with cutting-edge skills training and strategic alliances that keep workers productive and employers competitive. To ensure that quality jobs and the rewards to state investment stay in California, WED works to connect unions with state agencies responsible for implementing job creation policy in growth industries such as healthcare, construction, transportation, hospitality and manufacturing. WED helps unions stay informed about the impacts of potential workforce policies, and helps to develop policy that ensures that public funds are aligned with the principles of labor-management programs.

BUILDING WORKFORCE PARTNERSHIPS CONFERENCE

WED's Building Workforce Partnerships (BWP) is an annual collaboration of the California Labor Federation and the State of California. The event draws a national group of nearly 400 participants from Labor organizations, academia, business, environmental groups, foundations, workforce investment boards, state government, community colleges, economic development, community organizations, and other partners. Attendees participate in 25 or more workshops that profile best practices, with an emphasis on strategic labor-industry-government partnerships in skills building, community development, economic development, and layoff response.

The 2013 BWP Conference highlighted “Earn & Learn” models of on-the-job training and education, such as apprenticeship which are potentially critical elements for large scale, sustainable growth in California and across the country. The conference took a look at all the ways the workforce system can support targeted investment in growing sectors that are key to every region of California – health care, manufacturing, and energy efficient construction and transportation initiatives.

“Shared Prosperity” was the theme of the 2014 Building Workforce Partnerships conference. The event focused on the kinds of state, regional and local workforce partnerships that support a shared prosperity, and highlighted the important role that labor unions, education & training institutions, and local workforce investment systems play in building a middle class economy with equity.

STATE AND LOCAL WORKFORCE INVESTMENT BOARD.

California’s workforce investment boards (WIBs) administer nearly \$500 million in annual federal Workforce Investment Act dollars, as well as millions more in state and local job training, career tech, worker assistance, and community development resources. California is the only state that requires 15 percent Labor representation on local WIBs. Thanks to the leadership and engagement of our labor representatives and allies, California created state policy to implement new standards for WIB performance and investment in quality job training for California’s unemployed.

WED works with Central Labor Councils and the State Building and Construction Trades Council to recruit Labor leaders to serve on local WIBs. WED holds frequent regional trainings for labor WIB members. The main goals are to: 1) improve oversight and accountability for the use and expenditure of public dollars; 2) establish worker-centered local and regional policy and investment; 3) expand sector-based labor-management training programs; and 4) prioritize training for career pathways to good high-wage jobs.

LAYOFF AVERSION AND SERVING DISLOCATED WORKERS

A critical part of WED’s work is helping unions respond when their members are impacted by a layoff. The first response is to avert or stop the layoff through worker-management coordination, access to economic development resources, and targeted skills training. When aversion is not possible, WED connects unions with public resources for dislocated workers, including retraining to assist with reemployment.

In 2013, WED staff played a critical role in reaching out to workers and partnering with local affiliates facing layoffs, such as those experienced by Hostess workers up and down the state. WED also provides frequent regional trainings for local WIB staff on working with unions when layoffs impact union workers.

During 2013 and 2014, WED staff also worked closely with State agencies and local WIB staff on the creation of a new Layoff Aversion/Rapid Response Directive to assist localities in taking more proactive measures to avoid layoffs.

9

Report on the Business of the Executive Council

THE Executive Council met on July 23, 2012 at the St. Francis Hotel as part of the 2012 Biennial Convention. At this meeting, the Council prepared endorsement and policy recommendations to the Convention.

The Executive Council has met on six occasions since the July 2012 Biennial Convention, 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:

September 26, 2012	Sheraton Grand Hotel, Sacramento
January 31, 2013	Westin Bonaventure Hotel, Los Angeles
May 23, 2013	Sheraton Grand Hotel, Sacramento
October 10, 2013	Westin Bonaventure Hotel, Los Angeles
January 15, 2014	The Citizen Hotel, Sacramento
April 8-9, 2014	Oakland Marriott Hotel, Oakland

In addition to its meetings, the Council held numerous conference calls to conduct the business of the Federation between meetings.

2014 CONVENTION PREPARATIONS

In addition to attending to various pre-Convention details, the Executive Council developed policy statements to be submitted to the Resolutions Committee for consideration by the delegates to the 2014 Biennial Convention. The policy statements were reviewed twice: the first conference call took place on May 7, 2014, and the second on May 30, 2014. The policy statements were then approved for recommendation to the Convention in June 2014.

The Council's pre-Convention meeting began at 10:00 am, Monday, July 28, 2014, at the Hilton San Diego Bayfront Hotel in San Diego. The Council prepared recommendations for consideration by the delegates to the 30th Biennial convention on July 29 and 30, 2014.

ELECTION OF NEW COUNCIL MEMBERS

The following changes to the Executive Council occurred:

At the July 23, 2012 meeting:

- The Executive Council elected Ron Lind, UFCW 5, to fill the vacated seat of Vice President District 10C.
- The Executive Council regretfully accepted the resignation of George Landers, UFCW Western States Council, as Vice President At-Large District B.

- The Executive Council elected Gabrielle Carteris, SAG-AFTRA, to fill the vacated seat of Vice President At-Large District B.
- The Executive Council regrettably accepted the resignation of LaKesha Harrison, AFSCME 3299, Vice President At-Large District S.
- The Executive Council elected Shane Werner, IBEW 952, to fill the vacated seat of Vice President At-Large District S.

At the January 31, 2013 meeting:

- The Executive Council regrettably accepted the retirement and resignation of Bob Balgenorth, California State Building & Construction Trades Council, as Vice President At-Large District N.
- The Executive Council elected Robbie Hunter, California State Building & Construction Trades Council, to fill the vacated seat of Vice President At-Large District N.
- The Executive Council regrettably accepted the retirement and resignation of Mike Quevedo, Laborers Southern District of California, as Vice President At-Large District D.
- The Executive Council elected Armando “Mando” Esparza, Laborers Southern District of California, to fill the vacated seat of Vice President At-Large District D.

At the May 23, 2013 meeting:

- The Executive Council regrettably accepted the resignation of Eugene Hudson, AFGE, as Vice President At-Large District R.
- The Executive Council elected George McCubbin, AFGE, to fill the vacated seat of Vice President At-Large District R.
- The Executive Council regrettably accepted the resignation of Vice president Bill A. Lloyd of SEIU Local 99, as Vice President At-Large District Seat F.
- The Executive Council elected Jon Youngdahl of SEIU California State Council, to fill the vacated seat of Vice President At-Large District F.

At the October 10, 2013 meeting:

- The Executive Council regrettably accepted the resignation of Clyde Rivers, CSEA, as Vice President At-Large District V.
- The Executive Council elected Michael Bilbrey, CSEA, to fill the vacated seat of Vice President At-Large District V.

At the January 15, 2014 meeting:

- The Executive Council regrettably accepted the resignation of Robert Smith of IUPAT District 36, as Vice President At-Large District H.
- The Executive Council elected Grant Mitchell of IUPAT District 36, to fill the vacated seat of Vice President At-Large District H.

At the April 8, 2014 meeting:

- The Executive Council regrettably accepted the resignation of Allan Clark, CSEA, as Vice President At-Large District D.
- The Executive Council elected Ben Valdepena of CSEA, to fill the vacated seat of Vice President At-Large District D.
- The Executive Council regrettably accepted the resignation of Jim Weitkamp, CWA District 9, as Vice President District 14.
- The Executive Council elected Laura Reynolds of CWA District 9, to fill the vacated seat of Vice President District 14.

RESOLUTIONS

Between conventions, the Executive Council is authorized to pass resolutions on behalf of the Federation. Since the 2012 Biennial Convention, the Executive Council has passed the following resolutions:

- Resolution- CEQA: Protecting the Environment and Quality Jobs for Our Communities | *adopted* January 31, 2013
- Resolution Supporting a Road Map to Citizenship for Aspiring Americans | *adopted* January 31, 2013
- Proclamation of Solidarity in Support of Native American Dignity and Rights | *adopted* May 23, 2013
- Resolution Declaring Solidarity with the Salvadoran Labor Movement's Fight against the US-backed Public-Private Partnership Law | *adopted* May 23, 2013
- Resolution in Support H.R. 129 "The Return to Prudent Banking Act" | *adopted* May 23, 2013

10

Support for Union Disputes

RESTAURANTS AND HOTELS

- **De Anza Hotel**, 233 W. Santa Clara St., San Jose, CA
- **La Playa Carmel**, Camino Real & 8th Avenue, Carmel, CA
- **Mariani's Inn and Restaurant**, 2500 El Camino Real, Santa Clara, CA
- **Hyatt Hotels** - The global Hyatt boycott has ended. However, there are a number of local Hyatts with continuing labor disputes. Please support the workers in these hotels by continuing to boycott the following California properties:
 - Hyatt Regency Santa Clara
 - Hyatt Regency Sacramento
 - Hyatt Fisherman's Wharf in San Francisco

LAW FIRMS AND CONSULTANTS

- **Jude Barry, Catapult Strategies**, San Jose
- **Marchese and Associates Reputation**, LLC, San Francisco
- **Ziegler and Associates**, Sacramento

RETAILERS

- **Farmer Joe's Marketplace**, 3501 MacArthur Blvd., Oakland
- **Future Ford**, 2285 Diamond Blvd, Concord
- **K-Mart**, All locations statewide
- **Wal-Mart and Sam's Club**, All locations statewide
- **Oakland Airport Non-Union Concessionaries**, 1 Airport Drive, Oakland
 - Auntie Anne's Pretzels
 - Burger King
 - Gordon Biersch
 - Jamba Juice
 - Otaez
 - See's Candies
 - Silver Dragon
 - Subway
 - TechShowcase
 - World Passage Duty Free and Travel Retail

OTHER VENDORS

- **ABC Security**, 1840 Embarcadero, Oakland,
- **Alta Dena Foods**, 17637 Valley Rd., City of Industry
- **Hornblower Cruises**, San Francisco, Los Angeles and San Diego
- **Santa Cruz Port District**, Santa Cruz, CA
- **Valley Power, Inc.**, 1755 Adams Avenue, San Leandro

CALIFORNIA LABOR “DO NOT HIRE” LIST

The following Democratic political consultants were involved in two campaigns in 2012 that directly attacked labor unions and caused damage to the labor movement. In response to those actions, the Executive Council of the California Labor Federation approved a motion submitted by the California Professional Firefighters, the American Federation of State, County, and Municipal Employees, and the State Building and Construction Trades Council of California to encourage all unions, labor councils, allies and candidates seeking our support to not hire these consultants until further notice.

- **Steve Glazer and Glazer & Associates** (general consultant), Orinda
- **Jim Moore and Moore Methods** (polling), Sacramento
- **Jim Stearns and Stearns Consulting** (general consultant & direct mail), San Francisco
- **Jim Crouse and Ambrosino, Muir, Hansen & Crouse** (direct mail), San Francisco
- **Sean Sullivan and HSC, Inc.** (opposition research)



Financial Reports

Financial Statement

Summary of Cash and Short Term Investment Balances
For the 24 Months Ending December 31, 2013

	GENERAL FUND	COPE	MEMBER COMMUNICATIONS	MMV	COMBINED
Checking Accounts	581,259	678,212	777,580	966,087	3,003,138
Deposit and Investment Accounts	2,589,754	2,501,495	510,434	1,010,710	6,612,393
Totals	3,171,012	3,179,707	1,288,014	1,976,797	9,615,531

Statement of Cash Receipts and Disbursements
For the 24 Months Ending December 31, 2013

	GENERAL FUND	COPE	MEMBER COMMUNICATIONS	MMV	COMBINED
RECEIPTS					
1 Per Capita - Locals	8,462,436	2,417,839	2,417,839	1,776,864	15,074,977
2 Membership Fees - CLC	1,212	0	0	0	1,212
3 Campaign Receipts	201,145	0	56,295	500,831	758,271
4 Interest Earned	3,610	3,996	1,033	1,871	10,509
5 Legislative Conference	161,182	0	0	0	161,182
6 Grant Revenues	60,000	0	0	0	60,000
7 Other Events & Programs	105,054	0	0	0	105,054
8 Reimbursements & Other Inc	198,765	0	0	0	198,765
9 TOTAL RECEIPTS	9,193,403	2,421,835	2,475,166	2,279,566	16,369,970

EXPENSES

Personnel

10 Staff Salaries	3,949,473	0	0	0	3,949,473
11 Pension Benefit	1,368,185	0	0	0	1,368,185
12 Insurance Benefit	705,415	0	0	0	705,415
13 Other Benefits & Taxes	423,466	0	0	0	423,466
14 Automobile Expenses	27,819	0	0	0	27,819
15 Travel & Expenses	213,607	75,123	0	1,839	290,569
16 Professional Services	251,948	33,423	176,159	10,000	471,531
17 Other Personnel	5,487	0	0	0	5,487
18 Total Personnel	6,945,401	108,546	176,159	11,839	7,241,945

	GENERAL FUND	COPE	MEMBER COMMUNICATIONS	MMV	COMBINED
Office					
19 Rents & Maintenance	412,902	0	0	0	412,902
20 Prorata Reimbursements	(235,500)	60,000	0	0	(175,500)
21 Furniture & Equipment	91,863	0	0	0	91,863
22 Computers & Infrastructure	71,980	7,066	0	0	79,046
23 Printing	26,817	3,352	312	0	30,481
24 Copying	14,205	146	0	0	14,351
25 Postage & Delivery	38,558	5,281	4,684	36	48,559
26 Supplies	61,969	1,918	284	0	64,170
27 Office Telephone	73,260	1,378	0	0	74,638
28 Cell Phones & Pagers	50,122	10,413	0	0	60,535
29 Fax Modem & Internet	20,327	3,394	700	0	24,421
30 Taxes	4,875	0	0	0	4,875
31 Dues, Subs & Publications"	46,857	22,710	21,000	27,600	118,167
32 General Insurance	8,242	0	0	0	8,242
33 Auditing & Accounting	65,764	3,569	0	1,075	70,408
34 Legal Fees	122,189	34,303	0	0	156,492
35 Other Expenses	(4,004)	522	348	26	(3,109)
36 SUBTOTAL OFFICE	870,426	154,052	27,327	28,737	1,080,542
Projects & Events					
37 Conventions	239,738	43,898	0	0	283,635
38 Executive Council	1,805	400	0	0	2,205
39 Support for Grant Programs	40,000	0	0	0	40,000
40 Other Events & Programs	199,547	28,405	61	0	228,013
41 Total Projects & Events	481,090	72,703	61	0	553,854
Legislative					
42 Legislative Conference	240,539	0	0	0	240,539
43 Legislative Information	16,069	0	0	0	16,069
44 Lobbyists	12	0	0	0	12
45 Total Legislative	256,619	0	0	0	256,619
Campaign					
46 Contributions	94,205	635,800	1,500	0	731,505
47 Voter Contacts	8,934	35,867	1,704,082	1,798,558	3,547,441
48 Independent Expenditures	0	0	0	0	0
49 Statewide Data	0	25	10,000	1,088	11,113
50 Polling & Research	0	562	113,785	1,107,178	1,221,526
51 CLC Support	0	30,000	8,000	0	38,000
52 Other Field Projects	50,057	2,361	527,608	0	580,026
53 Total Campaign	153,196	704,616	2,364,975	2,906,824	6,129,611
54 TOTAL EXPENSES	8,706,732	1,039,917	2,568,522	2,947,400	15,262,571
55 NET INCOME (LOSS)	486,672	1,381,918	(93,356)	(667,834)	1,107,400

Report on Per Capita Paid Membership-2014

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
Actors & Artists of America, Associated	
AEA 20 Actors' Equity Assn	298
SAG AFTRA 40 LA	1,953
SAG AFTRA 80 SF	340
SAG AFTRA 140	3,405
Asbestos Wrkrs, Intl Assn of Heat & Frost Insulator	
AWIU 5 Asbestos Workers.	725
AWIU 16 Asbestos Workers.	429
Auto Aero & Agri Impl Wrkrs of America, United	
UAW 2865 United Auto Workers.	2,437
UAW 5810 United Auto Workers*.	178
Bakery, Confectionery, Tobacco Wrkrs Intl Union	
BCTGM 24 Bakery Confectioners.	188
BCTGM 85 Bakery Confectioners.	300
BCTGM 125 Bakery Confectioners.	500
Boilermakers, International Brotherhood of	
IBB 549 Boilermakers Lodge.	384
Bricklayers and Allied Crafts, Intl Union	
BAC 3 Bricklayers.	616
BAC 4 Bricklayers.	799
BAC 18Tile Marble & Terrazzo.	583
Communications Wrkrs of America	
CWA 9003 Communications Workers*	675
CWA 9119 Univ Prof & Tech Empls	6,409
CWA 9333 Communications Workers	275
CWA 9400 Communications Workers	2,189
CWA 9408 Communications Workers	850
CWA 9410 Communications Workers.	624
CWA 9412 Communications Workers	521
CWA 9415 Communications Workers	1,150
CWA 9416 Communications Workers	259
CWA 9417 Communications Workers	400
CWA 9419 Communications Workers.	157
CWA 9421 Communications Workers	1,607
CWA 9423 Communications Workers	603
CWA 9431 Communications Workers	88
CWA 9505 Communications Workers	1,344
CWA 9509 Communications Workers	1,722
CWA 9511 Communications Workers.	403
CWA 9575 Communications Workers	886
CWA 9586 Communications Workers	96
CWA 9588 Communications Workers	224
CWA 14904 SoCA Allied Printing Trds	120
CWA 14908 Communications Wrkrs.	1
CWA 11 Assn of Flight Attendants	493
CWA 12 Assn of Flight Attendants	725
CWA 47 Assn of Flight Attendants	62
CWA 39521 No CA Media Wrkrs Guild-Typog	647

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
Educational Association, National	
NEA 6 S Western Coll Edu Assoc	116
NEA 8 Ingelwood Edu Assoc*	13
Electrical Wrkrs, Intl Brotherhood of	
IBEW 6 Electrical Workers	2,130
IBEW 11 Electrical Workers	6,711
IBEW 18 Electrical Workers.	7,952
IBEW 40 Studio Electricians	546
IBEW 45 Electrical Workers.	1,234
IBEW 47 Electrical Workers.	8,136
IBEW 100 Electrical Workers	580
IBEW 180 Electrical Workers	511
IBEW 234 Electrical Workers	304
IBEW 302 Electrical Workers	1,210
IBEW 332 Electrical Workers	2,396
IBEW 340 Electrical Workers	1,361
IBEW 357 Electrical Workers*.	22
IBEW 360 Electrical Workers*.	34
IBEW 413 Electrical Workers	378
IBEW 428 Electrical Workers	430
IBEW 440 Electrical Workers	582
IBEW 441 Electrical Workers	1,849
IBEW 465 Electrical Workers	2,938
IBEW 477 Electrical Workers	699
IBEW 543 Electrical Workers	459
IBEW 551 Electrical Workers	558
IBEW 569 Electrical Workers	2,053
IBEW 595 Electrical Workers	1,818
IBEW 611 Electrical Workers	22
IBEW 617 Electrical Workers	968
IBEW 639 Electrical Workers	212
IBEW 640 Electrical Workers	22
IBEW 659 Electrical Workers	115
IBEW 684 Electrical Workers	214
IBEW 769 Electrical Workers*.	15
IBEW 800 Electrical Workers	23
IBEW 889 Electrical Workers	228
IBEW 946 Electrical Workers	103
IBEW 952 Electrical Workers	364
IBEW 1023 Electrical Workers	150
IBEW 1245 Electrical Workers	16,414
IBEW 1269 Electrical Workers	548
IBEW 1436 Electrical Workers	482
IBEW 1682 Electrical Workers	114
IBEW 1710 Electrical Workers	672
IBEW 2131 Electrical Workers	289
IBEW 2139 Electrical Workers	263
IBEW 2295 Electrical Workers	502
IBEW 2376 Electrical Workers	196

INTERNATIONAL & LOCAL NAME **PER CAPITA PAID MEMBERSHIP**

Electrical Contractors, Intl Union of

IUEC 8 Elevator Constructors	150
IUEC 18 Elevator Constructors	132

Employees Association, Orange County

OCEA Orange County Employees Assoc.	6,125
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Fire Fighters, International Assn of

IAFF 55 Alameda /Oakland/Emeryville Fire Fighters.	768
IAFF 112 Los Angeles City Fire Fighters	3,206
IAFF 145 San Diego City Fire Fighters	729
IAFF 188 Richmond Fire Fighters	73
IAFF 230 San Jose Fire Fighters	646
IAFF 246 Bakersfield Fire Fighters	160
IAFF 372 Long Beach Fire Fighters.	324
IAFF 456 Stockton Professional Fire Fighters	167
IAFF 522 Sacramento Area Fire Fighters	1,305
IAFF 525 Santa Barbara City Fire Fighters.	85
IAFF 652 Eureka Fire Fighters.	31
IAFF 689 Alameda City Fire Fighters	86
IAFF 753 Fresno Fire Fighters.	289
IAFF 776 Glendale Fire Fighters	149
IAFF 778 Burbank Fire Fighters	113
IAFF 798 SF Fire Fighters	1,320
IAFF 809 Pasadena Fire Fighters	138
IAFF 891 San Bernardino City Fire Fighters.	116
IAFF 935 San Bernardino Cnty Fire Fighters	431
IAFF 1014 Los Angeles Cnty Fire Fighters	3,116
IAFF 1067 Riverside City Fire Fighters	194
IAFF 1109 Santa Monica Fire Fighters	102
IAFF 1138Torrance Fire Fighters	131
IAFF 1165 Santa Clara Cnty Fire Fighters.	246
IAFF 1171 Santa Clara City Fire Fighters	99
IAFF 1186 Vallejo Fire Fighters	163
IAFF 1225 United Fire Fighters of Lodi.	58
IAFF 1227 Berkeley Fire Fighters	113
IAFF 1230 Contra Costa Cnty Prof Fire Fighters	417
IAFF 1243 San Joaquin Cnty Fire Fighters.	45
IAFF 1270 Salinas Fire Fighters	72
IAFF 1272 Watsonville Prof Fire Fighters	30
IAFF 1289 Modesto City Fire Fighters	136
IAFF 1301 Kern Cnty Fire Fighters	476
IAFF 1319 Palo Alto Prof Fire Fighters	98
IAFF 1354 Redlands Prof Fire Fighters.	55
IAFF 1364 Ventura Cnty Fire Fighters	399
IAFF 1401 Santa Rosa Fire Fighters	140
IAFF 1415 Petaluma Fire Fighters.	44
IAFF 1430 Ontario Prof Fire Fighters	121
IAFF 1434 San Miguel Fire Fighters	44
IAFF 1465 Costa Mesa Fire Fighters.	74
IAFF 1475 Coronado Fire Fighters	29
IAFF 1479 Merced City Fire Fighters	60
IAFF 1507 So San Francisco Fire Fighters	72

INTERNATIONAL & LOCAL NAME **PER CAPITA PAID MEMBERSHIP**

IAFF 1578 Alhambra Fire Fighters	53
IAFF 1592 Roseville Fire Fighters	94
IAFF 1622 Fallbrook Fire Fighters	50
IAFF 1684 Oxnard Fire Fighters	86
IAFF 1689 Fremont Fire Fighters	115
IAFF 1699 Milpitas Fire Fighters	48
IAFF 1716 Santa Cruz City Fire Fighters.	42
IAFF 1770 Humboldt Fire Fighters	14
IAFF 1775 Marin Professional Fire Fighters.	368
IAFF 1827 Bonita Fire Fighters	11
IAFF 1829 Paradise Fire Fighters	15
IAFF 1874 Manteca Fire Fighters*	5
IAFF 1879 Daly City Fire Fighters	54
IAFF 1906 Lompoc City Fire Fighters	16
IAFF 1909 Hayward Fire Fighters	110
IAFF 1927 Culver City Fire Fighters	56
IAFF 1934 Redding Fire Fighters.	61
IAFF 1965 Mountain View Prof Fire Fighters	67
IAFF 1974 Livermore/Pleasanton Fire Fighters	97
IAFF 2005 Garden Grove Fire Fighters.	82
IAFF 2020 Santa Maria Fire Fighter	39
IAFF 2046 Santa Barbara Cnty Fire Fighters	202
IAFF 2180 Chula Vista Fire Fighters	114
IAFF 2197 San Gabriel City Fire Fighters.	25
IAFF 2216 Compton Fire Fighters.	62
IAFF 2274 Rancho Cucamonga Fire Fighters.	80
IAFF 2295 Avalon Fire Fighters.	9
IAFF 2312 Vernon Fire Fighters.	61
IAFF 2325 Barstow Fire Fighters*.	8
IAFF 2342 Hemet Fire Fighters	44
IAFF 2384 Orange City Fire Fighters	108
IAFF 2400 San Mateo Cnty Fire Fighters	401
IAFF 2404 Oroville Fire Fighters	14
IAFF 2415 United Professional Fire Fighters	31
IAFF 2434Turlock Fire Fighters	37
IAFF 2604 Healdsburg Fire Fighters.	9
IAFF 2606 Salinas Rural Fire Fighters	45
IAFF 2638 Alpine Fire Fighters	11
IAFF 2683 Piedmont Fire Fighters	23
IAFF 2728 Lemon Grove Fire Fighters	17
IAFF 2734 Chico Fire Fighters.	59
IAFF 2744 National City Fire Fighters.	35
IAFF 2787 Redondo Beach Fire Fighters	50
IAFF 2805 Gilroy Fire Fighters	31
IAFF 2881 CA Dept of Forestry Fire Fighters	4,882
IAFF 2899 Anaheim Fire Fighters	179
IAFF 3051 Russian River/Bodega Bay Fire Fighters	17
IAFF 3058 N Monterey Cnty Fire Fighters	26
IAFF 3124 Napa City Fire Fighters	45
IAFF 3226 West Covina Fire Fighters	62
IAFF 3354 Huntington Beach Fire Fighters	108
IAFF 3355Tracy City Fire Fighters.	64
IAFF 3371 Hermosa Beach Fire Fighters	16

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
IAFF 3379 Oakdale Fire Fighters	13
IAFF 3395 Hollister Fire Fighters*	14
IAFF 3399 Stanislaus Consld Fire Fighters	39
IAFF 3421 Fullerton Fire Fighters	73
IAFF 3431 Ventura City Fire Fighters	59
IAFF 3440 Arcadia Fire Fighters	43
IAFF 3473 Downey Fire Fighters.	53
IAFF 3477 Upland Fire Fighters	34
IAFF 3494 Davis Prof Fire Fighters	40
IAFF 3501 Vacaville Fire Fighters	62
IAFF 3507 Santa Fe Springs Firemen	48
IAFF 3522 Chino Fire Fighters.	89
IAFF 3523 San Luis Obispo Fire Fighters.	39
IAFF 3535 Aptos / La Selva Fire Fighters	28
IAFF 3540 Murrieta Fire Fighters	43
IAFF 3546 San Ramon Vally Fire Fighters	135
IAFF 3577 Scotts Valley Fire Fighters	20
IAFF 3593 Sonoma Valley Prof Fire Fighters	14
IAFF 3600 Atascadero Fire Fighters	10
IAFF 3601 Palm Springs Fire Fighters	31
IAFF 3605 Santa Cruz Cnty Central Fire Prot Dist	41
IAFF 3608 Montclair Fire Fighters Assn	17
IAFF 3626 San Marino Fire Fighters.	18
IAFF 3631 Orange Cnty Prof Fire Fighters	820
IAFF 3636 Ceres DPS Fire Fighters Assn	27
IAFF 3654 Cathedral City Fire Fighters.	35
IAFF 3657 South Pasadena Fire Fighters.	18
IAFF 3682 El Segundo Fire Fighters.	46
IAFF 3686 Ukiah Prof Fire Fighters.	10
IAFF 3688 Rialto Professional Fire Fighters.	52
IAFF 3707 Monterey Fire Fighters	53
IAFF 3725 Morro Bay Fire Fighters.	9
IAFF 3730 Carlsbad Fire Fighters	75
IAFF 3733 Monterey Air Fire Fighters*	11
IAFF 3734 Newport Beach Fire Fighters.	105
IAFF 3736 Oceanside Fire Fighters.	90
IAFF 3747 Kings Cnty Fire Fighters	57
IAFF 3757 Corona Fire Employees.	97
IAFF 3776 Brea Prof Fire Fighters.	35
IAFF 3779 Solano Beach Fire Fighters	17
IAFF 3787 Encinitas Fire Fighters	40
IAFF 3793 Yuba City Fire Fighters.	42
IAFF 3800 Nevada Cnty Consol Fire Fighters	65
IAFF 3809 South Placer Fire Fighters	31
IAFF 3821 Montebello Fire Fighters.	48
IAFF 3842 Escondido Fire Fighters.	78
IAFF 3903 California City Firefighters	9
IAFF 3925 Manhattan Beach Fire Fighters*	4
IAFF 4029 Woodland Fire Fighters	40
IAFF 4096 Carmel Vally Prof Fire Fighters	5
IAFF 4105 Crest Forest Prof Fire Fighters.	22
IAFF 4107 Vista Fire Fighters.	68
IAFF 4148 Paso Robles Fire Fighters	22

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
IAFF 4160 Boreggo Springs Fire Fighters*	5
IAFF 4163 Del Mar Fire Fighters	9
IAFF 4184 San Marcos Fire Fighters.	56
IAFF 4266 29 Palms Fire Fighters*	4
IAFF 4317 Lathrop Manteca Fire Fighters	24
IAFF 4349 Rancho Santa Fe Fire Fighters	36
IAFF 4373 Santee Fire Fighters.	45
IAFF 4403 Arroyo Grande Fire Fighters	19
IAFF 4407 Windsor Fire Fighters*.	6
IAFF 4437 UC Fire Fighters	29
IAFF 4451 Oakdale Rural Fire Fighters.	12
IAFF 4452 San Pasqual Res Fire Fighters*.	12
IAFF 4488 Lakeside Fire Fighters	40
IAFF 4530 Fountain Valley Fire Fighters.	34
IAFF 4577 Patterson Fire Fighters Assoc	13
IAFF 4579 Carmel Prof Fire Fighters.	3
IAFF 4586 Pioneer Fire Fighters	11
IAFF 4603 El Cajon Fire Fighters.	60
IAFF 4635 Cambria Fire Fighters*	5
IAFF 4665 Dixon Fire Fighters*.	9
IAFF 4692 Imperial Beach Fire Fighters*	10
IAFF 4742 Apple Valley Fire Fighters*	4
IAFF 4893 Solano Cnty Fire Fighters*	1
IAFF 4920 UC Davis Fire Fighters*	6
IAFF F33 San Diego Federal Fire Fighters	164
IAFF F53 Edwards AFB Fire Fighters	84
IAFF F85 Fallbrook Federal Fire Fighters	115
IAFF F102 Lemoore Fire Fighters	25
IAFF F116 Vandenberg Prof Fire Fighters	64
IAFF F156 Imperial Valley Fire Fighters*	16
IAFF F166 Monterey Bay Fire Fighters.	23
IAFF F289 Miramar Prof Fire Fighters	47
IAFF F305 Camp Parks Fire Fighters.	12
IAFF F309 Concord Fed Prof Fire Fighters	18
IAFF F314 USAF Plant 42*.	12
IAFF I79 Moffett Field Fire Fighters	53

Food & Commercial Wrkrs Intl Union, United

UFCW 1C Chemical Workres.	58
UFCW 5 Food & Comm Workers	27,774
UFCW 8 Golden State	28,133
UFCW 135 Food & Comm Workers	5,150
UFCW 146C Chemical Workers.	104
UFCW 151D Wholesale Wine Liquor Salesmen.	37
UFCW 324 Food & Comm Workers	10,000
UFCW 350C Chemical Workers.	233
UFCW 648 Retail Clerks.	1,536
UFCW 770 Food & Comm Workers	2,500
UFCW 995C Chemical Workers.	128
UFCW 1167 Food & Comm Workers.	6,186
UFCW 1428 Food & Comm Workers	4,375
UFCW 1442 Food & Comm Workers	1,429

INTERNATIONAL & LOCAL NAME **PER CAPITA PAID MEMBERSHIP**

Glass, Molders, Pottery, Plastics & Allied Wrkrs

GMP 2 Glass, Molders, Pottery	.70
GMP 52 Glass, Molders, Pottery	.169
GMP 141 Glass, Molders, Pottery	.167
GMP 177 Glass, Molders, Pottery	.313

Government Employees, American Federation of

AFGE 51	.162
AFGE 63	.157
AFGE 490	.208
AFGE 505	.460
AFGE 511 INS	.71
AFGE 918 DHS/FPS	.28
AFGE 926 USDA Food Inspectors	.81
AFGE 988	.140
AFGE 1061 VA	1,895
AFGE 1106 USDA	.7
AFGE 1122	.555
AFGE 1159	.114
AFGE 1200	.225
AFGE 1201*	.140
AFGE 1202	.20
AFGE 1203 VA	.254
AFGE 1206	.851
AFGE 1208	.55
AFGE 1216	.549
AFGE 1217	.99
AFGE 1221	.22
AFGE 1223	.171
AFGE 1230*	.123
AFGE 1234 TSA	1,118
AFGE 1235	.902
AFGE 1236*	.16
AFGE 1237*	.93
AFGE 1242	.232
AFGE 1260*	.34
AFGE 1263	.478
AFGE 1278	.11
AFGE 1399	.83
AFGE 1406	.543
AFGE 1482	.700
AFGE 1533	.36
AFGE 1546	.982
AFGE 1613 NBPC	2,226
AFGE 1616 NBP INS	.197
AFGE 1680	.195
AFGE 1764	.557
AFGE 1808	.177
AFGE 1881	.175
AFGE 1923 HealthCare Finan Adm	.27
AFGE 2003	.178
AFGE 2018	.590

INTERNATIONAL & LOCAL NAME **PER CAPITA PAID MEMBERSHIP**

AFGE 2025 DOD	.71
AFGE 2029	.22
AFGE 2060	.56
AFGE 2110	1,329
AFGE 2152*	.16
AFGE 2161 DOD	.11
AFGE 2275 GSA	.53
AFGE 2297	.166
AFGE 2391	.341
AFGE 2429	.281
AFGE 2433	.190
AFGE 2452	.403
AFGE 2544 NBP	.130
AFGE 2554 NBP	.836
AFGE 2595 NBP	.45
AFGE 2654	.241
AFGE 2723	.54
AFGE 2805 NINSC INS	.242
AFGE 2814	.23
AFGE 2879	.233
AFGE 2913 NBP	.12
AFGE 2947	.7
AFGE 3048 BOP	.228
AFGE 3172	.807
AFGE 3230 EEOC	.38
AFGE 3584	.147
AFGE 3619	.160
AFGE 3723	1,122
AFGE 3824	.21
AFGE 3854	.229
AFGE 3899	.35
AFGE 3943	.414
AFGE 3969	.504
AFGE 4038 BOP INS	.164
AFGE 4048	.85

Homecare Workers, California United

CUHW 4034	17,351
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Iron Wrkrs, Intl Assn of Bridge, Structural

IRON 75 Iron Workers Union	.10
IRON 118 Iron Workers Union	.700
IRON 155 Iron Workers Union	.301
IRON 229 Iron Workers Union	.897
IRON 377 Iron Workers Union	1,534
IRON 378 Iron Workers Union	1,412
IRON 416 Iron Reinforcing Iron Workers	1,598
IRON 433 Iron Structural Iron Workers	2,770

Laborers' Intl Union of North America

LIUNA 67 Laborers Union	.350
LIUNA 73 Laborers Union	.698

Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
LIUNA 166 Hod Carriers	238
LIUNA 261 Construction & General Laborers	1,198
LIUNA 294 Hod Carriers & Laborers	667
LIUNA 300 Laborers Union	3,120
LIUNA 304 Construction & General Laborers	1,131
LIUNA 585 Laborers Union	727
LIUNA 652 Laborers Union	1,607
LIUNA 777 Laborers Union	1,600
LIUNA 783 Hod Carriers & Laborers	583
LIUNA 886 Shipyard & Marine Laborers	280
LIUNA 1130 Laborers Union	500
LIUNA 1184 Laborers Union	3,844
LIUNA 1309 Laborers Union	411

Letter Carriers, Natl Assn of

NALC 133 Letter Carriers Branch	343
NALC 183 Letter Carriers Branch	348
NALC 214 Letter Carriers Branch	458
NALC 411 Letter Carriers Branch	120
NALC 1111 Letter Carriers Branch	56
NALC 1439 Letter Carriers Branch	40
NALC 2168 Letter Carriers Branch	20

Machinists & Aerospace Wrkrs, Intl Assn of

IAM 25 Machinists Lodge	22
IAM 93 Machinists Lodge	817
IAM 201 Machinists Lodge	16
IAM 311 Machinists Lodge	394
IAM 389 Machinists Lodge	400
IAM 575 Machinists Lodge	50
IAM 620 Machinists Lodge	60
IAM 653 Machinists Lodge	208
IAM 706 Machinists Lodge	208
IAM 720E Machinists Lodge	24
IAM 726 Machinists Lodge	73
IAM 727N Machinists Lodge	149
IAM 727P Machinists Lodge	214
IAM 755 Machinists Lodge	135
IAM 821 Machinists Lodge	17
IAM 906 Machinists Lodge	48
IAM 946 Machinists Lodge	177
IAM 964 Machinists Lodge	93
IAM 1101 Machinists Lodge	671
IAM 1125 Machinists Lodge	117
IAM 1173 Automotive Machinists	427
IAM 1186 Machinists Lodge	379
IAM 1414 Peninsula Auto Machinists	1,456
IAM 1484 Automotive Machinists	516
IAM 1528 Machinists Lodge	479
IAM 1546 East Bay Auto Machinists	935
IAM 1584 Electric Journeyman & Prod Lodge	420
IAM 1596 Machinists Lodge	233
IAM 1781 Air Transport Empls	230

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
IAM 1782 Sierra Pacific Air Trans Lodge	875
IAM 1930 Machinists Lodge	436
IAM 1932 LA Air Transport Lodge	1,550
IAM 1957 Machinists Lodge	84
IAM 2024 Machinists Lodge	86
IAM 2182 Machinists Lodge	341
IAM 2228 Machinists Lodge	197
IAM 2231 Machinists Lodge	17
IAM 2786 Machinists Lodge	185
IAM W12 Woodworkers Lodge	117
IAM W98 Woodworkers Lodge	92

Marine Engineers' Beneficial Assn

MEBA Prof Airway Sys Specialists	300
MEBA 20 NMU District 1	263
MEBA 80 CA Assn Professional Employees	275

Masters, Mates & Pilots, Intl Org of

ILA 20 Masters, Mates & Pilots	39
ILA 40 Masters, Mates, Pilots Pacific Maritime	164
ILA 60 SF Bar Pilots East	48

Musicians of the US & Canada, American Fed of

AFM 6 Musicians Union	479
AFM 47 Professional Musicians	917
AFM 153 American Fed of Musicians	42
AFM 292 Musicians Union	42

Nurses Association, California

CNA	78,528
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Office & Professional Empls, Intl Union

OPEIU 2 Office & Prof Empls	18
OPEIU 3 Office & Prof Empls	1,461
OPEIU 17 NAPAA*	48
OPEIU 29 Office & Prof Empls	3,753
OPEIU 30 Office & Prof Empls	4,827
OPEIU 44 AGA*	1
OPEIU 45 Office & Prof Empls	8
OPEIU 62 Acupuncture*	13
OPEIU 104 Hypnotists*	2
OPEIU 109 Office & Prof Empls	66
OPEIU 153 Office & Prof Empls	10
OPEIU 174 Office & Prof Empls	1,096
OPEIU 277 Office & Prof Empls	415
OPEIU 322 Minor League Umpires*	9
OPEIU 472 Hypnotherapists' Union	259
OPEIU 494*	2
OPEIU 537 Office & Prof Empls	982
OPEIU 4873 ITPEU	1,293

INTERNATIONAL & LOCAL NAME **PER CAPITA PAID MEMBERSHIP**

Operating Engineers, Intl Assn of

IUOE 3 Operating Engineers	16,785
IUOE 12 Operating Engineers	10,000
IUOE 39 Stationary Engineers	1,438
IUOE 501 Operating Engineers . . . . .	.500

Painters & Allied Trds of the US & Canada

PAT 3 Painters Union . . . . .	.680
PAT 12 Carpet Linoleum SoftTile Wrkrs . . . . .	.988
PAT 52 Painters & Tapers Union . . . . .	.148
PAT 83 Painters Union . . . . .	.319
PAT 169 Glaziers Union . . . . .	.612
PAT 272 Painters Union . . . . .	.67
PAT 294 Painters Union . . . . .	.167
PAT 376 Painters Union . . . . .	.235
PAT 487 Painters Union . . . . .	.467
PAT 507 Painters Union . . . . .	.710
PAT 510 Sign & Display Union . . . . .	.815
PAT 636 Glaziers & Glass Wrkrs . . . . .	.984
PAT 718 Glaziers Arch Metal & Glass Wrkrs . . . . .	.438
PAT 741 Painters Union . . . . .	.349
PAT 767 Glaziers Union . . . . .	.253
PAT 775 Painters & Tapers Union . . . . .	.246
PAT 831 Tradeshow & Signcrafts	1,899
PAT 913 Painters & Tapers . . . . .	.465
PAT 1036 Painters Union	1,324
PAT 1136 Drywall Finishers	1,084
PAT 1176 Auto Marine & Spec Painters . . . . .	.375
PAT 1237 Carpet Resil Flr Cvrng Wrkrs . . . . .	.236
PAT 1247 Resil Flr & Dec Cov Wrkrs . . . . .	.595
PAT 1399 Painters Union . . . . .	.426
PAT 1595 Painters Union . . . . .	.452
PAT 1621 Painters Union . . . . .	.478
PAT 1991 Painters Union . . . . .	.280
PAT 2345 Painters Union . . . . .	.753

Plasterers' & Cement Masons Intl Assn of the US

OPCMIA 400 Cement Masons . . . . .	.126
OPCMIA 600 Cement Masons . . . . .	.789

Plumbing & Pipefitting Ind of the US & Canada

UA 38 Plumbers & Pipefitters	1,131
UA 62 Plumbers & Pipefitters . . . . .	.238
UA 78 Plumbers Union	1,000
UA 114 Plumbers & Pipefitters . . . . .	.276
UA 159 Plumbers Union . . . . .	.492
UA 228 Plumbers & Steamfitters . . . . .	.220
UA 230 Plumbers Union	1,238
UA 246 Plumbers & Steamfitters . . . . .	.358
UA 250 Pipefitters	2,419
UA 343 Plumbers & Fitters . . . . .	.398
UA 345 Plumbers Union . . . . .	.275

INTERNATIONAL & LOCAL NAME **PER CAPITA PAID MEMBERSHIP**

UA 393 Plumbers & Steamfitters . . . . .	.260
UA 398 Plumbers & Steamfitters . . . . .	.319
UA 403 Plumbers & Steamfitters . . . . .	.291
UA 442 Plumbers & Fitters . . . . .	.259
UA 447 Plumbers & Fitters	1,000
UA 467 Plumbers & Steamfitters . . . . .	.858
UA 483 Sprinkler Fitters . . . . .	.400
UA 484 Plumbers & Steamfitters . . . . .	.240
UA 494 Plumbers & Steamfitters . . . . .	.164
UA 709 Sprinkler Fitters . . . . .	.573

Postal Workers Union, American

APWU 320 Postal Workers . . . . .	.181
APWU 960 Redding Area . . . . .	.135
APWU 1291 Redwood Empire Area . . . . .	.497

Professional Athletes, Federation of

FPA 20 San Diego Chargers . . . . .	.43
FPA 30 Oakland Raiders . . . . .	.43
FPA 40 San Francisco 49er's . . . . .	.43

Professional & Technical Engineers, Intl Fed of

IFPTE 20 Engineers & Scientists of CA	1,833
IFPTE 21 Prof & Tech Eng.	4,068

Railroad Signalmen, Brotherhood of

Brotherhood of Railroad Signalmen32
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Roofers, Waterproofers & Allied Wrkrs, United Union

ROOFER 36317
ROOFER 40292
ROOFER 95 . . . . .	.175

School Administrators, American Federation of

AFSA 3 United Administrators of SF221
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School Employees Association, California

CSEA	63,373
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Seafarers' International Union of North America

SIU 1 Sugar Wrokers268
SIU 60 UIW Cannery Div738
SIU 160 Pacific Coast Marine Firemen . . . . .	.300
SIU 190Military Transport . . . . .	.336
SIU 240 Sailors Union of the Pacific	2,250
SIU 250 Seafarers Atlantic & Gulf . . . . .	.691

Service Employees International Union

WSRJB Workers United	2,083
SEIU 99 LA City & County School Empls	18,358
SEIU 221 Service Empls	5,543
SEIU United Healthcare Workers	56,603

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
SEIU 280 Pari-Mutuel Empls Guild	1,820
SEIU 521 Service Empls	6,628
SEIU 620 Service Empls	2,637
SEIU 721 Service Empls	69,301
SEIU 1000 Service Empls	12,784
SEIU 1021 Service Empls Intl Union	20,627
SEIU United Service Workers West	17,855
SEIU 1983 California Faculty Assoc	2,208
SEIU 2007 HEW*	157

Sheet Metal Workers International Union

SMWIA 104 Sheet Metal Workers.	5,145
SMWIA 105 Sheet Metal Workers. . . . .	.800
SMWIA 206 Sheet Metal Workers . . . . .	.323
SMWIA 273 Sheet Metal Workers . . . . .	.244

Stage Empls & Moving Picture Tech, Intl US & Can

IATSE 2 Dist Council	3,993
IATSE 16Theatrical Stage Empls . . . . .	.700
IATSE 33 Stage Empls.	1,488
IATSE 44 Property Craftspersons	2,000
IATSE 50 Stage Empls. . . . .	.125
IATSE 80 Motion Picture Grips	2,170
IATSE 107Theatrical Stage Empls . . . . .	.121
IATSE 122 Stage Empls. . . . .	.218
IATSE 134Theater Empls. . . . .	.135
IATSE 158 Stage Hands. . . . .	.45
IATSE 166 Stagecraft . . . . .	.6
IATSE 169 Motion Picture Machine Operators . . . . .	.23
IATSE 442 IATSE & MPMO . . . . .	.54
IATSE 504Theatrical Stage Empls . . . . .	.331
IATSE 600 Int'l Cinematographers Guild.	3,874
IATSE 611 Stage Empls . . . . .	.52
IATSE 614 Stage Hands Union . . . . .	.54
IATSE 695 Motion Picture Sound Techs	1,536
IATSE 700 Motion Picture Editors	5,033
IATSE 705 Motion Picture Costumers	1,620
IATSE 706 Make-Up Arts/Hair Stylists Guild	1,629
IATSE 728 Studio Elect Lighting Technicians.	2,151
IATSE 729 MP Set Painters/Sign Writers . . . . .	.908
IATSE 767 MP First Aid Empls . . . . .	.285
IATSE 768Theatrical Wardrobe . . . . .	.140
IATSE 784Theatrical Wardrobe . . . . .	.115
IATSE 800 Art Dir Gld/Scenic Title/Grph Art.	1,792
IATSE 839 Animation Guild.	1,183
IATSE 857 Treasurer/Ticket Sellers . . . . .	.200
IATSE 871 Script Supervisors.	1,813
IATSE 874Theatrical Wardrobe . . . . .	.17
IATSE 884 Studio Teachers . . . . .	.102
IATSE 892 Costume Designers Guild. . . . .	.635
IATSE 905Theatrical Wardrobe. . . . .	.30
IATSE 923 Sound & Figure Maint Tech. . . . .	.129
IATSE 18032Theatrical Press Agents . . . . .	.74
IATSE B18Theatrical Empls . . . . .	.100
IATSE B192 Amusement Area Empls600

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
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State, County & Municipal Employees, American Federation of

AFSCME 10 Stanislaus Cnty Empls	1,801
AFSCME 101 San Jose	4,704
AFSCME 119 LA Cnty Empls . . . . .	.228
AFSCME 127 San Diego Area Municipal Empls	1,850
AFSCME 143 LA Housing Authority. . . . .	.425
AFSCME 146 Sacramento City Empls	1,486
AFSCME 164 Comm Redev Agency of LA. . . . .	.33
AFSCME 206 UAPD Physicians & Dentists	3,586
AFSCME 257 Oakland Unified School Empls . . . . .	.578
AFSCME 258 Sacramento CC School Empls	1,128
AFSCME 276 LA Superior Court Prof Empls . . . . .	.61
AFSCME 315 Inyo Cnty Empls. . . . .	.161
AFSCME 444 East Bay Muni Util Dist Empls. . . . .	.692
AFSCME 512 Contra Costa Cnty ProfTech Empls . . . . .	.348
AFSCME 575 LA Superior Court Clerks . . . . .	.741
AFSCME 585 Comm Redev Agcy LA Prof Empls . . . . .	.87
AFSCME 619 Cerritos City Empls . . . . .	.151
AFSCME 675 City of Petaluma . . . . .	.117
AFSCME 685 LA Cnty Probation Officers	4,268
AFSCME 741 Los Angeles Council 36	1,198
AFSCME 773 City of Commerce Empls . . . . .	.436
AFSCME 800 LA Soc Serv ProfTech Empls . . . . .	.413
AFSCME 809 Carson City Empls . . . . .	.412
AFSCME 829 San Mateo Cnty Empls.	3,356
AFSCME 830 LA Cnty Health Dept Empls . . . . .	.203
AFSCME 847 San Joaquin CntyTransp Workers . . . . .	.129
AFSCME 858 Pasadena Municipal Empls . . . . .	.296
AFSCME 901 LA City Recr Empls . . . . .	.381
AFSCME 910 LA CA Sup Court Legal Prof. . . . .	.57
AFSCME 946 BTL SU* . . . . .	.5
AFSCME 955 Pleasanton City Empls . . . . .	.182
AFSCME 1001 Metropolitan Water Dist Empls . . . . .	.223
AFSCME 1083. . . . .	.115
AFSCME 1108 LA Social Svcs Agency Empls . . . . .	.68
AFSCME 1117Torrance Municipal Empls. . . . .	.544
AFSCME 1199 UNAC Health Care Workers	16,980
AFSCME 1271 Los Angeles*. . . . .	.73
AFSCME 1511 City of Bellflower Empls*. . . . .	.19
AFSCME 1520 Artesia Municipal Empls. . . . .	.38
AFSCME 1587 Prob Peace Offcrs S Clara Cnty . . . . .	.550
AFSCME 1684 Humboldt Cnty Public Empls. . . . .	.779
AFSCME 1734 Westminster City Empls . . . . .	.20
AFSCME 1769*. . . . .	.29
AFSCME 1890 LA Comm Redevel Agency Mgmt Empls . . . . .	.32
AFSCME 1895 City of Lawndale . . . . .	.102
AFSCME 1902 Metro Water District	1,471
AFSCME 1920*. . . . .	.21
AFSCME 1967*. . . . .	.29
AFSCME 2006 LA Professional Medical Empls. . . . .	.70

Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
AFSCME 2019 EBMUD	715
AFSCME 2076 Orange Cnty Eligibility Wrkrs	1,195
AFSCME 2167 Marin Public Empls	61
AFSCME 2190 City of Burlingame Empls	55
AFSCME 2204 Comm Redev Agcy LA Supv Empls	10
AFSCME 2229 ABC Board of Educ Empls	278
AFSCME 2325 Compton Management Empls	44
AFSCME 2428 East Bay Regional Parks Empls	559
AFSCME 2620 Social Service & Health Prof	5,132
AFSCME 2626 Librarians' Guild	354
AFSCME 2682*	410
AFSCME 2700 Contra Costa Cnty Clerical Empls	1,745
AFSCME 2703 Merced Cnty Empls	1,920
AFSCME 2712 LA Psych Soc Workers	732
AFSCME 3061 Ontario City Empls	200
AFSCME 3090 All City Empls	5,745
AFSCME 3112 Anaheim Union HS Dist Empls	452
AFSCME 3143 Burbank City Empls	556
AFSCME 3291 Mammoth Lake Empls	37
AFSCME 3299 UC Empls	21,760
AFSCME 3302 LA Superior Court Empls	282
AFSCME 3325 Covina City Empls	53
AFSCME 3339 West Hollywood City Empls	161
AFSCME 3511 LA Cnty Supervising Social Wrkrs	181
AFSCME 3624 Hawaiian Gardens City Empls	81
AFSCME 3634 LA Metro Transit Auth Suprvsrs	666
AFSCME 3672 LA City Executive Secretaries	100
AFSCME 3745 Bellflower City Empls	30
AFSCME 3899 Siskiyou Cnty Empls	45
AFSCME 3910 Town of Windsor Empls	41
AFSCME 3916 AC Transit	229
AFSCME 3930 United Dom Wrkrs	65,649
AFSCME 3947 IUOPTE	105
AFSCME 3961 Cathedral City Empls	67
AFSCME 3993 BART Superv & Prof Union	208

Steelworkers of America, United

USW 6 Oil & Chemical Workers*	77
USW 18 Steelworkers	71
USW 49 Steelworkers*	126
USW 52 Paperworkers*	54
USW 89 Steelworkers*	2
USW 183 Steelworkers*	278
USW 192 Steelworkers*	44
USW 219 Oil & Chemical Workers*	103
USW 326 Steelworkers	314
USW 418 Steelworkers	100
USW 427 Paperworkers*	46
USW 458 Steelworkers	20
USW 471 Steelworkers	80
USW 474 Aluminum, Brick & Glass Wkrs	177
USW 534 Steelworkers	57

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
USW 535 Steelworkers*	19
USW 555 Steelworkers	209
USW 560 Steelworkers	345
USW 565 Steelworkers	296
USW 601 Steelworkers*	4
USW 675 Paper Allid Ind Chem/Energy Wkrs	3,625
USW 682 Paperworkers	67
USW 810 Steelworkers*	88
USW 819 Paperworkers	392
USW 843 Aluminum Brick & Glass Wkrs	86
USW 1304 Steelworkers	149
USW 1440 Steelworkers	684
USW 1876 PACE*	49
USW 2571 Steelworkers	67
USW 2801 Steelworkers	1,853
USW 4997 Steelworkers	148
USW 5632 Steelworkers	322
USW 7600 Steelworkers	6,267
USW 8005 Steelworkers	1,432
USW 8065 Steelworkers	216
USW 8433 Steelworkers	101
USW 8599 Steelworkers	1,602
USW 8957 Steelworkers	83
USW 9440 Steelworkers	40
USW 9518 Steelworkers	800
USW 9600 Steelworkers	226
USW 12911 Steelworkers*	336

Teachers, American Federation of

AFT 61 United Educators of SF	5,979
AFT 771 United Tchrs of Oakland	17
AFT 957 San Jose Fed of Tchrs	78
AFT 1020 Salinas Valley Fed of Tchrs	778
AFT 1021 United Tchrs of LA	9,052
AFT 1077 San Rafael Fed Of Tchrs	159
AFT 1078 Berkeley Fed of Tchrs	743
AFT 1273 Oxnard Fed of Tchrs	1,172
AFT 1278 Escondido Fed of Tchrs	102
AFT 1287 Stockton Fed of Tchrs	1
AFT 1343 Culver City Fed of Tchrs	335
AFT 1388 El Camino CC Fed of Tchrs	483
AFT 1463 Clovis Fed of Tchrs	2
AFT 1474 UC Berkeley Fed of Tchrs	375
AFT 1475 Early Childhood Fed of Tchrs	519
AFT 1481 Jefferson Fed of Tchrs	453
AFT 1493 San Mateo CC Fed of Tchrs	979
AFT 1494 Sunol Fed of Tchrs	14
AFT 1521 LA College Faculty Guild	4,406
AFT 1521A College Staff Guild	1,010
AFT 1533 State Center Fed of Tchrs	1,462
AFT 1603 Peralta Fed of Tchrs	933

Continued

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
AFT 1610 United Professors of Marin	352
AFT 1793 Antelope Valley Fed ofTchrs.	5
AFT 1794 Newport Mesa Fed OfTchrs	974
AFT 1828 Ventura CC Fed ofTchrs	1,108
AFT 1866 Bakersfield Fed ofTchrs	5
AFT 1881 Petaluma Fed ofTchrs.	443
AFT 1902 Diablo Valley Psychologist	54
AFT 1911 Coast Federation of Educators	408
AFT 1921 Gilroy Fed ofTchrs & Paraprofls	109
AFT 1931 San Diego CC Guild	2,335
AFT 1936 Pajaro Valley Fed ofTchrs	1,063
AFT 1946 Santa Rosa Jr College Tchrs	30
AFT 1966 UC Riverside Tchrs	105
AFT 1985 Tamalpais Fed ofTchrs	192
AFT 1986 Novato Fed ofTchrs	421
AFT 1990 UCLA Faculty Union	373
AFT 2022 Morgan Hill Fed ofTchrs.	389
AFT 2023 UC Davis Tchrs.	181
AFT 2030 Greater Santa Cruz Fed ofTchrs	427
AFT 2034 University Council San Diego	159
AFT 2071 Santa Paula Fed ofTchrs.	178
AFT 2119 Ojai Fed ofTchrs	131
AFT 2121 SF CC Fed ofTchrs	1,695
AFT 2141 UC Santa Barbara Tchrs	149
AFT 2199 UC Santa Cruz Tchrs	112
AFT 2216 Carpinteria Fed ofTchrs	204
AFT 2219 Galt Fed of Certfcad & Class Empls.	122
AFT 2226 UC Irvine Tchrs	122
AFT 2240 SF Archdiocesan Fed ofTchrs	182
AFT 2267 Placer-Nevada Tchrs	8
AFT 2276 Glendale College Guild.	835
AFT 2279 Los Rios CC Fed ofTchrs	1,993
AFT 2317 Federation ofTchrs	1,038
AFT 2357 Poway Fed ofTchrs	1,527
AFT 2424 Turlock Fed ofTchrs.	127
AFT 3151 Lompoc Fed ofTchrs.	462
AFT 3187 Sonora HS Fed ofTchrs	62
AFT 3219 Lemoore Fed ofTchrs	108
AFT 3267 Jefferson Elementary Fed	299
AFT 3278 Laton Fed ofTchrs.	39
AFT 3467 El Rancho Fed ofTchrs	446
AFT 3484 Merced Co Fed of Educational Empls	48
AFT 3486 Compton Fed of Employees.	269
AFT 3553 Paso Robles Fed ofTchrs	277
AFT 3581 Rescue Fed ofTchrs	186
AFT 3688 Evergreen Fed ofTchrs	48
AFT 3873 Stony Creek Fed ofTchrs	10
AFT 4008 N Monterey Cnty Fed ofTchrs	206
AFT 4044 Santa Paula High School Dist Fed	64
AFT 4067 Napa County Fed ofTchrs	59
AFT 4128 Oakwood Faculty Assn	38
AFT 4163 Buckley Faculty Assoc.	43

<u>INTERNATIONAL & LOCAL NAME</u>	<u>PER CAPITA PAID MEMBERSHIP</u>
AFT 4269 University of SF Faculty	389
AFT 4345 Mendocino Cnty FedTchrs.	119
AFT 4400 Cabrillo College Fed ofTchrs	579
AFT 4415 Horicon Elem Fed ofTchrs	17
AFT 4434 Ventura Cnty Fed School Empls.	307
AFT 4522 Palomar CC Classified Empls	244
AFT 4529 Lawndale Fed Classified Empls	231
AFT 4606 Cuesta College Class United Empls	235
AFT 4615 Feather River College FedTchrs.	110
AFT 4681 San Mateo Adult Fed ofTchrs	42
AFT 4683 Antelope Valley CC Class Empls	271
AFT 4794 Coast Fed of Classified Empls	698
AFT 4812 Shaffer Fed ofTchrs	14
AFT 4830 Aromas/San Juan Fed ofTchrs.	57
AFT 4870 Lemoore Fed of Classif Empls	81
AFT 4886 Westridge Fed ofTchrs	7
AFT 4909 Cuesta College Fed ofTchrs.	454
AFT 4911 Gold Trail Fed ofTchrs.	44
AFT 4915 Sonoma County Fed ofTchrs	19
AFT 4952 Yuba College Tchrs	272
AFT 4964 Fort Sage Fed ofTchrs	11
AFT 4986 Sacramento Job Corps Tchrs	13
AFT 6007 Summerville Fed ofTchrs.	42
AFT 6029 Tuolumne Co Spec Educ Federation	12
AFT 6041 Hawthorne Fed of Classified Emp	171
AFT 6084 Santa Cruz Council of Class Empls	310
AFT 6090 Solvang Fed ofTchrs.	14
AFT 6097 Tuolumne Cnty Cncl of Class Empls	38
AFT 6098 Azusa Fed of Adult Ed.	26
AFT 6106 Adjunct Faculty United	1,135
AFT 6108 Long Beach CC Cncl of Class Empls	391
AFT 6109 Menifee Council of Class Empls	273
AFT 6128 Inglewood Fed ofTchrs.	19
AFT 6142 El Camino Classified Empls	251
AFT 6151 Twain Harte Fed ofTchrs	17
AFT 6157 San Jose Evergreen Faculty.	706
AFT 6161 Palomar Faculty Fed ofTchrs	501
AFT 6166 Palmer Coll of Chiropractic W Fac	29
AFT 6179 So San Francisco Adult Edu.	21
AFT 6180 Madera Adult Educators.	12
AFT 6185 Allan Hancock Coll Pt-Time Fac	130
AFT 6192 Berkeley Council of Class Empls	550
AFT 6215 Cerritos Coll Faculty Fed.	562
AFT 6258 Alliant Int'l Univ Fed of Prof.	35
AFT 6262 PT Fac United Col of the Canyons	144
AFT 6286 Victor Valley Part Time Fclty United	310
AFT 6289 LA AIU Fed of Fclty	29
AFT 6294 Sequoia Adult Ed	20
AFT 6306 Alliant Fed of Ed	12
AFT 6318 Assoc Bldg Trades Inst	13
AFT 6319 Treasure Island Fed Tchrs	118
AFT 6322 Mendocino College Tchrs	50

Continued

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
AFT 6343 Santa Clara Tchrs*	.5
AFT 6352 Citrus College Fed of Tchrs	.231
AFT 6361 United Child Care Ed SF	.42
AFT 6366 Merced Fed Of Tchrs	.72
AFT 6391 Sunnyvale Cupertino*	.30
AFT 6397 North Coast Early Childhood*	.20
AFT 6455 Engineers & Architects Assoc	.951
AFT 6525 Pasadena Comm Coll*	.23
AFT 8004 Alameda Fed of Tchrs	.74

Teamsters, Intl Brotherhood of

IBT 1 Brotherhood Loco Eng Trainmen	.121
IBT 2 DIST Cncl*	.65
IBT 9 Telegraph Empls	.11
IBT 15 N CA Mailers	.46
IBT 36 Building Material Constr Ind Teamsters	.124
IBT 63 Wholesale Retail Food District Wkrs	1,371
IBT 70 Teamsters, Auto Truck Drivers	.596
IBT 78 Teamsters	.688
IBT 87 Teamsters & Food Processors	.67
IBT 137 General Teamsters	.135
IBT 150 Chauffeurs, Teamsters, Helpers	.615
IBT 166 Teamsters, Chauffeurs, Warehousemen	.731
IBT 186 Teamsters	.191
IBT 287 Teamsters	.389
IBT 315 General Truck Drivers, Warehousemen	.504
IBT 350 Sanitary Truck Drivers	.269
IBT 381 Teamsters, Warehousemen	.66
IBT 386 General Teamsters	.252
IBT 396 Package & General Utility Drivers	1,168
IBT 399 Studio Transportation Drivers	.592
IBT 431 General Teamsters	.178
IBT 439 General Teamsters	.309
IBT 481 Automotive Allied Industry Empls	.453
IBT 490 Teamsters, Chauffeurs, Warehousemen	.247
IBT 495 Teamsters Automotive Workers	1,052
IBT 517 Creamery Employees & Drivers	.132
IBT 542 Teamsters, Chauffeurs, Warehousemen	.886
IBT 572 Chauffeurs, Sales Drivers	1,372
IBT 601 Cannery Workers Process Warehousemen	.290
IBT 624 General Truck Drivers, Warehousemen	.226
IBT 630 Food Industry Bev Warehouse Drivers	.858
IBT 665 Teamsters, Automotive Empls	.594
IBT 683 Sales Drivers, Helpers, Dairy Workers	.288
IBT 848 Wholesale Delivery Drivers	.844
IBT 853 Warehouse, Mail Order, Retail Empls	1,227
IBT 856 Freight Checkers, Cler Empls	.890
IBT 890 General Teamsters Warehousemen	.416
IBT 896 Brewery, Soda, Mineral Water Bottlers	.353
IBT 911 Teamsters, Public, Prof Med Empls	1,016
IBT 912 General Teamsters, Packers	.153
IBT 948 Teamsters	.389

INTERNATIONAL & LOCAL NAME	PER CAPITA PAID MEMBERSHIP
IBT 952 General Truck Drivers	1,150
IBT 986 Warehousemen Drivers	1,792
IBT 2785 Retail Delivery Drivers	.151

Transit Union, Amalgamated

ATU 192 Amalgamated Transit Union	1,510
ATU 256 Amalgamated Transit Union	.588
ATU 265 Amalgamated Transit Union	1,398
ATU 276 Amalgamated Transit Union	.139
ATU 1027 Amalgamated Transit Union	.247
ATU 1225 Amalgamated Transit Union	.304
ATU 1277 Amalgamated Transit Union	2,825
ATU 1309 Amalgamated Transit Union	.670
ATU 1555 Amalgamated Transit Union	.728
ATU 1574 Amalgamated Transit Union	.439
ATU 1575 Amalgamated Transit Union	.252
ATU 1605 Amalgamated Transit Union	.218
ATU 1704 Amalgamated Transit Union	.545

Transport Wkrs Union of America

TWU Transport Workers 200	.211
TWU Transport Workers 556	.600

UNITE HERE!

UNITE HERE 2	5,500
UNITE HERE 11	6,116
UNITE HERE 19	3,564
UNITE HERE 30	2,381
UNITE HERE 49	2,834
UNITE HERE 2850	1,833

Utility Wkrs Union of America

UWUA 132 Utility Workers	2,959
UWUA 160 Utility Workers	.68
UWUA 246 Utility Workers	.738
UWUA 259 Utility Workers	.203

Regional Councils:

- Building & Construction Trade Councils
- BCTC Alameda Bldg Trds Cncl
- BCTC Contra Costa Bldg Trades Cncl
- BCTC Fresno Madera Bldg Trds Cncl
- BCTC Humbolt Del Norte Bldg Trds Cncl
- BCTC Imperial Bldg Const Trades Cncl
- BCTC Kern Inyo Mono Bldg Trdes Cncl
- BCTC Los Angeles Orange Bldg Const Trds Cncl
- BCTC Marin Bldg Const Trds Cncl
- BCTC Monterey Santa Cruz Bldg Trds Cncl
- BCTC Napa Solano Bldg Trades Cncl
- BCTC North Eastern CA Bldg Trds Cncl
- BCTC Sacramento Sierra Bldg Const Trds Cncl
- BCTC San Bernardino Riverside Bldg Trades Cncl

Continued

INTERNATIONAL & LOCAL NAME

BCTC San Diego Bldg Trds Cncl
BCTC San Francisco Bldg & Const Trades Cncl
BCTC San Joaquin Bldg Trds Cncl
BCTC San Mateo Bldg & Const Trades Cncl
BCTC Santa Clara & San Benito Bldg Trds Cncl
BCTC Sonoma Mendocino Lake Bldg Trds Cncl
BCTC Stan Merc Tuol Bldg Trds Cncl
BCTC Tri-Counties Bldg Trds Cncl
SBCTC State Bldg Trds Cncl of California

Central Labor Councils:

Alameda CLC
Butte-Glenn CLC
Contra Costa CLC
Five Counties CLC
Fresno-Madera-Tulare-Kings CLC
Humboldt/Del Norte CLC
Kern-Inyo-Mono CLC
LA Federation of Labor
Marysville CLC
Merced-Mariposa CLC
Monterey Bay CLC
Napa-Solano CLC
North Bay CLC
North Valley CLC
Orange County CLC
Sacramento CLC
San Bernardino-Riverside CLC
San Diego-Imperial CLC
San Francisco CLC
San Joaquin-Calavarus CLC
San Mateo CLC
South Bay CLC
Stanislaus-Tuolumne CLC
Tri-Counties CLC

State, Regional, District & Joint Councils:

AFM Professional Musicians Central CA
AFSCME 36 District Council
AFSCME 57 District Council
APWU CA State Cncl
ATU CA Joint Conf Board
CA State Theatrical Fed
CFT CA Fed of Teachers
CWA Coastal Valley Council
CWA District 9
CWA No Calif/Nevada Council
CWA So Calif Dist Council
IAFF CA State Cncl of Prof Fire Fighters
IAM 190 District Lodge Council
IAM 725 District Council
IAM 947 District Lodge Council
IAM CA Conference Of Machinists

INTERNATIONAL & LOCAL NAME

IBEW CA Joint Board of Electrical Workers
IBEW North CA Joint Bd
IBT CA Pub Affairs Councils
IBT Joint Council 38
IBT Joint Council 7
IBT N CA Allied Printing Trds Cncl 360
ILA Maritime Ports SoCA Cncl 160
ILWU NoCal Dist Cncl
ILWU SoCal Dist Cncl
IRON Dist Cncl of Iron Workers
IUOE Cal/Nev Conf Oper Engineers
LIUNA NoCA Dist Cncl of Laborers
LIUNA SoCA Dist Cncl of Laborers
Los Angeles Union Label Cncl
MTC Bay Cities Metal Trades Cncl
MTC Pacific Coast Metal Trades Cncl
NALC St Cncl CA State Assn of Letter Carriers
NMU Maritime Trades Port Cncl SF
OPCMIA CA State Conf
OPCMIA NoCA Dist Cncl of Plasterers
OPCMIA SoCal Dist Cncl of Plasterers
PAT Dist Cncl 16 Painters Dist Cncl
PAT Dist Cncl 36 Painters Dist Cncl
ROOFER W Reg Dist Cncl
SEIU California State Council
SMWIA W States Cncl of Sheet Metal Workers
TWU CA State Conf Transport Wkrs
UA Pipe Trades District Cncl 16
UFCW Region 8 States Council
UNITE HERE St Cncl

Constituency Groups

APRI A Phillip Randolph Inst CA Chapter
CBTU Coalition of Black Trade Unionists SoCA
CBTU Coalition of Black Trade Unionists NoCA
CLUW Coalition of Labor Union Women LA
CARA Retired Americans, California Alliance for

***New Affiliations:**

AFGE 1201 July-12
AFGE 1230 December-11
AFGE 1236 March-12
AFGE 1237 March-12
AFGE 1260 November-13
AFGE 2152 December-11
AFSCME 1271 Los Angeles January-12
AFSCME 1511 March-12
AFSCME 1769 March-12
AFSCME 1920 April-13
AFSCME 1967 March-12
AFSCME 2682 March-12
AFSCME 946 BTL SU November-12

INTERNATIONAL & LOCAL NAME

AFT 6343 Santa Clara Tchrs. March-12
AFT 6391 Sunnyvale Cupertino January-12
AFT 6397 NorthCoast Early Childhood July-13
AFT 6525 Pasadena Comm Coll January-13
CWA 9003. March-12
IAFF 1874 Manteca. November-13
IAFF 2325 Barstow Fire Fighters. June-12
IAFF 3395 Hollister Fire Fighters September-11
IAFF 3733 Monterey Air Fire Fighters September-11
IAFF 3925 Manhattan Beach Fire Fighters March-13
IAFF 4160 Boreggo Springs Fire Fighters June-12
IAFF 4266 29 Palms Fire Fighters March-12
IAFF 4407 Windsor Fire Fighters. June-12
IAFF 4452 San Pasqual Res Fire Fighters. August-11
IAFF 4635 Cambria Fire Fighters August-11
IAFF 4665 Dixon Fire Fighters. June-12
IAFF 4692 Imperial Beach Fire Fighters September-11
IAFF 4742 Apple Valley Fire Fighters November-13
IAFF 4893 Solano Cnty Fire Fighters June-12
IAFF 4920 UC Davis Fire Fighters. November-12
IAFF F156 Imperial Valley Fire Fighters July-12
IAFF F314 USAF Plant 42. February-12
IBEW 357 July-12
IBEW 360 July-12
IBEW 769 July-12
IBT 2 DIST Cncl September-12
NEA 8 September-12
OPEIU 104 Hypnotists March-12
OPEIU 17 NAPAA November-11
OPEIU 322 Minor League Umpires March-12
OPEIU 44 AGA March-12
OPEIU 494. March-12
OPEIU 62 Acupuncture March-12
SEIU 2007 HEW January-13
UAW 5810 United Auto Workers. March-13
USW 12911 Steelworkers February-12
USW 183 Steelworkers July-12
USW 1876 PACE. April-12
USW 192 Steelworkers April-12
USW 219 Oil & Chemical Workers January-12
USW 427 Paperworkers January-12
USW 49 Steelworkers January-12
USW 52 Paperworkers January-12
USW 535 Steelworkers February-12
USW 6 Oil & Chemical Workers December-11
USW 601 Steelworkers July-13
USW 810 Steelworkers January-12
USW 89 Steelworkers January-12

INTERNATIONAL & LOCAL NAME**Mergers**

CWA 9573 Merged into 9400 February-13
IBT 278 Merged into IBT 2785. January-10
IBT 85 Merged into IBT 2785. January-10
LIUNA 291 Merged into LIUNA 261 & LIUNA 324 July-12
LIUNA 507 Merged into LIUNA 1309 April-14
SMWIA 162 Merged into SMWIA 104 May-12

Disbanded:

AFT 6119 February-13
IAM 720J Machinists Lodge February-11

Withdrawals:

AFGE 2111 DOD June-11
AFT 2001 Pittsburg/Antioch Fed. Tchrs. April-11
BCTGM 315 Bakery Confectioners. December-12
BMW Maint of Way Empls 1246. July-12
CWA 262 IUE Furniture Workers. May-12
CWA 850 IUE Electrical Workers. January-12
IAFF 3806 Norco Fire Fighters April-12
IAFF F145 Presidio Fire Fighters. March-11
IATSE B66 Theatrical Empls February-12
ILWU 10 Longshore & Warehouse September-13
ILWU 13 Longshore & Warehouse September-13
ILWU 20 Inlandboatmen Marine SF September-13
ILWU 34 Ship Clerks Assn September-13
ILWU 54 Longshore & Warehouse September-13
ILWU 6 Longshore & Warehouse September-13
IRON 624 Iron Workers Union. May-13
LIUNA 139 Hod Carriers & Laborers July-12
NEA 0000 Santa Maria Elem Edu Assoc November-11
NEA 0004 Los Angeles Cnty Edu Assoc. June-11
NEA 0005 San Diego Edu Assoc. October-12
OPCMIA 300 Plasterers & Cement Masons. August-12
PAT 256 Painters & Drywall Finishers August-11
PAT 95 Painters Union. August-11
TWU 502 Air Transport Wrkrs March-13
TWU Transport Workers Union 250A April-12
USW 44 Steelworkers August-11
USW 6966 Steelworkers June-12
USW 766 Rubber Workers. August-11

Summary of Membership

Total Current Affiliates. 1,031

2014 TRANSCRIPT
30TH BIENNIAL CONVENTION



DAY ONE

July 29-30, 2014
DAY ONE
Hilton San Diego Bayfront Hotel
San Diego, California

Transcript by: Denice Lombard
Certified Shorthand Reporter, No. 9653
Tuesday, July 29, 2014

. 10:10 A. M.

PRESIDENT LEYVA: Good morning, California labor.
(Applause)

PRESIDENT LEYVA: Sounds like you guys are feeling pretty good. Are you ready for convention?
(Cheers)

PRESIDENT LEYVA: All right. Excellent. Well, we have two exciting days planned for you. We have a lot of work to do, but we also hope you have a little fun while we're doing that. Does that sound okay?

DELEGATES: Yeah.

PRESIDENT LEYVA: All right. So let's call the 2014 Biennial Convention to order. Before we get started, Delegates, I want to remind you that this is a private meeting. And I want to ask you to not turn off your cell phones, because I know none of us can really do that, but put them on silent or vibrate for me, okay?

The San Diego Opera Chorus is one of the premiere opera choruses in the nation providing the big choral sound necessary for producing opera in a traditional opera house. Members of the Opera Chorus are here with us today.

All members of the Opera Chorus are here with us today -- all members of the American Guild of Musical Artists, AGMA -- to sing a brief selection from Verdi's A Masked Ball which was produced by the company in its 2014 season.

AGMA, five local IATSE's and AFM -- American Federation of Musicians -- joined forces with staff from the San Diego Opera to successfully fight the company's closure. We look forward to celebrating the 50th anniversary with the company in 2015. San Diego Opera Chorus, take it away.

(San Diego Chorus performs.)

(Applause)

PRESIDENT LEYVA: Outstanding. Thank you so much to the American Guild of Musical Artists. What an amazing performance. Stay standing, Delegates. Please stay standing as we have the Presentation of Colors from IAFF Local 4107, the Vista Fire Fighters.

(Presentation of Colors)

(Pledge of Allegiance was recited.)

(Applause)

PRESIDENT LEYVA: Thank you to the members of our color guard from Fire Fighters Local 4107, Mark Stanford, Casey Montez, Brent Nogle and Ray Takiato.

Do I understand that we have some fast-food workers here with us? Yes. Okay, I would please like to ask them to join me on stage: Anthony Eams, Elvis de la Cruz come right up. And Carmen Villa.

(Applause)

California labor, please welcome these courageous workers. These are the San Diego fast-food workers who are part of the campaign and a national movement of fast-food workers working to raise their wages and get fair treatment on the job.

As we all know, these industries are profiting by billions each year, and their CEOs are paid thousands of dollars each day while these workers struggle to make ends meet. Now I would like you to hear directly from Ivan Jimenez who is with the Fast Food Organizing Committee and why this campaign is so important. Please give them both a warm labor union welcome.

(Delegates stand, cheer and applaud.)

BROTHER JIMENEZ: Hi everyone. I'm Ivan. I'm a fast-food worker, and we're in this movement fighting for a raise for better equality. We just came back from a convention a few days ago where there was more than a thousand workers. And we're at the point where we're willing to do whatever it takes to keep this going. I mean, maybe that means civil disobedience but --

(Applause)

-- yeah, we're at that point where we got to get things going. And me and my fast-food workers went out on strike in May.

(Applause)

And we're hoping that you all support us in this movement, because this is for the benefit of all workers. And, yeah, thank you. That's it.

(Applause)

PRESIDENT LEYVA: A big thank you to Ivan and Carmen for joining us up here. And I think we would like them to know that they have our support and that we will be with them every step of the way. Because when fast-food workers make a livable wage, it rises --

it helps all of us. It helps our union workers. So keep up the fight. We're with you.

(Applause)

PRESIDENT LEYVA: And now it's my pleasure to welcome to the stage Richard Barrera, the head of the Central Labor Council here in San Diego. No? Maybe? Richard, are you here? There he is. Sorry, I was looking the wrong way. Richard, welcome.

(Applause)

Remarks by RICHARD BARRERA, PRESIDENT SAN DIEGO & IMPERIAL COUNTIES CENTRAL LABOR COUNCIL

BROTHER BARRERA: Thank you, Connie. I just want to -- we're very proud to welcome the California Labor Federation to San Diego for the convention this year. We've gotten to know so many of you so well really over the past year. It's been a challenging year, to say the least, for the labor and for the progressive movement here in San Diego.

But when we decided to take a real stand based on our values a little less than a year ago in our campaign for the mayor of San Diego, I know how much support we got from the rest of the state.

In fact, could I see a show of hands from everybody in this room today who came to San Diego and was part of our mayoral campaign or who brought resources --

(Cheers)

We very, very, very much appreciate that. We're in a city and in a region that's obviously going through a time of change. And frankly, it's a time of change that could go in a positive direction or in a negative direction.

San Diego is the second largest city in the state. We're in a region of over 3 million people. And we know that the history of politics and the history of the economy in this region has been dominated by a small group of business insiders.

We know that San Diego has been a laboratory for cutting workers' pensions. We know that San Diego has been a laboratory for denying project labor agreements and community benefits agreements.

And we know that the conservative establishment in the city is fighting with everything that they can to maintain their control of our city and of our region.

But they also know that we're fighting back. They know that the city is about to change. They know that we brought together the strongest labor-community coalition that we'd seen yet during the course of the mayor's race.

And although we didn't quite get there in special election with a low voter turnout, they saw what is going to happen two years from now in 2016 when we're able to take that coalition and put a real progressive, pro-working mayor into the leadership of the City of San Diego.

(Applause and cheers)

They've seen that in Imperial County, one of the highest poverty regions in the country, that their efforts to suppress wages and keep workers down, we're fighting back against that. And led by our electrical workers, IBEW Local 569 and our coalition of building trades workers, they're seeing a new economy around sustainable energy and good middle-class union jobs being created in Imperial County and turning that county around.

And now they're seeing us fight back in an unprecedented way where yesterday our city council gave final ap-

proval. We became the largest city in the United States to increase the minimum wage. And we did it at the same time --

(Applause and cheers)

And we did it at the same time that we provided five earned sick days to over 280,000 workers in our city who don't currently have access to earned sick days.

(Applause)

But make no mistake, they see that we're rising. They see that unions, community organizations, faith-based organizations are coming together in an unprecedented way in a powerful coalition, and they intend to fight back.

We anticipate a referendum to try to come and undo our minimum wage, earned sick days initiative. We anticipate tremendous fights in our elections, both this year and in 2016. So we know that if we stay together -- and that's the theme, Working People Standing Together -- if we stay together over the next several years in San Diego, we will change this city and this region forever.

And by doing so, we will send a signal throughout the rest of the country that their time of dominating and doing wrong by working people is over. Our time of raising up is here.

Thank you so much for coming here and being part of our fight in San Diego.

(Applause)

And now it's my honor to introduce to you one of our great San Diegans, a person who's been fighting for working families here in our city for more than two decades, and who we proudly now have as the first San Diegan to serve as the speaker of the California State Assembly, a working class champion, a hero for families in San Diego and throughout California, our friend Assembly Speaker Toni Atkins.

(Applause and cheers)

Remarks by TONI ATKINS, SPEAKER, CALIFORNIA STATE ASSEMBLY

MS. ATKINS: Wow, you all look fabulous. I want to say thank you, Richard, for that very nice introduction. And I also want to add to Richard's thank you to all of you who helped us last year as we were standing together for working families and for San Diegans to try to change the tide here. And I agree with Richard: we will do that, we will do that.

(Applause)

I want to take the time to acknowledge and say thank you your executive secretary-treasurer, someone that I've watched for years before I got to the state, Art Pulaski. I want to thank him, and I want to thank you your incredible president Connie Leyva. And may I say, I cannot wait until President Leyva becomes Senator Leyva.

(Applause and cheers)

I'll look forward. And because it is my absolute pleasure to live in San Diego, it's also my absolute pleasure to welcome all of you to San Diego. I want to thank you for choosing San Diego for your convention this year.

And though it's a really tough thing to pick my favorite season here in San Diego, it's actually summer. And it's especially nice here, and I know that those of you visiting from Sacramento and Central Valley and other parts of the state, you agree that it's much nicer to be here today probably than other parts of the state where the temperatures have risen, so I welcome you.

You get to watch the Padres play at Petco Park, you can bet on the ponies in Del Mar, or you can surf offer of La Jolla and wave to Mitt Romney in the only White House he will ever live in. (Cheers, laughter and applause)

And speaking of unelectable, Governor Perry says he likes to vacation here in San Diego every year. How funny. How ironic. How much time he spends in California, some say it's to try to take our businesses, but I say it's Sunshine State envy. But I digress, I'm not here to talk about those losers.

(Laughter and applause)

One of my favorite things is really to welcome conventions to San Diego, and that's why we're looking forward to expanding our convention center and in the process creating even more jobs for the Building Trades, Teamsters, electricians, display workers and hospitality workers.

(Applause)

It's a big thing. We need these jobs. And I want do thank labor for standing together as we made the push to get the application before the Coastal Commission to do that here in San Diego. Now, I see that the theme of this convention is Working People Standing Together. I really like that. Because it is the women and the men of the Labor Movement standing together, working together, struggling together and fighting together. And this is true of your allies. And you have many allies. And I stand here proud today to be one of your allies.

(Applause and cheers)

Today is just about 10 weeks since I began serving as Speaker of the Assembly, and I'm actually proud to say that we've gotten a lot done in that short period: a budget that finally, after many years -- decades actually -- starts to make restorations for vital public programs, reinvesting in people, in education, increasing funding for K through 12,

community colleges, UC and CSU.

And we, in the Assembly invested additional money towards the operation of the UC Labor Centers, an additional 2 million over and above what was in the budget --

(Applause)

-- so that we can support the efforts to train people and to get them into good-paying jobs. We did that out of the Assembly budget, and I want to say I thank former Speaker John Perez for starting that job, and our Assembly colleagues wanted to continue that. We're happy to be supportive.

We secured ongoing funding to build high-speed rail so that we can see the economic and environmental benefits it will bring, including the creations of jobs and economic revitalization along the route through places in California like Modesto and Madera and Palmdale and places that have had exceedingly high unemployment numbers.

(Applause)

We need to do that. We need to keep the vision ahead of all of the nay-sayers, because it will make a difference in our state, we invested \$165 million in funding for what I believe is one of the state's biggest needs, affordable housing, which will not only provide quality homes and needed places for people to live, but will create thousands of good-paid construction jobs throughout this state as well.

We created an ongoing funding solution to ensure that retirement security is available for hard-working teachers by trying to get a fix in place for CalSTRS, the unfunded liability, over time with a viable plan.

And it's not just the budget where we've been able to see some successes working with you. I'm happy that once again I think the Assembly has taken the lead to push a legislative agenda for working people. With your support we passed out of the Assembly AB 1609 by Assemblymember Loretta Gonzales to make sure that every worker has paid sick days.

(Applause)

It's important. You and I know it's unconscionable to think that a working parent has to choose between taking time to care for their sick child or risk losing pay or their job.

And let me tell you, I know all too well personally what that was like for my parents when they had to make those painful choices. And no one should have to do that.

With your leadership we passed out of the Assembly AB 1897 by Assemblymember Roger Hernandez to make sure the big corporations who hire temp agencies and labor contractors are held responsible for the wage and hour violations that happen under their watch. You did that. You did that.

(Applause and cheers)

And it's with your leadership we passed AB 1792 by Assemblymember Jimmy Gomez -- related to Loretta -- which allows policymakers in public to know which employers are paying wages and benefits that are so low that their workers are receiving benefits like MediCal and CalFresh. That's unacceptable. We will have the data that they said they needed last time we tried to make legislation move forward to hold them accountable. We will have that data, we will use it to do the right thing.

(Applause and cheers)

You made that happen. You made that happen. And with your leadership we passed AB 7428 by Assemblymember Mark Stone to crack down on wage theft by providing workers a tool to recover wages with property liens when they're not paid by their employers. You made that happen. Give yourself a hand.

(Applause)

And I think one other victory that I'm particularly proud of comes courtesy of Greg Conger, President of UFCW Local 324. Let me explain. Greg is the Speaker appointee to California Competes, a new tax-credit committee that's trying to expand and grow businesses in California.

They were considering a tax credit that was set to be given to a non-union grocery store with a long history of labor violations seeking to locate in California. Working together, and him making us aware, we raised enough doubts that the committee pulled the plug on that credit. Greg, thank you.

(Applause and cheers)

And that is the importance of your being involved throughout committees and boards and commissions throughout the state in addition to the work you do in your local, in addition to the work you do on campaigns.

We couldn't have done any of that legislation, we couldn't have held the line on that tax-credit issue without the work that you do, without us standing together, working together and fighting together.

But we all know that there's much work to be done. I think that's probably one of the reasons you're here. We're being attacked by the right wing through the courts now. The Vergara ruling that strikes a blow at the protections of teachers against cronyism and being fired without cause.

There's Harris v. Quinn which challenges the fundamental right to organize a union, something that our ancestors and foremothers and forefathers fought for decades and even died to put into place. They are coming after us.
(Applause)

And while that decision was limited to home-care workers, it's a direct threat, and we all know it, to the basic ability to organize workers. They think they can divide us, but they cannot. We have to stand together.

We will organize new members, we will have all workers sign up for membership, and I have no doubt that the brothers and sisters at AFSCME, UDW, SEIU and all of you will rise up to the challenge and stop the Koch brothers and their right-wing cohorts in their tracks. We must do that, and we will.

(Applause and cheers)

And speaking of organizing, let me just give a shout out to UNITE HERE for the efforts they're leading to win a fair contract for the employees of this hotel.

(Applause and cheers)

Ever vigilant we are. When there are workers who are unorganized who need the protections of a union, or workers who have a union but face conditions that require changes to their contracts, we all have to rise to the challenge and be there standing with them, working with them and fighting with them.

I want to thank you for giving me a few minutes to welcome you to San Diego. I thank you for choosing San Diego. I'm proud to work with you as Speaker.

And to those of you that fall in love with San Diego and don't want to go home, I would be proud to represent you in the State Assembly.

(Laughter)

Thank you all so much.

(Delegates stand, cheer and applaud.)

PRESIDENT LEYVA: Thank you Speaker Atkins. We are so lucky to have you as our Speaker in the Assembly, and I too look forward to working with you.

So here we are in this beautiful hotel.

Everyone enjoys it, right?

DELEGATES: Yeah.

Beautiful. But the beautiful hotel doesn't run from the corporation, it isn't run by the CEO. It's run, and what makes it wonderful, are all the workers that are here, all the union workers that are here.

(Applause and cheers)

Without them, guests like ourselves wouldn't have the experience that we have. So please join me in welcoming Joselyn Villareal. She is with UNITE HERE Local 30. She works here in this beautiful hotel. And she is in bargaining right now with this hotel. And she and the rest of her coworkers could use our support. Joselyn's going to fill us in on the details.

(Applause)

Remarks by JOSELYN VILLAREAL UNITE HERE LOCAL 30

SISTER VILLAREAL: Good morning, Brothers and Sisters. I'm Joselyn Villareal, a proud member of UNITE HERE Local 30 and a shop steward.

(Applause and cheers)

First I want to welcome you to our beautiful hotel, and we hope you enjoy the rooms we clean, the food that we cook, and the great service you will receive from all the 600 members of our union.

(Applause)

We wanted to let you know that we have been in contract negotiations since January of 2014. The biggest obstacle for us has been to continue to fund our health care and pension -- and to become participants of the pension. The Hilton has not yet agreed to these two crucial details. We are negotiating again tomorrow at 10:00 a. m.

In order to push Hilton to come and agree to our health care and pension demands, we'll be having a picket line tomorrow morning at 7:00 a. m. in front of Starbucks.

(Applause and cheers)

We would love to have you join us, as this will be the first picket line ever at the Hilton Bayfront.

(Applause and cheers)

You should have flyers on your tables with information and in your packet. And never forget that together sí

se puede.

(Delegates stand and applaud.)

PRESIDENT LEYVA: Good job Joselyn.

I think we might be able to find a little time in the agenda tomorrow to do a little picketing. What do you guys think?

(Cheers)

Something we're all good at and something we enjoy doing.

At this time I would like to welcome Rabbi Laurie Coskey to the stage. Rabbi Koskey is from the Interfaith Center for Worker Justice. She's a leading voice for workers' right and social justice in California's interfaith community.

She is well-known in San Diego for her work with the Latino community and her commitment to immigrants and women's right. She was awarded the Uplifting Citizens of San Diego Tribute and Spirit Award as well as the Interfaith Community for Workers' Justice 2009 Voices for Justice award.

We're very pleased to have her with us and to lead us in the invocation. Rabbi?

INVOCATION

RABBI COSKEY: I'm Laurie Koskey. I'm Rabbi and Executive Director of the Interfaith Center for Worker Justice of San Diego County.

You also have so many centers for worker justice led by rabbis, priests, imams in your areas as well, and ministers.

We have been standing in San Diego humbly and with great honor beside our union partners, beside their members, and beside working families for more than 16 years now. I wake up every morning glad to go to work, because I work with you.

This morning we are here to connect ourselves to the values that are really important to us. Each of you is a blessing. In the over 15 years that I've worked with labor, I know that you are called, as we are to the clergy, to work for justice.

You know, it's actually been said that justice is what love looks like in the public arena. That's our work. That's a good, one isn't it. Justice is what love looks like in the public arena.

(Applause)

Ours is sacred work, you each know it, you do it every day.

So this morning we'll pray for a few minutes by touching hearts. My heart is always touched by the working people who we stand on our pickets with and who we sit at bargaining with and who we hear the stories of at our meetings and in our congregations.

I brought with me today -- and I could have brought you lots of priests and ministers -- but I brought with me the most sacred guest. I brought with me Rosa Lopez. We call her Rosa la Poderosa Now, if you don't speak Spanish, that means Rosa the Powerful Woman.

And she came to us in 2000. She sat at a meeting. She was timid. She didn't know that people of faith and conscience would stand beside her through all the struggles as she learned to be a leader in her union.

So I would like her to share with you her prayer before we share more generally this morning.

SISTER LOPEZ: Buenos dias. Good morning.

DELEGATES: Good morning.

My name is Rosa Lopez. I came to this country 26 years ago from Las Mesas, Oaxaca. In 2000 I was working a janitor. My working condition were bad. I knew that I have to do something to change things. So I became involvement with the union SEIU USWW.

(Applause and cheers)

In 2005 my coworkers and I went out on strike and won individual health care for 120 janitors in the suburbs. In 2012 I participated in a three-days hunger strike that would lead to full family health care for janitors in the suburbs.

I never in my life admire I would be a part of this union. I knew I could march and picket, but never thought I could be in the leadership role. I am honored to not only be a union member but be a leader on the executive board.

(Applause)

My prayer is for my coworkers to continue to fight find the strength to endure in the struggle for justice, because this is a journey that never ends.

I also pray for those without a union that one day they will have a voice on the job. And my personal prayer is to receive my GED and some day go to college.

(Applause and cheers)

With courage and with God, I know these things are possible. [Indecipherable words in Spanish]

(Delegates stand and applaud.)

RABBI COSKEY: And why don't you stay standing rather than be seated, and let us pray just for a minute more. Let gratitude be the beats of our heart, pounding rhythm, circulating memories and giving meaning to our journey. Let resolve flow in our veins fueled by the struggle, by the faces risking retaliation in a corporate-driven world.

Let compassion be our hands reaching to be with each other, all others to touch, hold and heal this terribly fractured world. Let wisdom be our feet marching us toward victory to the urgent need to share this movement's life blood.

Let solidarity be our warmth, radiating energy to welcome the foreigner and the stranger. Let love be our eyes, that we may see the beauty, see the dream even lurking in the shadows of despair and dread.

Here in this very sacred morning, love is in our eyes, and we see all potential, power, beauty and our enduring dream. We together are the body of God.

And let us say Amen.

DELEGATES: Amen.

(Applause)

PRESIDENT LEYVA: Thank you ladies. I think this reminds us why we do what we do every day. At this time the chair would like to recognize the chair of the Credentials Committee Marsi Newman from the Teamsters. Marsi?

(Applause).

I've got to start looking to my left a little more.

CHAIRPERSON NEWMAN: Good morning, Madam Chair. Your Credentials Committee has been meeting since 4:00 p. m. on Monday, July 28th, and an updated roster of registered delegates is at the back of the room.

If anybody has any questions and are not listed on the credentials, on the list, let me know and we'll take care of it.

The committee recommends adoption of the preliminary report and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: We have a motion and a second. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries. Thank you.

Thank you, Madam Chair.

Thank you to the leaders of San Diego who came and welcomed us and gave us a little treat about San Diego. And thank you again to Speaker Atkins for her unwavering support of workers.

At this time the chair would like to recognize Vice President Ron Lind.

(Applause)

VICE PRESIDENT LIND: Good morning, delegates.

DELEGATES: Good morning.

You have a copy of the committee appointments in the red Delegate Information book in your packet. In accord with the Federations constitution and with the consent of the Executive Council, the President has appointed convention committees on credentials, rules, resolutions, legislation and the constitution.

There are some changes to the committees from the list in print. On the Legislation Committee, Tom Davis of IATSE Local 80 is cochair of the committee with Gabrielle Carteris of SAG-AFTRA. Ilyanne Morden Kichaven of SAG-AFTRA has been moved from Resolutions to the Legislation Committee.

On the Resolutions Committee Doug Mangione of IBEW Local 441 has been added to the Resolutions Committee.

On the Sergeants Committee Ruth Rhodes of Five Counties Central Labor Council has been added. Sandy Naranjo of UFCW Local 135 has been added.

And on the Constitution Committee Rome Aloise, his local union is listed incorrectly. He is the leader of Teamsters Local 853.

With these changes I move we affirm the committee appointments.

DELEGATE: Second.

PRESIDENT LEYVA: Delegates, you have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries. Thank you.

Thank you, Ron.

At this time the chair would like to recognize the chair of the Rules Committee, Doug Moore from UDW/AFSCME. Doug?

(Applause)

CHAIRPERSON MOORE: Good morning, Delegates. My name is Doug Moore, and I'm the leader of UDW/AFSCME Local 3930.

Madam Chair, your Rules Committee met on April 9th. A quorum was present. The proposed rules of this convention are contained in Book 1, which is the red book you received in your registration materials.

Your Committee on Rules recommends adoption of these rules, and I had so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

Thank you.

Thank you Doug.

(Applause)

Remarks by CONNIE LEYVA, PRESIDENT

PRESIDENT LEYVA: Well, good morning again, Delegates. And when I say the California Labor Federation is the best labor federation in the country, I say that unequivocally, and I say it with all my heart, because we know it's true.

And for those of us who travel around the country, and for those of us who have the opportunity to work with other labor federations, we know it's true. The work that we do here is truly amazing.

And I personally am very excited that the national AFL-CIO has Art and a number of folks going around the country talking to other state labor federations about what we do.

So conceivably this may be my last convention. And I wrote three speeches. I didn't like any of them. So I decided that I would just kind of wing it, and I would talk to you about what I think is really important in the Labor Movement, and what we can do together.

When did it become uncool to be a worker? How did we lose our way? I'm a worker. I grew up in a working class family. You guys know that. Most of you know my story. My dad was a grocery store worker. He was a Teamster for a short time. And he's been an auto mechanic for 25 years. He's a worker. My mom was an instructional aide for 35 years. She's a worker. I'm a worker. We're all workers.

I think where we lost our way was when George Bush became president, and it suddenly became uncool to be a worker. Everyone needed a title, right? I've always said that titles only mean one thing. It means you have more responsibility and you have more work to do. And aren't workers the ones who built this great country?

(Applause)

Without workers what would we have? CEOs didn't build this country, corporations didn't build this country, workers did, like Joselyn who came up here and talked about their fight about making beds every day, about cooking the food we eat.

I don't know about you, but I feel more comfortable speaking to the housekeepers, I feel more comfortable talking to the folks cooking our food than I do talking with CEOs. I don't have anything in common with CEOs. But I do talk to them, because that's how we negotiate contracts, and that's how we bargain contracts.

But what I'd like to say to you today is that I think we, again, need to be incredibly proud of who we are and what we do.

(Applause)

I'm a proud union member. And when people ask me what I do, I say, "I'm proud to be the president of my local." When people ask you what you do, what you say? [Mumbling:] "I'm with the Labor Movement." Do we change the subject? Do we try to hide from who we are?

I walked and talked a lot during the primary. I knocked on a lot of doors, and I made a lot of phone calls. Every single person I talked to I told them who I am and what I do, and I did that proudly. People told me I couldn't do that in my district because it was a conservative district.

Well, I don't believe that, and I don't buy it. I think that people want to be a part of something, I think that people want to believe in something again, and I believe in all my heart that hope will always win out over fear. In the short term fear might drive people, but in the long run people want to believe, and people want to hope for something.

So when I knocked on doors I said to people, "My name's Connie Leyva. I'm the president of United Food and Commercial Workers Union, and I get to fight for workers rights for a living." Do you know what happened? Nobody slammed the door in my face, nobody ran screaming in the other direction. And at the end of the day the three moderates who were also running didn't make it out of the primary. I did.

(Applause and cheers)

And I did because of all of you. Anyone who thinks that they can win without labor's support is sadly mistaken.

(Applause)

But I would also say that let's be careful who we choose to support. Let's be careful when we support those moderate Democrats.

(Applause)

I've been in Sacramento meeting with a lot of people that I never thought I might be meeting with. And as a gentleman -- and I'll use the term loosely -- said to me, "Well, are you more or less moderate than the senator you will be replacing?"

I said, "I'm not moderate at all."

(Laughter, cheers and applause)

And he got kind of a weird look in his eyes, and his eyes were open wide, and he said, "My God, you're not a progressive are you?"

(Laughter)

I said, "As a matter of fact, I am." So I haven't seen a check in the mail from him, and I probably won't from his company. But you know what? That's okay. Because you need money to run for office, but you know what you need more? You need family and you need friends. You need the Labor Movement.

(Applause)

And I would rather not take money from an entity so that I could send out another mail piece. I would rather say no and ask some of you to help me and knock on some more doors.

(Applause)

Because when we talk to people and when we tell them our story, it resonates. Because even if being a worker isn't cool -- which I think we can bring that back and make it cool again -- that's what really everyone is. So when you talk about fighting people's rights and making things better, it resonates with people.

So hopefully I will be going to the Senate soon. And I will tell you. When I go to the Senate I will be no different than I am here. My name is ConnieLeyva, and I'm a proud union member. And I will always be a proud union member, and I will always fight for workers' rights.

Because we know that workers are the ones that built this country, and workers are the ones that will continue to keep this country moving. I also wanted to share with you -- Senator Elizabeth Warren. I think many of you are familiar with her.

(Applause and cheers)

Amazing woman. I just read her most recent book "A Fighting Chance." The book reminded me of each and every one of us. Isn't that what we do in the Labor Movement, that we want everyone to have a fighting chance? That if you work hard and you play by the rules you should have a fighting chance at being part of the middle class, being part of the working class?

So I have a lot of respect for Elizabeth Warren, and I would encourage all of you to read her book "A Fighting Chance."

And I'm going to close with this. On Sunday I was watching the inductees into the Baseball Hall of Fame. And I was a little surprised by how much I enjoyed the speeches of the inductees. I really was. They talked about family, they talked about working together and how the team couldn't succeed without everyone. Well, we're a team in the Labor Movement, and we can't succeed without every one of us working together in concert.

(Applause)

And Tony La Russa who was inducted -- he was a manager with Kansas City, the Oakland A's, the Atlantic Braves and the Chicago Cubs -- said something very telling. He said, "Baseball needs leadership." Guess what? We all need leadership. The country needs leadership, the Labor Movement needs leadership. So I look to each and every one of you to continue to be the leaders that you are.

Let's do what we do, let's be proud of what we do, let's wear our union t-shirts, let's talk about being part of a union, being a member of a union, and let's take back the working class, and let's make it cool to be a worker again. Thank you.

(Delegates stand, cheer and applaud.)

Well, thank you all very much. That was very kind.

So now it's my distinct pleasure to get to introduce to you and welcome to the podium my boss of the last 10 years. And Art, we started this journey -- stop looking around. We started this journey 10 years ago together in San Diego. I don't know if you remember or thought of that. I thought of that this morning.

And it has really been an honor and pleasure for me to work with Art, to learn from Art, and to help in a small way to lead this great federation. Art, thank you for everything you do for workers in California and across the

country every day.

Your Executive Secretary-Treasurer, Art Pulaski.
(Delegates stand, cheer and applaud)

Remarks by

ART PULASKI, EXECUTIVE SECRETARY-TREASURER

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you. So Connie -- I want to acknowledge and thank Connie. She is such a great chairwoman, isn't she.

(Applause)

And we know that when she gets elected to the Senate, she will always, in everything she does in every day of her life, bring the cause of working people. Right on. Thank you.

(Applause)

So it reminds me -- talking about baseball, Connie, reminds me of Leo Durocher who talked about leadership in baseball. Do you remember what he said? He said, "The key to being a leader is to keep the six people who hate you from the rest who are undecided."

(Laughter)

So one of our principles in politics too I guess, right? So just a couple of quick thank yous. I want to thank the Executive Council who sits with us here on the dais today. They spent the whole day yesterday planning a good convention for you today.

And they spend a lot of time together throughout the year every year as leaders of the Labor Movement figuring out how we work together to build together to build a strong Labor Movement for everybody in California. So acknowledgment for the Executive Council for the great work they do together.

I also want to thank the staff. I want to make sure we get that thank you in early. The staff -- your staff at the California Labor Federation is the best staff of anybody anywhere in America. And they're responsible for [indecipherable].

(Applause and cheers).

They are led by our Chief of Staff Angie Wei who is right there. I see her right there. So I also want to make a special thank you right now to IATSE Local 122 and Carlos Cota who is --

(Applause and cheers).

We had a little problem with the room last night, and Carlos came in early and registered and said, "I'll take care of it," came in here and fixed the whole room. So Carlos -- where are you Carlos? You did a magnificent job.

(Applause and cheers).

When you have a problem -- it's just proof -- you go to a union expert, and they fix the problem.

(Applause and cheers).

So now I want to say a few words. I want bring your attention to the screen to catch you up on the news by News by John Oliver. Let's roll the news.

(Video of News by John Oliver shown.)

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: I love John Oliver. You have not gotten your week's news until you have seen John Oliver on Sunday night in the program Last Week Tonight. Watch it on HBO every Sunday night. Rounds out the news in a good way.

So let me just say that the tune that we heard a few minutes ago -- not Verdi, which we of course never had Verdi at a California Labor Federation convention before, but thank you to the San Diego Opera Chorus.

But the other song they sang, the Star Spangled Banner, is something that's most heard in places like across the street where after it's done people cheer, "Go Padres." It's not all bad. The Padres are third in the division in the west behind only two other California teams, the Dodgers and the Giants.

(Applause and cheers).

So I have a 5-year-old who I've told him, "I'm for all the California teams." So we go to a Giants game. He puts on a Dodgers shirt. And I say, "You got a Dodgers shirt on. We're going to the Giants game."

He says, "Dad, you're the one who says you support all the California teams. Isn't the Dodgers a California team?" So he got me on that one.

But we have do teach our kids that the Star Spangled Banner is not a baseball tune. It's a tune about the revo-

lution. The rhythms of the Star Spangled Banner kept the patriots going to fight against the invasion by the British. Along with the words of Payne and Henry, it inspired the patriots to fight against an economic system that they found intolerable.

A few generations later Lincoln said, "Wait a minute, folks." He said, "Money power preys upon thenation even more despotic than a monarchy" Money power.

And a few months ago we saw some news, that actually most of us didn't see in the mass media. It was news by a study that was done in Princeton University and other universities, Princeton University, the bastion of the Ivy Leagues.

They said that their long study determined that the average citizens in America no longer have influence in America. They said: "Economic elites, the organized group of. business interests, have now unmatched dominance in our government policy while. mass-based groups and citizen groups have little or no influence."

They said: "We believe America's claim to be democratic is in deep trouble."

These are the conservatives of the Ivy League talking. They say that America's now an oligarchy controlled by the wealthy few, that which was despised by the nation's founders and warned against by Lincoln. The power elite now control our policy, they control our elections, they control our courts, and they control the mass media.

And in spite of their spectacular wealth, even greater than the British Empire, they rip off workers wherever they can. The biggest company in America cheats their workers out of minutes on their timecards and on their work breaks. Thomas Payne would have called them cheating scoundrels.

It happens everywhere our members turn from the banks to the employers to Wall Street to the insurance companies. Patrick Henry would have said, "Now's the time to take up arms against the bastards," right?

(Applause)

Lincoln's words, and now the despots steer their shadow ship of State and look over their shoulders because we're behind them, and they know that we will do anything we can to stop them. And they know we're the only ones that can stop them. And that's why they use -- whatever they can control, whether it's the worksite, the courts, the capitol, or the battleground to eliminate us.

And even then they cheat. The Koch brothers, who were legally allowed to spend unlimited funds on Prop 32, decided they just had to use dirty money and launder it through several states and several organizations just to cheat because they can.

So it's true. We are the only ones who can fight against the economic system that is now undemocratic. And organizing is the only way to turn it around. Every time a worker joins a union, the hope for a real American dream comes true for them and for all of us.

So that's why first in this convention this afternoon we're going to be talking all about organizing. We're going to talk about a new program that's exciting that's called All In To Win, how we together can build a stronger Labor Movement in California. It's about building our economic power.

Tomorrow before we get back to the endorsements we'll talk about winning in the elections. We're going to share with you an exciting new blueprint for the campaign for November, how we all work together, All In to Win on that. It's about building our political power.

So today building our economic power, tomorrow building our political power. That's what this is all about.

In both cases we're going to recognize some unions that have done interesting things and good things as models for what we can take up and do ourselves, each of us.

Thanks to you, the party of the right wing in California isn't doing too well.

(Applause)

But -- so in November, for November, business is reloading. They have a new strategy. It's not a Republican strategy anymore. It's the moderate Democrat strategy, the corporate lap dog strategy. And in the June primary we beat some of their back-door moderate corporate lap dogs, including the lowest of the [indecipherable], this Assembly candidate named Steve Glazer --

(Applause and cheers).

-- who claims he's Democratic, but spends his time at BART stations saying that workers didn't have the right to strike. So we beat some of them in June, but there's more fighting in November. Marshall Tuck, so-called Democrat; really a corporate so-called reformer. Anti-public education, anti-teacher, anti-union. The corporations are behind him in a big way. Lots of money.

Labor warrior Betty Yee will be here tomorrow.

(Applause and cheers).

And we know there's a bucket full of corporate cash trying to keep her out. It's going to be a tough race.

And then we've got this scary looking dude named Kashkari. Have you seen him? He acts scary and he looks scary. And he worked for Goldman Sachs to help our economy. And then of course George Bush hired him to the Treasury to help bail out the banks.

This guy is so scary looking I think we ought to get SAG-AFTRA to give him a union card and put him in a B movie. I think it may be *The Shining* or something like that.

(Laughter)

And then we have more fights in the legislature and the Congress too. But pay attention tomorrow when we talk about the strategy to get there, All In to Win.

In 2012 after we got done fighting on Prop 32 we made a commitment to each other, and we said after we got done with Prop 32 we were going to go on offense, right? And so we started with a couple legislative bills.

One of them said there are lots of corporations in California who intimidate workers when they try to organize. They scare them. They say they're going to call INS. So we passed a law that said if you intimidate workers, particularly immigrant workers, you're going to get stiffer fines and penalties even up to and including in some cases suspending their business license. That's new in America. [Indecipherable]

(Applause)

And then with two thirds vote of both houses of the legislature we sunk this thing called enterprise zones, a thing which was a state tax break for corporations where they decided to dump their unionized workforce, move to another part of the state, hire non-union workers at minimum wage, and they get \$37,000 a year per person from tax revenue to reinforce them to do it. That's gone. Took two votes of both houses to get it done.

(Applause)

Then the Koch brothers came back to California to try to buy the LA Times. Remember that? We put on a hell of a campaign that sent them back home, tail between their legs empty-handed without having bought the L. A. Times. That was because we did a campaign and kicked their ass. We kicked their ample asses and sent them back home.

(Laughter)

And the message there that we're giving to the rest of the Union Movement in America is you can beat the Koch brothers, you can kick their ass. We did it here, we invite them back, and we'll do it again. Is that right?

(Applause and cheers)

And we're not done with the people behind Prop 32. We're not done with them, particularly those folks in Orange County from the Lincoln Club of Orange County that started it.

We have done some opposition research on them, we know who they are, and the message to them is, if you think you can take on the unions of California and try to silence their voice and destroy their union, you've got another think coming.

(Applause and cheers)

Because we beat you once, but don't think that after the election it's all over, because it's not. We're going to follow you, and we'll let you know we can do you harm wherever you go afterwards. We're going to kick your ass even when we're done with the election.

(Applause)

That's the Bite Back Campaign. Let us know if you want to join us in that effort.

So we may be living under a new oligarchy in America, but democracy doesn't die, because we are building the power of workers to fight back. And that's the only way that we can protect it anywhere in America.

Together we're going to speak up together, we're going to fight back together, we're going to organize together, and that noble work will save our democratic institution. If we don't do it, nobody else can.

So if the nation's founders were to come back today to look for the rhythms true for the American Revolution where would they go and who would they look for? They would come here to this hall, and they would find you, the true patriots of America. Fight on.

Thank you very much.

(Delegates stand and applaud.)

PRESIDENT LEYVA: Thank you, Art. True patriots. I believe that that is each and every one of us. I like that.

Delegates, I would like to bring your attention to the policy statements, a book that looks like this. It is in your delegate materials. Later in the day we're going to ask you to take action on these policy statements, so please take a look at them. The executive summary of the policy statements is located on pages 3 through 6.

Now I would like to call your attention to the back of your packet and the resolutions with the cover. The chair would like to recognize at this time the Resolutions Committee chair Michael Bilbrey of the California School Employees Association, and Cochair Betty Forrester of the United Teachers of Los Angeles --

(Applause and cheers)

Yes, a very good team -- to present the resolutions from their committee. And please note that they may not go in the same order as the materials you have in front of you.

All right. You two ready? Okay, let's do it.

CHAIRPERSON BILBREY: Madam Chair, your Committee on Resolutions met at 5:00 p. m. on Monday, July 28th and recommended to send the 14 policy statements and seven timely resolutions to the delegates for the consideration of the Biennial Convention. Together with my cochair Betty Forrester I will first present the committee's recommendations on the resolutions referred to the committee.

The delegates may find timely resolutions are in the orange booklet in the delegate packets. Resolutions from the Executive Council are in the packet of resolutions stapled with a yellow cover sheet distributed on the tables this morning. Please note that resolutions may be taken out of order because they are assigned to different committees and are related to different sessions of the convention.

As we move through the committee's recommendations for the resolutions we considered, we will refer to the resolution's location, either the orange resolutions booklet, and we will read the resolve portions of the resolutions. So we'll begin.

Resolution 1, Resolution on Venezuela on page 1 of the orange resolutions booklet concludes with the following resolves.

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: We have a motion and a second on the floor. Do I see a delegate at Mic No. 1?

Delegate?

DELEGATE PARRISH BAUR: My name is Amber Parrish Baur. I'm the political director at the San Francisco Labor Council and a member of OPEIU Local 3.

Many of you may know that our labor council has a long and storied history of passing resolutions around foreign affairs. We've passed many, many of these resolutions, and this one is no different. But we do appreciate your support and ask the delegates to support this resolution. Thank you.

PRESIDENT LEYVA: Thank you, Delegate.

Delegates you have a motion and second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

Thank you.

(Applause).

COCHAIRPERSON FORRESTER: So we go to Resolution 2, Support Postal Workers Boycott Staples on page 3 of the orange booklet. The resolution concludes with the following resolves.

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

CHAIRPERSON BILBREY: Resolution 6, Protecting Quality and Accessible Healthcare for Californians on pages 11 and 12 of the orange booklet concludes with the following resolve:

(Resolve read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: The motion and a second before you. Delegate at Mic No. 1.

DELEGATE ABRAHAM: Yes. My name is Shaq Abraham. I'm a proud member of SEIU UHW. I would like to call on all of you to join me in supporting the resolution that Prime Healthcare is bad for our community and our patients and for our workers in the healthcare industry.

PRESIDENT LEYVA: Thank you, Delegate.

You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries. Thank you.

COCHAIRPERSON FORRESTER: Resolution 7, Organizing Retirees on page 13 of the orange booklet concludes with the following resolves:

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: Delegate at Mic No. 3.

DELEGATE RANKIN: Tom Rankin, California Alliance for Retired Americans.

First I'd like to amend the resolution, just a technical amendment. After the sixth whereas, after the words "declining union," it should have the word "density" to make sense.

PRESIDENT LEYVA: Delegate, can you write that down and bring it to the chair, please? Is that all?

So we would take this as a friendly amendment, "face of declining . . . density," the word "density" would be added. Is there a second to that amendment?

DELEGATE: Second.

PRESIDENT LEYVA: Okay. So we're first going to vote on the amendment, and then we will vote on the resolution as amended.

So all of those in favor in the amendment signify by saying aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries, thank you.

Delegate, did you have anything else to say before we vote?

DELEGATE RANKIN: No.

PRESIDENT LEYVA: All right. Thank you very much.

Now we will vote on the resolution as amended. All those in favor of the resolution as amended, aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries. Thank you, and so noted.

CHAIRPERSON BILBREY: Resolution 8, Resolution in Support of Protecting and Expanding Medicare on page 15 of the orange booklet the resolution concludes with the following resolves:

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: A motion and a second. Do we have a delegate at Mic No. 3? Delegate?

DELEGATE RANKIN: Tom Rankin, California Alliance for Retired Americans, speaking in favor of the motion. We have over 5 million Californians who are dependent for their healthcare on Medicare. That's a lot of people.

We are facing, and have faced over the last three years, constant and ongoing attacks on the Medicare program, not only from our opponents on the right, but also, unfortunately, from some of our friends.

We had -- in the last budget, President Obama actually advocated for means testing Medicare. Unfortunately former Speaker Pelosi also advocated for means testing Medicare.

We don't need to means test Medicare. Medicare is the best healthcare system in the country.

(Applause)

Its overhead costs are about 2 percent as opposed to overhead costs in the private insurance market of over 17 percent. Medicare is doing fine. The trustees report just came out recently. It's projected to be healthy for another extra five years from the last year's projection. It is the system that we should expand and improve upon, not cut. And I ask your support.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. You have a motion and a second properly before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries. Thank you.

COCHAIRPERSON FORRESTER: Resolution No. 9, Our Commitment to Fighting Back and Fighting Forward, on pages 17 to 18 of the orange booklet. It concludes with the following resolves:

(Resolves read.)

(Applause)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: Delegates, you have a motion and a second before you. Delegate at Mic No. 1.

Thank you, Madam Chair. Jeff Freitas, California Federation of Teachers, Secretary-Treasurer. And thank you for the artfully read by Sister Forrester of UTLA.

Sorry to slow down the proceedings, but this is a very serious resolution, and we want to make sure that people are aware what's going on here, especially in education.

This speaks first to the Harris decision. I believe everybody understands the Harris decision. What they are saying, the Supreme Court is saying that agency fee is unconstitutional. That is absolutely against our core values in this union and our unions.

The Vergara decision is taking it even a step further and saying there are working conditions which are unconstitutional: seniority rights, layoff procedures, due process. How can those be unconstitutional?

If you have not heard about the Vergara decision, you should hear about it. This resolution says we take to task those policy makers. In the giving Gloria Romero was just trying to fight against teachers, and then she went on to sign and support Prop 32. Those are the people that we will be fighting against. They are Democrats, and we need to be weary and leery of them.

(Applause)

And let's just talk about if teachers lose seniority. Some people think that's okay if teachers lose seniority. The next people are going classified, and classified are going to be on the chopping blocks.

And then we're going to talk about police and fire. Because you know what? Those younger people are more healthy and can chase after those robbers, whatever. And then you're talking about the laborers and the workers and the people laying the pipes or working on the seal. Aren't the younger people a lot healthier?

And the slippery slope continues to fall, and we need to fight and support across the board for these working conditions.

The following thing will be pensions. The strongest pension in the nation is PERS, the second strongest is STRS, the teachers' system. If those are attacked and undermined, there's no way we could get pensions for all.

Because we need to have pensions not for just public employees, we need to get it for all employees.

(Applause)

And that is what we're fighting for. So this is not just a teacher issue. This is not just a public-employee issue. This attacks all working families and all working members.

So I rise not just to ask you to vote yes, but I rise to make you aware of what's going on, to make you aware that we need to keep these policy makers accountable, and I rise also to ask that Madam Chair be elected a Senator, because we know she's going to be fighting for us in the legislature.

PRESIDENT LEYVA: Yes.

DELEGATE FREITAS: Thank you.

PRESIDENT LEYVA: Thank you, Delegate.

Delegate Mic No. 2, please.

DELEGATE PECHTHALT: Thank you, Madam Chair. Joshua Pechthalt, President of California Federation of Teachers. And I want to echo the comments of my brother Jeff Freitas. There is a corporate attack on public education. I'm sure the sisters and brothers here are pretty familiar with it.

Unfortunately what we've seen over the last few years is that our so-called friends, many of them Democrats, many of them formerly progressive, pro-union, have been swept up by this corporate agenda to essentially take the public education, which represents a several-hundred-billion-dollar enterprise in this country, and turn it into a profit-making enterprise. Clearly corporate America likes that, but unfortunately we've seen these Democrats now move over and support that agenda.

It's important that labor stand with the education community and say public education should not be a commodity, should not be part of a profit-making system.

And so the recent ruling, the Vergara ruling, is a frontal assault on the rights of educators. Let me make clear that that ruling will not put an additional pencil in a child's hand. It won't put an additional book in a child's hand. It won't bring an additional nurse or librarian or lower class size or bring any additional resources to schools.

What it says is that if we develop a policy for firing people, that will lead the education reform agenda. And we have to be clear that that's not a way to reform public education.

I urge the sisters and brothers to support this resolution. Thank you very much.

PRESIDENT LEYVA: Thank you, Delegate.

(Applause)

PRESIDENT LEYVA: Delegate at Mic No. 1

DELEGATE KELLY: Patrick Kelly, Teamsters Union Local 952.

I want to rise in support of this. Going back many, many years, the deregulation of the trucking industry and the airline industry, and then the deunionization of PATCO which Reagan led, we've had a continuous assault on the Labor Movement, whether it's been the private sector -- which the Teamsters are primarily private sector, but 20 to 25 percent of our membership is public sector. We have to support public employees. They've been turned into a punching bag.

Now, right after 9-11 there was sort of a little bit of a relief and an embracing of first responders. But then after a few years they got back on the anti-union narrative.

As the Labor Movement and the private sector has shrunk over the last 30 years through deindustrialization and NAFTA and all these other things, now the strongest part of the Labor Movement as far as politics is probably the public sector.

And what they want to do is they want to finish off the unions by attacking public-sector workers, whether it's by attacking school teachers, whether it's attacking, through privatization or subcontracting out of the work through -- whether it's through charter schools, whatever the hell you want to call it, it's union busting.

(Applause)

And we need to step up -- all of us need to step up and embrace -- we need to publicly and privately embrace public-sector unionization. And we need to educate our members, for crying out loud. A lot of our unions only half of our people are registered to vote.

We need to step up and make people understand, our members and their families, that we have to support public employees, and this is all just basically a conspiracy to deunionize the U. S. And so, hey, let's deal with it. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate.

Delegates, you have a motion and a second before you. All those in aye.

DELEGATES: Aye.

Opposed no. Motion carries. Thank you.

CHAIRPERSON BILBREY: Resolution 11, American Labor Supports A Humanitarian Solution To A Humanitarian Crisis, on page 21 and 22 in the orange packet, concludes with the following resolves.

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: The motion and a second before you. Delegate at Mic No. 1.

DELEGATE HUERTA: Good afternoon. My name is David Huerta, president of SEIU USWW, and I stand in support of this resolution.

Last week we saw eight young men and women fast in Los Angeles to put children over politics and making sure that these children are treated in a humanitarian way.

The issues that brought these children to the country is because of destabilization in Central America and a failed policy in the United States. And now we need to make sure that we, who have created this crisis ourselves, come behind these children to support them and make sure that they are treated with the humanity they deserve, as well as making sure that we move forward through this humane crisis, and we also continue to pursue immigration reform in this great country. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate Mic No. 2.

DELEGATE CAMP: My name's Bill Camp. I'm a member of OPEIU Local No. 29.

I've traveled to Honduras every year for the last 12 years. And we must understand that the policy of the United States Department of State created this crisis. They are the ones who legitimized the crooks that stole the election in November, they are the ones who legitimize the drug trade, they're the ones who legitimize and fund the military that's assassinating these children.

So we can talk about this as a humanitarian. crisis, but the truth is, it is our dollars that are. killing kids in Honduras. And we must understand that if we want to do something about this mass immigration issue, you got to stop the military from murdering the union leaders in Honduras.

(Applause)

In fact, when the Secretary of Labor legitimized the criminals who stole election, they murdered the [indecipherable] union organizer the day after he left.

So what we have to understand is it's the Secretary of State's Office that's withholding the decision of the Department of Labor that criticizes the criminal conduct of the government and employees in Honduras.

This petition filed by the AFL-CIO was completely investigated and finished last August. And they refused to issue the report indicting the government and employers in Honduras because the government doesn't like to be indicted.

We must be much stronger in understanding the underlying roots of this criminal conduct in rest with our government. And it is our government that's got to stop legitimizing these criminals. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate.

Delegate at Mic No. 3.

DELEGATE FERNANDEZ: Madam Chair, I'm Enrique Fernandez. I stand in front of you on behalf of the -- as a person of the UNITE HERE Council of California. And I stand in front of you ashamed of the government in action, a realization of what it is, a humanitarian crisis. And I stand here in full support of this resolution.

We can't, as immigrants or union members, ignore the fact that many of those children in the border and families are children of family members of our own union members.

So I urge you to support, on behalf of all the union members of UNITE HERE in California, to support this resolution and act accordingly supporting and sending all the humanitarian needs that these children and families have in the border. Thank you.

(Applause).

PRESIDENT LEYVA: Thank you, delegate.

Delegate at Mic No. 1.

DELEGATE GRANT: Madam Chairman, John Grant, United Food and Commercial Workers, Local 770.

I too stand in support of this resolution. The better part -- the better part of this country's history is when children from countries around the world were provided refugee status, whether it was Ireland, Haiti, Cuba, Vietnam or Somalia.

In fact next Friday marks the 104th anniversary of my grandmother who came here when she was 12 years old when her house was burned and her father murdered in Poland.

Yet we know that children are vulnerable when they're at a stage critical to their development, and a stage when they need dependency. And that is why refugee status is critically important for them.

And we know that working men and women stand up in our workplaces. We look for a durable solution. And this resolution offers a durable solution to this problem.

And we cannot once more, like in 1939 when this country turned away 938 Jewish children coming seeking refugee status in this country, and over 25 percent of them later died in Nazi concentration camps. We cannot do that again, we cannot do that again, we must support this resolution.

(Applause)

PRESIDENT LEYVA: Delegate Mic No. 2.

DELEGATE MURPHY: Owen Murphy, Local 510 Sign and Display, IUPAT.

I just rise in support of this resolution and in the memory of Father Bill O'Donnell and many like him who 25, 30 years ago indicted the policies of the ideology of that party which led to the catastrophe of Central America which is now coming back to us, the birds are returning to us, and these are the consequences.

We must understand from this, these are the consequences of militarism and the industrial military complex at work. These are the consequences we must deal with.

We must open our arms to these children. I stand and ask everybody to stand in support of this resolution.

(Applause).

PRESIDENT LEYVA: Thank you, Delegate.

Delegate Mic No. 4. A little technical difficulty. Delegate, why don't you move to Mic No. 2. We'll get that taken care of.

DELEGATE BRANDON: Thank you, Madam Chair. My name's Tom Brandon, California Conference of Machinists. And I call for the question.

PRESIDENT LEYVA: Do we have a second?

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor of calling for the question aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Motion carries.

(Applause).

PRESIDENT LEVYA: Delegates, you have a resolution in front of you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries. Thank you.

All right. Thank you very much chair and cochair. Now I'd like to call on the Executive Secretary-Treasurer for any late resolutions.

EXECUTIVE SECRETARY-TREASURER PULASKI: Chair and delegates, our constitution and rules let us accept late resolutions up until noon today. A couple minutes early, but we have received six late resolutions.

I'm told the latest technology may be sending me one. History of the federation may be sending one by e-mail. We'll see.

But In the meantime we have six late resolutions, and I move we accept them and refer them to the appropriate committee.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you to accept the late resolutions with one being on the way because it is not quite noon yet. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEVYA: Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: So a couple more thank yous. We thanked Carlos a few minutes ago from IATSE Local 122 for his great help, but we have four members of the union here who are doing the audiovisual, stage and display. We want to thank them for their great work. Carlton Jones, Josh Klem, Kat Makarushka and Andrew Carmona should all be back there right now. Thank you very much for your work.

(Applause).

I also want to acknowledge and thank UNITE HERE local 30 for their great work serving us today at lunch and tomorrow as well; the great opera singers, members of the American Guild of Musical Artists. We thank them. We also thanked earlier the Vista Fire Fighters Local 4107. Thank them as well.

So Madam Chair, it's the duty of this body to select the next convention city. We've actually got a proposal for you to select the next two convention cities because it gives us more planning time.

As you know, we go north and south, north and south. We vary it. So the next is planned to be in Northern California. So on behalf of the Executive Council I would move that in 2016 the next convention be held in the city of Oakland, California.

(Applause and cheers).

DELEGATE: Second.

PRESIDENT LEYVA: Thank you. We have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: And then on behalf of the Executive Council I move that in 2018 the next convention then be held in Los Angeles, California. So moved.

DELEGATE: Second.

(Applause and cheers).

PRESIDENT LEYVA: Thank you. Motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: So I bring your attention at noon we're going to have lunch next door. Bill Lockyer, State Treasurer, is going to be acknowledged there, he's going to give a keynote. It's his last hurrah in public life as he is termed out from that office.

We're also going to honor Mike Garcia, is USWW SEIU, for his long service in organizing.

(Applause).

I remind you that the convention is free to your union and your delegates. That's why we charge for lunch and dinner. If you haven't purchased a ticket for lunch and dinner, some are still available I'm told outside in the hallway. I encourage you to do that.

Tonight at dinner we're going to have a great band. We're also going to have D. Taylor, President of UNITE HERE, give a keynote address as well. We also have a fine after party being planned. So get ready for a long night as well.

So Brothers and Sisters, we have -- we take a moment out to remember those who passed, who have been leaders and delegates with us who passed in the last two years. And we'd ask that Ray Thomas from IBEW 1245 and Bill Camp come up and be there and be prepared to say a couple of words. Mickey Harrington, the leader of the labor

council up north, passed away, and he'd than a regular attendee of course at the conventions.

Let's roll the In Memoriam, please.

(Video In Memoriam played to the music of Jon Fromer.)

EXECUTIVE SECRETARY-TREASURER PULASKI: So that of course was music by our late friend Jon Fromer. Thank you.

PRESIDENT LEYVA: I'd like to recognize the delegate at Mic No. 2, please.

DELEGATE THOMAS: Ray Thomas, Local 1245. I'm here to speak on behalf of Mickey Harrington who was a 54-year member of Butte Glenn Central Labor Council.

Mickey and his wife Joan for many years when Mickey was business representative with 1245 were main-stays at various Northern California unit meetings. He was a well-respected business representative, and even after his retirement in 1999 he continued to fight for working men and women running as a pro-labor Democrat for Northern California.

And those of you who haven't been there, the air gets real thin. And even though Mickey never succeeded in either his Assembly or District 4 Senate run, in his last run in District 4 Senate he garnered 33.4 percent of the vote, almost 50,000 votes.

So Mickey's body gave up, but Mickey never did.

PRESIDENT LEYVA: Thank you, Delegate.

(Applause).

Delegate Mic No. 2.

DELEGATE CAMP: Madam President, my name is Bill Camp. I'm a member of OPEIU 29 and an old friend of Mickey's. You know, 54 years is quite a run. I mean, this man would not quit. He wouldn't quit, he wouldn't quit. We refer to Butte County, no offense, as the Orange County of the north.

(Laughter).

And the truth is, Mickey was there on the phone calling me up, "Bill, I need just one more check, just one more hundred-dollar check, and we're going to really do some good here. We're really going to make a difference. We can do this."

But the most important thing is Mickey understood that the struggle for justice was what life was about.

(Applause).

The struggle for justice is what it meant to be a human being. And Mickey never quit.

It was such an honor to hang with a guy who was there, there, there night and day running his little phone banks, doing all that work.

And I would just like to move that we endorse Mickey one more time for whatever it is he's running for up in heaven. I so move.

(Laughter).

PRESIDENT LEYVA: Thank you, Delegate. Do we have a second?

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Opposed no. Thank you very much.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair and Delegates, at 11:59 and one-half I received a rate resolution from CNA. I move we accept it and refer it to the appropriate committee.

DELEGATE: Second.

PRESIDENT LEYVA: Motion and a second. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, I move we recess for lunch which will be held next door, returning here convention hall at 1:30 p. m. I move a recess.

DELEGATE: Second.

PRESIDENT LEYVA: Motion and a second. All in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. We'll see you at lunch.

(Lunch recess.)

LUNCHEON ADDRESS.

EXECUTIVE SECRETARY-TREASURER PULASKI: May I have your attention, please.

(Applause).

Thank you. I hope you're having a nice lunch. We have a couple of important items of business to do today.

And the first one is comments by the California State Treasurer.

Now, got to say something about Bill Lockyer. And I want to start by saying something that Rome Aloise [indecipherable] to talk about. It's a story about Bill. I was saying it was 1989 thereabouts. It's a Teamsters story. Big Beef, King City, Central Coast. Remember it? Teamsters were locked out. A big company.

And it was a big, big picket line that day, big rally that day, and it was hot and it was tense. The cops were all there, the goons for the company were there, and we were nose to nose.

And suddenly the State Attorney General's plane flies into town. He's got a plane. He's the chief police officer in the state. So he comes into town, and he has a badge, right? And he flashes his badge, Attorney General's badge.

And the police and the goons for the company say, "Ah, the reinforcements have come." Bill walks right by those suckers, picket up a picket sign and walks the picket with the Teamsters.

(Applause and cheers).

He said, "No" -- he said, "No." They went up to him to shake his hand and say welcome. He said, "No, no. I'm not here for you. I'm here for them to walk the picket line."

Bill has had a number of those moments in our lives. And he's ending his public life as he terms out as state treasurer. That's when he was attorney general before. And he's going to go into private life for a while.

But it's a great story. We have lots of great stories about Bill. And he is a political figure who, over a lifetime, embodies the spirit of our movement. Maybe he'll tell you stories. But he shares the values with us in a consistent way, in a reliable way. The poet said, "He has harnessed himself as an ox to our heavy cart."

He's got this great intellect and this great knowledge of the machinery of the State of California, better than almost anybody, maybe even as good as the governor, for as long as he acknowledges. He has always applied his knowledge of the machinery of the State of California to help us, to help workers. He's been reliable about that.

When he became a leader he didn't change, always accessible and available. I can't think of but three or four people who are alive who share that great intellect, that knowledge of the State of California, that availability. And he perhaps, more than any of them, is the one who's got all those qualities.

So let's please give a warm welcome to our lifelong friend, our reliable ally, the man who attaches himself to our heavy cart, Bill Lockyer.

(Delegates stand, cheer and applaud.)

Remarks by BILL LOCKYER CALIFORNIA STATE TREASURER.

BROTHER LOCKYER: Thank you Brother Art for your long friendship. We been in the trenches a lot together. And, you know, for me it starts -- it's nice to have a chance to visit with friends that I've worked with over the years. But it starts really in 1973 with Dick Groulx, the Secretary-Treasurer of the Alameda County Labor Council, which probably only a few here remember.

Dick was I think trying to set a record, a Guinness Book of Records for labor actions and arrests and took great pride in the jail photos that peppered his walls. And of course one of his first lessons to me was, "Bill, you can come to labor council anytime you want, but stay away from my shop stewards." They were the muscle in the operation as you know.

And Dick taught me the value of walking a picket line. And there have literally been dozens, scores in my 40-plus years in elected office, whether, you know, it was the UFCW in LA and Orange County or the nurses in Oakland or the Teamsters in King City.

My sort of favorite Teamster one is a Gemco action in San Leandro where they were having a rally in front of the department store. It turned really nasty, security guard beating guys, and reciprocations. And the store suffered considerable damage during that Saturday afternoon.

And the front page of the newspaper the next day was "Assemblyman Lockyer Inspired This Riot At the Gemco Store."

(Laughter).

That was kind of the best. And the building trades that had to picket the State Capitol, to work going on there, the janitors in Silicon Valley. The list goes on and on of actions I've been part of and of course tried over the years to be a reliable and consistent ally, whether it was in the legislature or Attorney General or currently as the State Treasurer.

So I was chairing the Labor Committee when we wrote the Ag Labor Act and the Ag Labor Board was created.

The lawsuit some of you will recall against the grocery store chain when they were profit sharing in violation of antitrust laws.

(Applause).

I'm happy to see one of my colleagues, Bill Bilbrey from CSEA, that serves with me on the pension board, PERS. And of course I also serve on STRS. And protecting employee pensions is an important continuing fight, and there are national tectonic forces at work.

And in that respect I will only mention, because we see these fights in places like Vallejo, Stockton and San Bernardino, where there are local entities that think, well, the easy way out is let's void a labor contract by declaring bankruptcy.

Well, two states in the United States -- a majority of the states don't even allow it -- they are silent on the topic of whether a local entity can declare bankruptcy. 22 of them allow it. Iowa and Georgia prohibit it.

But every time a federal judge, who arguably are the most powerful public officers in the country, every time a federal judge says, "Oh, well, gee, I'm a federal judge. I can deal with this contract issue," I don't know how we politely remind them that unlike any other federal jurisdiction, that bankruptcy issue is derivative of state law, not federal law. And if you care, you can take it away from them.

(Applause).

So teachers, fire fighters, other public workers, AFSCME, CSEA, SEIU, every public worker, the trades, if they use bankruptcy laws to violate your contracts and go backward, remember you have that ultimate tool which is you can go to the legislature -- and I would suggested if you're together on this issue -- in a millisecond pass legislations that denies them the jurisdiction, and a local entity cannot go to bankruptcy, period.

(Applause).

As the banker for the state, I take some pride in the fact that we've tripled the amount of commitment to public works, whether it's schools or roads or transit systems or water systems or whatever. \$240 billion was financed during my seven years as the state fiscal officer. It's three times anything that's ever been attempted or done like that as a fiscal matter.

And so part of it, as Art mentioned, is kind of simple for me, and it has been from the beginning. The two key questions in politics are with whom and for what. We debate in Sacramento, right? We debate in Sacramento for what. It's all a for-what discussion. We need to be clear about the fact, and make it clear to elected officials, the primary, the first question is with whom. Who are you with?

(Applause).

The for-what is secondary and derivative. And so they get that, and it all works out. So we need to use all of our tools obviously, whether it's private action or public engagement or electoral challenges.

By the way, on the electoral front, I don't like having Democratic primary fights for a year or more. And so I know this was one of the brilliant ideas that came out of a San Diego former legislator, but it's a dumb idea, and I hope that someone will start to fix it so that we have traditional primaries, muster our forces for November and work together and not have an intra-party fight that goes all year long.

(Applause).

Looking ahead, the bigger challenge, as you all know, is income inequality, and in that respect poverty. And poverty in California, many don't realize -- I know you do -- but many of our neighbors don't understand. Because they think of California as the lands of milk and honey.

When you adjust for cost of living and compare us, there's not just a higher number, but a higher percentage of people in California living in poverty, worse than Alabama or Mississippi or Louisiana or West Virginia or anywhere else that we think of as poor. They're right here. They're our neighbors, our friends and people that we have to care about.

(Applause).

Now, the tide is with us. I know there are setbacks and a struggle that never ends. But if you think about the fact that this is the only and first place on the planet where deeply embedded is the notion that everybody counts, that fairness and equality are fundamental principles and we continue to work at it, what does it mean.

It took 120 years for women to get the right to vote, for people's marriages of same sexes to be acknowledged, for the Civil Rights Movement to be robust and produce results. But everybody counts.

And so with that final thought, I want to maybe be the only, the first, the last person who spoke at one of your conventions that wanted to end by reading a poem.

(Laughter).

It's from Vertigo, and it's called To be of use by Marge Piercy. The people I love the best jump into work head first without dallying in the shallows and swim off with sure strokes almost out of sight. they seem to become natives of that element, the black sleek heads of seals bouncing like half submerged balls. I love people who harness themselves, an ox to a heavy cart,. who pull like water buffalo, with massive patience,. who strain in the mud and the muck to move things forward,. who do what has to be done, again and again. I want to be with people who submerge in the task, who go into the fields to harvest. and work in a row and pass the bags along, who stand in the line and haul in their places, who are not parlor generals and field deserters but move in a common rhythm when the food must come in or the fire be put out.

Thank you for keeping the fire burning.

(Delegates stand and applaud.)

EXECUTIVE SECRETARY-TREASURER PULASKI: Just to show you how much Bill Lockyer thinks alike with the Labor Movement, we have engraved the same poem by Marge Piercy for him.

(Laughter and applause).

EXECUTIVE SECRETARY-TREASURER PULASKI: Bill's the best. And you know, he could have been and should have been the next governor of California if Gray Davis had not been recalled. He was most certainly positioned to be the next governor and would have been one of the finest governors that we ever had.

(Applause).

EXECUTIVE SECRETARY-TREASURER PULASKI: Bill, on behalf of all of us, if you ever need anything from us, come to me.

So we have one other item of business to do here today, and that's Mike Garcia.

(Applause).

Now, I look around the room, and I see most of the folks here can make a personal appeal about Mike based on our personal experiences with him. Mike, if you ever went up to Mike to say, "Gee, we just did this great thing," you know, and look for some recognition by Mike, he would just stand there with his little nod and say, "Yeah? What are you doing to organize?" That was the measure for Mike in all the years that I have known him.

I think like most of us here, if you -- there's one person in the Labor Movement with whom you got into the most trouble, it would be Mike. Mike -- because Mike, if you did something, he'd want to get into trouble because he'd want to get arrested, right?

And many of us have many stories about this, and we were reminiscing with Tom and Mike Miller and Shelley Kessler last night at dinner about some of Mike's experiences.

And I've got a lot of arrest experiences that I'd love to share with you if we had a lot of time. But Mike always had this way if you were near him, you'd get pulled into the hurricane, the cyclone of his trouble.

And one time we got arrested in Sacramento. And there were so many of us we got on a bus, right, school bus. They said, "You're all going to the county jail. " And the cops then stopped the bus, came on board. And I was sitting next to Mike. They said, "You and you, off. " They sent us to the Correctional Institute in Elk Grove, the chain gang.

(Laughter).

Really the chain gang. And I said, "Why me?"

And he said, "Because you're sitting next to him. "

(Laughter and applause).

So we get to the Correctional Institute, right? Our hands are tied behind our backs, we're on this little bench and we're facing the glass thing where the sergeant is. He was a son of a bitch. Excuse my language.

And the chain gang actually came in from the court, they come in in their orange suits with their legs chained together. They walked past us. The guy was really mean to them. And Mike leans over to me and says -- excuse my language -- "He's a fucking asshole. "

(Laughter).

The guy heard it. He said, "You, in the slammer. " The slammer -- if you haven't been in a slammer, you'll know it. It's big iron doors. It's not bars, it's a big iron door. Put me in the slammer. I said, "Why me?"

He said, "Because you were listening to him. "

(Laughter).

So I learned a lot from getting arrested with Mike and had a lot of great experiences and been in far more trouble with Mike than any other single individual in the rest of the world I think. But it's been wonderful.

Now, there are some who would say -- you hear people say, "Well, you can't organize here, you can't organize those folks. " Well, if they ever said, they haven't known Mike Garcia. Because Mike Garcia has organized the folks that are so-called considered powerless, invisible: janitors, immigrants, undocumented workers; the folks least able to get organized.

But Mike, with his own fearlessness would instill confidence in those folks, and he would instill fearlessness in those folks. And we learned from Mike that -- and Mike, by the way, has built this strong and powerful organization from scratch -- actually from disaster, because I was there with him when the organization started. And he rebuilt this organization. And we learned from him this: that you cannot transform organization without helping transform people. Mike knows how to help people transform. Right? That's one of his greatest strengths.

(Applause).

EXECUTIVE SECRETARY-TREASURER PULASKI: So Mike is retiring. But imagine this. Imagine Mike standing in front of you when you tell him you're doing something good, and imagine him saying -- nodding his head

and saying, "Yeah, what are you doing to organize?" Because that's what we got to do, and he's known it and he's been a visionary for his union and for all of us. And, by the way, he is the most fearless man I know. Give a warm welcome to our brother, the fearless man. [Indecipherable remarks].

(Applause).

EXECUTIVE SECRETARY-TREASURER PULASKI: So witness to a photo op.

So on behalf of all of us, particularly all the organizers in the room, here's a little thing to commemorate us to Mike Garcia.

Remarks by MIKE GARCIA SEIU USWW.

BROTHER GARCIA: Well, I want to thank all of you, each and every one of you, for honoring me and my organization, that we all had a part in really, United Service Workers West. And I want to especially thank Art Pulaski and his team over the years who have always been behind our fights, always behind our struggle. Brother Art, last night I thanked him for volunteering all the time we've been arrested with us.

(Laughter).

He said, "What do you mean volunteer?"

I said, "Thank you for being drafted to get arrested." Even on his way to being elected for the first time to head this great federation of labor, Art came out to our picket line and almost got arrested; that close and almost missed his election to become the executive secretary of the great California State Federation of Labor. And that's the heart Art has and always has had for our organization since the day I met him when he was the head of the San Mateo Labor Council. Thank you Art Pulaski.

(Applause).

When I look across the room and start talking to people all over the state, it just reminds me of all the fights that we've been in together, not only to build our union, but to build this Labor Movement. California is recognized as a strong island in a sea of a Labor Movement that has been in decline.

And that's because of the heart we have in California to fight back. And all you labor council leaders that are in the room just remind me of the fights in Sacramento where we had that four-day strike. We one in four days, and all the politicians came out of their office -- Democrats -- and supported the strike and closed down the business of government in Sacramento for almost four days in many ways.

Orange County. The guy back there from USWW and all the support we had to organize the janitors in Orange County and all the marches and fights we had.

And the Bay Area, Josie Camacho, Ben Fields [phonetic] isn't with us, I don't see Tim Paulson here yet. Are you in the room, Tim?

EXECUTIVE SECRETARY-TREASURER PULASKI: He's in Washington.

BROTHER GARCIA: And just all the fights, they're all so similar in all the areas where we built USWW to organize the janitors, security officers and now airport workers.

LA, of course, the greatest fight -- the greatest war we ever had was in LA, the arrests and beatings we took at the top end of the batons of the LAPD. And the 2000 strike, which I'll talk about a little bit later, in San Diego right here. I got arrested right down the street here in our contract fight a few years ago, shut down the Padres game for a few minutes.

(Laughter).

And how many of you have ever come to one of our picket line? Thank you all. That's the support we had in our Labor Movement here. And how many of you ever got arrested? That's the gold standard, from our picket line.

(Laughter).

It was fun, right?

DELEGATES: Yeah.

BROTHER GARCIA: It's been a long haul. You know, I started in 1980 in this Labor Movement at the Janitor's Union in San Jose right across the street from the labor council there. And we were a 1800 member union to what we are now, 45,000 statewide USWW.

(Applause and cheers).

I'm proud to say that, you know, we won our glory and respect and moved the model organizing campaign of its time, the Justice for Janitor's movement, across the country in many cities, to security officer's union, and now an airport workers union which we're fighting for justice for airport workers who are being exploited at the hands of the airlines.

And it's just been an honor and a privilege to work in the Labor Movement. I guess I could have gone different routes in my life. I always wanted to be an organizer. I could have organized in many fields. But organizing in the Labor Movement, coming out of the Labor Movement, growing up in the Labor Movement, all my ties were in unions.

Back then when we had high density the unions were a way out for Latino people, Latino workers. It was the only way to elevate ourselves out of the barrio. My tios were laborers, they were farmworkers, they were steelworkers, they were auto workers, they were construction workers, they were cabinet makers, they were janitors.

But back then everybody had a union job. And we really weren't going to college then, my tios. Those doors weren't open to them yet. But working with their hands was. And the Labor Movement gave us a decent life. It brought us into the middle class. We worked hard, played by the rules and we reached the American dream. That's who I am. That's what my foundation as a worker.

In 1980 when I started, the Labor Movement of Ronald Reagan was just coming to power. By 1982 the Labor Movement was starting to decline. The corporations were starting their assault on unions, the Coors Company, Peter Coors. How many of you remember him? Broke the Coors Brewery Plant. Ronald Reagan came in in 1982 broke PATCO, the air-traffic controllers' strike, workers in union.

And then it was on. It was on for corporate America to start their war on American workers and our Labor Movement. Our density was at 35 percent.

The Labor Movement had no clue how to fight back. They were bound by the NLRB rules. And the NLRB was becoming -- just becoming to become an agent, a tool for corporate America to break unions.

Unions back then had no clue how to deal with the immigrants that were coming into the workforce in the janitor industry, many industries across our workforce. They supported things like the Simpson Mazzoli bill. They supported racist exclusionary laws to prevent immigrants from working in this country, let alone figuring out that they wanted to and needed to and had to organize them.

And then the decline started back then. And here we sit here today and we see fight-back emerging in our Labor Movement. We see the Fight for 15 led by our leader Mary Kay Henry.

(Applause).

We see minimum-wage ordinances coming into a place like Seattle and San Francisco and San Diego and becoming fashionable. And people are starting to become angry finally to the economic disparity we have in this country, for workers who are losing their wages, losing their ability to reach the middle class, losing their health care. We're fighting back.

Why? Because of the Labor Movement. We're getting it, we're moving it. And I think this California Federation of Labor, SEIU, my union, I'm proud to say many of our unions across the room are finally getting it and figuring out how to fight back.

CIR, Comprehensive Immigration Reform. I've never seen the Labor Movement fight like I've seen it fight in the last few years, all these labor councils, the Federation of Labor fighting back for immigrant workers, fighting for Comprehensive Immigration Reform, fighting for these children that, for no reason of their own, are being persecuted by the right wing and forced to send back to their countries where they're trying to flee the violence and the poverty that this country, the United States of America, has created or helped create largely in their countries.

And we're fighting to put more workers in unions like never before. Our density in the private sector is approaching 6 percent. And we're finally figuring out that we've got to put more workers in unions. If we don't save our Labor Movement and put it in the other direction, we're not going to rebuild the middle class, we're not going to fix this economy, and we're not going to save this country. That's on our shoulders, and we're taking on the challenge.

(Applause).

And we're electing politicians, and we're holding them accountable now like we never have before. Now we have, not the Republicans that we heard this morning are a problem, it's these moderate Democrats. We must punish them and hold them accountable as we would any Republican that is trying to break us, break workers' will to organize and win. And we will do this.

Now I want to talk about my heroes: my members. I am privileged, I have been privileged and honored to work for these members. The poorest workers, undocumented, so-called powerless, these workers have fought back.

And if there's fight in me, there's a will in me to fight, I get it from them. The conditions they're fleeing in their home countries, coming here largely undocumented and fighting the fight like they do is what inspired me to be who I am today and what I've been able to achieve thanks to them and all of you.

(Applause).

I want to leave you with one story as I retire and just kick back and all the stories, I talk to my members and talk to you all. It's hard to remember every fight you've been if you're engaged in a fight before you for 34 years.

But now as I retire I look back at a lot of fights. And one that I wanted to leave you with is the 2000 strike, and one of the only offensive strikes in my labor history that I can really reflect on it. We've been locked in so many defensive fights to fight back on the war that was waged on us by corporate America.

We were in the middle of a three-week store strike in LA. And we were having a really hard time with the cops, my favorite people. They just -- you know, when the cameras weren't on them, they had their batons out, and they were just doing their thing on us and my members, and they were horrible. We know what cops do during a strike. They protect the interests of the elite. You break down the cops, you win a strike.

And that night we were going to march downtown LA. And I got out of my car, and I was driving up to the action during the strike. And I look up above and I see police helicopters. And I think, oh, what are these guys up to tonight? Up to no good I'm sure.

I walk up to the strike, and they were getting ready to march. And a lieutenant was there, came down from his house. He had his running outfit on. And I asked him, "What are you going to do?"

"Well, we're going to stop you guys from marching tonight."

"Well, why? It's 11 o'clock at night." Back then before Staples and LA Live and all the action, all you had were homeless. And all the -- especially all the white people flew back to their suburbs. And with just people of color and homeless, what's the problem with marching these empty streets?

"The line is stopped. We're going to draw the line right here. We're tired of this stuff." We're catching press, national media, and they weren't looking too good on TV.

And I said, "Well, who's going to win that fight? You've got cameras the all over here. You or these janitors?"

And he scratched his head, and he said, "You're not marching." Okay, fine. So I went back to the end of the line, and they had all their riot cops there and they had their helmets and shields on, and there were tons of them out there. And I saw all the janitors, about 500 of us that night.

And I looked back at the -- I look at the cops through their shields and I see fear. I looked back at the janitors, I see fearlessness.

(Applause).

I looked back up, and the janitors say, "Vamanos, Mike," which means "Let's go." And so let's go. And we just marched forward, and all those cops opened up like the Red Sea and the janitors marched right through them.

(Applause and cheers).

Right then and there I knew we had the strike won. The following week -- David Wharton's [phonetic] favorite story -- we marched from our office in downtown all the way down Wilshire Boulevard, 12-mile walk, to Century City. We had Jesse Jackson, Andy Stern and all the police were close behind us, and everybody wanted to be part of it. Everybody wanted to be with the janitors that day. And we marched all the way, and the cops just paved the whole street for us. And they were our security officers.

(Laughter).

And all the secretaries were coming out, and they had these little papers that they would put "Janitors for Justice." They always had it backwards.

(Laughter).

And the secretaries came out honoring the janitors, honoring the fire that these poor immigrant workers had to fight back and the courage to fight back. And they inspired the secretaries.

And when we're getting to Century City, we heard on the police radios that to evacuate Century City because the janitors were coming. The janitors were coming.

(Laughter).

And I looked over at the field organizer, and she said, "Wow, this is powerful." And we got there, and then all of Century City was truly evacuated, I swear to God.

(Laughter).

And we got pictures of it. And the janitors were up chanting and they were like jumped on everything, and like they had won that strike. And I knew we had won that strike.

We settled that Saturday following that march. Bernard Parks calls me. He was the chief of police at the time. And the Lakers were having their first playoff game at Staples, the new arena. And he calls me and says, "Mike, are we going to have a playoff game tonight?"

They knew we were going go down and were going to settle that contract that Saturday night. The janitors were going to take over the arena, we were going to shut it down.

And I said, "Bernard, we have negotiations today, and Jesse Jackson says, 'Keep hope alive.'"

(Laughter).

Anyway, if these janitors can fight back like that and win that power, with everything we're fighting today, everything we're up against, with our density that has shrunk to what it is today, if these janitors can fight back and beat the wealthiest corporations in the world, then we can fight back, and we can win this fight we're in now. If we organize.

If we decide to.

(Applause).

We got to step it up. We're doing good, but we're still not -- do not have enough workers in unions. Let's step it up, let's fight back. And when we know that when we fight --.

DELEGATES: We win!.

BROTHER GARCIA: When we fight --.

DELEGATES: We win!.

BROTHER GARCIA: When we fight --.

DELEGATES: We win!.

BROTHER GARCIA: Cuando peleamos --.

DELEGATES: Ganamos.

BROTHER GARCIA: We got it. Power to the California State Labor Movement.

(Delegates stand, cheer and applaud.)

EXECUTIVE SECRETARY-TREASURER PULASKI: When we fight --.

DELEGATES: We win!.

EXECUTIVE SECRETARY-TREASURER PULASKI: When we fight --.

DELEGATES: We win!.

When we fight --.

DELEGATES: We win!.

EXECUTIVE SECRETARY-TREASURER PULASKI: We. resume at 1:30. And that was a fitting preface to the afternoon about organizing that we will have beginning with keynote Mary Kay Henry from SEIU. I'll See you at 1:30. Thank you. Thank you Bill Lockyer, our friend forever Bill Lockyer.

(Lunch recess taken.) AFTERNOON SESSION.

PRESIDENT LEYVA: Good afternoon, Delegates. Did everyone enjoy lunch? Served by our good UNITE HERE workers.

(Applause)

Thank you to Bill Lockyer and to Mike Garcia for everything they've done for the Labor Movement.

We are going to jump right into the Legislative Committee. And I would like to ask that the chair and cochairs of that committee, Gabrielle Carteris SAG-AFTRA and Tom Davis of IATSE Local 80 join me up here so we can start working on the legislative work. Gabrielle, all yours.

CHAIRPERSON CARTERIS: Hello everybody. What a good lunch we had, huh? I am a proud union leader. I just wanted to say that, right?

Okay. Madam Chair, your Committee on Resolutions met at 4:00 p. m. on Monday, July 28th and considered the six timely resolutions referred to the committee. A quorum was present when the committee met.

Together with my cochair Tom Davis -- a very good cochair -- I will present the committee's recommendations on the resolutions referred to the committee.

The delegates may find their timely resolutions in the orange book on the delegate packets. I think you were looking at those earlier today. As we move through the committee's recommendations for the resolutions we considered, we will refer you to the resolution's location in the orange program booklet distributed this morning, and we will read the resolve portions of the resolutions.

Starting with Resolution 3, \$15 Minimum Wage for All Workers on page 5 in the orange resolutions convention booklet concludes with the following resolves.

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: Delegates, you have a motion and a second before you. Delegate at Mic No. 2.

DELEGATE CAMPBELL: Madam Chairman, I'm Bill Campbell. I'm a member of Office and Professional Employees International Union Local 29. I would like to rise to ask for a small amendment, and that we add to the resolution a cost-of-living in a phrase so that we not only pass this \$15 minimum wage, but we implement an annual cost-of-living increase once we pass it.

PRESIDENT LEYVA: Delegate, I have a written statement up here, and let me make sure this is what you're asking to amend: "effective without delay," and what you were looking to add is "and indexed to rise with inflation"?

DELEGATE CAMPBELL: Correct.

PRESIDENT LEYVA: Okay. So we would take this as a friendly amendment.

DELEGATE CAMPBELL: Thank you.

PRESIDENT LEYVA: Do we have a second?

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor of the amendment aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Aye. All those opposed. Very good. Motion carries. Thank you very much.

Now we will vote on the resolution as amended. Delegate at Mic No. 2.

DELEGATE HIRSCH: Fred Hirsch, Plumbers and Fitters Local 393. I'd just like to say that I'm proud that our local union brought most of this resolution here. And our members are among the highest paid in the labor federation, and we're totally aware that when the lowest paid workers get something closer to a wage they can live on, we are all better off, and it resounds and builds the Labor Movement from bottom to top. Thank you.

PRESIDENT LEYVA: Here, here, delegate.

(Applause).

You have a motion before you as amended. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

COCHAIR DAVIS: Good afternoon. Madam President, your committee recommends referring Resolution 4, Defend CAL/OSHA Full Staffing for Health and Safety Protection of California Workers, on pages 7 through 8 of the orange booklet to the Executive Council for further discussion and consideration, and I so move.

Delegate: Second.

PRESIDENT LEYVA: All right. Delegates, you have a motion before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

CHAIRPERSON CARTERIS: You're all so much taller than I am.

Resolution 5. Resolution For A Federal Budget That Meets Workers' Needs on page 9 of the orange packet of resolutions concludes with the following resolves.

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. Seeing no delegates, all those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR DAVIS: The committee recommends amending Resolution 10, Prioritizing Health Care Reform in California, on page 19 of the orange packet of resolutions. The committee recommends amending the third resolve by striking "our members" and replacing it with "all Californians" to read as amended.

(Resolves read.)

(Resolve containing proposed amendment was read as follows:) BE IT FURTHER RESOLVED, the California Labor Federation, AFL-CIO supports increasing transparency and regulation in all aspects of the health care system, including rate-setting, pricing, quality, medical appropriateness, and contracting, that benefit all Californians through reduced costs and increased quality; and"

(Final resolve read.)

The committee recommends concurrence as amended, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: A motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

CHAIRPERSON CARTERIS: The committee recommends amending Resolution 12, Protecting Worker Health and Safety on page 23 through 24 of the orange resolution package. The committee recommends amending the second resolve by striking "finally" and replacing it with "further." And the committee recommends striking the fourth resolve to read as amended:

"Therefore, BE IT RESOLVED that the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council, AFL-CIO, and allies launch a campaign to raise the number of Cal/OSHA CSHO's to a level that at least allows required response times and federal staffing benchmarks to be met; and" BE IT [with the cross-out 'finally'] FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council, AFL-CIO, and allies strive to align California's CSHO staffing levels that of Washington and Oregon; and

“BE IT FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, and the State Building and Construction Trades Council, AFL-CIO, and allies commit to helping Cal/OSHA eliminate any unnecessary impediments to the agency’s ability to recruit, train and retrain qualified inspectors; and

“BE IT FURTHER RESOLVED, that the California Labor Federation, AFL-CIO, and the State Building and Construction Trades Council, AFL-CIO, and allies work to significantly raise the number of medical doctors employed by Cal/OSHA; and

“BE IT FINALLY RESOLVED, that the California Labor Federation, AFL-CIO, and the State Building and Construction Trades Council, AFL-CIO, and allies support legislation that would improve enforcement of Cal/OSHA regulations and strengthen penalties against OSH retaliation.”

The committee recommends concurrence as amended, and so I move.

DELEGATE: Second.

PRESIDENT LEYVA: A motion and a second before you. Delegate at Mic No. 2.

DELEGATE HUNTER: Robbie Hunter, State Building Construction Trades Council.

California OSHA was formed in 1971. And it was formed as a result of an action in Sylmar where 17 building trades workers were killed. And that was the third multi-death in this state that year.

Just last week 23-year-old ironworker Robert Carrasco was killed in Pasadena on a fall. OSHA is as dear and as needed today as it ever was. We need to strengthen, and we need to reinforce it, and we need to support it. So I speak in favor of this motion.

PRESIDENT LEYVA: Thank you, Delegate.

(Applause).

PRESIDENT LEYVA: All those in favor of the motion signify by saying aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

COCHAIR DAVIS: The committee recommends amending Resolution 13, Collective Bargaining Rights For Family Child Care Providers on page 25 through 26 of the orange resolutions book. The committee recommends amending the first resolve by striking “women” and replacing it with “workers” to read as amended: “THEREFORE BE IT RESOLVED, this 34th (sic) Biennial Convention encourages all Federation affiliates to help support the passage of statewide legislation that would allow these workers to organize, have a voice and the right to collectively bargain for training, good wages, oversight and improvements to the state’s child care system on behalf of themselves, the children and working families they serve; and”.

(Final resolve read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mic No. 1.

DELEGATE BLUE: Good afternoon, Brothers and Sisters my name is Luisa Blue, the chief elected officer of SEIU Local 521.

I come before you today to tell you about a crisis in our state and to ask your support for fixing it. This crisis interlocks workers, union and non-union, parents, children, family child care providers into a downward spiral with the number of working families and children living at poverty at record high.

Our new economy calls for a flexible, affordable child care that meets the demands of today’s workers trying to rise out of poverty, but few families can have access to such care and learning. Children, regardless of their ZIP code, must have access to quality early learning before age 3 so they can be successful in school and break the cycle of poverty.

But there isn’t adequate access to it. Early educators, otherwise known as family child care providers, who are primarily women of color and who serve as a backbone for today’s working parents, can’t lift their own families out of poverty. They’re being forced to close their doors because their poverty wages of less than \$5 per hour remain stagnant while costs and requirements grow.

Family child care providers know that things have to change. That’s why for 10 years now we have been coming together with our sisters and brothers in AFSCME and SEIU to win collective bargaining rights with the State. They know and believe that the only way to fix our broken child care system is by coming together and joining a union.

Sisters and Brothers, these women have been fighting alone for too long. They need each and every one of you behind them. They need the entire Labor Movement behind them. So I ask you today to stand with me, stand with SEIU, stand with AFSCME and help lift over 60,000 women family child care providers out of poverty.

In lifting them, we also lift our children and families who rely on them to be able to learn and to go to work every day. Support of this childcare legislation will cause that this federation prioritize the passage of this legislation in the 2015-2016 legislative period that calls for collective bargaining rights for family child care providers as a first step in

moving family child care provider workers and their children out of poverty.

I want to get props out to my sisters and brothers in Local 1000 who have mobilized parents who are members of Local 1000 to help us out; my sisters and brothers in Local 221 in San Diego who are bringing Head Start workers to join forces with early childhood providers; and also my sisters and brothers at SEIU Local 1021 for helping us organize in Alameda County. Thank you.

(Applause).

PRESIDENT LEYVA: Thank you delegate.

Delegate at Mic No. 3.

DELEGATE TAIZ: Good afternoon. I'm Lillian Taiz, President of the California Faculty Association. We who teach in the California State University system and are organized in a labor union know how important it is to have that level of organization so that we can deliver quality education to our students.

Likewise, we believe that the men and women who deliver child care to our children, child care to the students that we will someday teach deserve to be well organized. It will allow them to provide quality education to those students so they will succeed with honors when they come through our classrooms.

We urge support of this resolution. It's going to be great for the students and it will be great for their families. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE WATKINS: Deon Watkins, Local 11 IBEW.

I stand in support of our states of children by supporting collective-bargaining rights for family child care providers. I ask you to support this resolution. We know that early education helps our children develop their minds very much. Let's ensure our kids have the appropriate care by providing collective-bargaining rights to their care givers. Let's give the children a chance to fight for their rights. Thank you.

(Applause).

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 1.

DELEGATE MacMILLAN: Good afternoon. My name is Tanya MacMillan [phonetic], and I am a family child care provider providing quality care for 21 years.

(Applause and cheers).

I am also a delegate for this convention. I am a member organizer, and I am an Executive Board member for SEIU Local 99.

(Applause and cheers).

I'm here today asking you to please support the child care resolution before you today. Just recently two mothers were arrested for not being able to afford child care.

The first mother was forced to leave her child in a car while she went on a job interview. The second mother was arrested and then fired for not being able to afford child care because she worked at McDonald's earning poverty wages.

When people across America heard these stories, they were shocked, but I wasn't. I know that without access to subsidized affordable child care, the mothers whose children I care for would be in the same place without food on the table, without being able to pay utilities, without being able to pay their rent, and even in jail just for being poor.

And I can relate. I love my job. I love being a family child care provider. I love teaching children the fundamentals that are going to help them succeed when they get into kindergarten. I teach them more than just that. I am a trained chef. I teach my children how to cook, I teach my children about healthy think eating, healthy foods. I teach my children respect, I teach my children team skills, and it goes and on and on and on. I love my job.

(Applause).

But I struggle too. I've lost my home to foreclosure. I've struggled to put food on the table for my kids. I struggle to pay utility bills. I struggle to pay my rent. If I can't pay these things, I don't have a family child care business. I can't help parents or kids.

Brothers and Sisters, I am lucky if I make amount equal to the minimum wage with no wages or benefits, and I'm not an exception. I am the rule.

There have been times when agencies have made decisions on their own not to pay providers like myself for six or more weeks. They just felt they had the right to do that.

It's a little ironic that the State's child care system, which is supposed to help struggling parents get back on their feet, does everything but that. Fewer parents have access to the system than they did 10 years ago. In fact, 100,000 children lost their child care services since the economic crisis began. You know how many have been restored? Zero. Zero.

The State has got to understand that if they are serious about rebuilding our economy and state, they cannot

forget about rebuilding our child care system.

(Applause and cheers).

This is why we've been fighting for collective bargaining for over 10 years. It's been a long fight, but I know it's worth it. Because of union members like you and I, we know that collective bargaining is the only way that we are going to be able, for people like myself, to advocate for myself, to advocate for parents, to advocate for kids, to advocate for my fellow sisters and brothers in this industry.

So I ask you today, please stand with us, please support our fight to win collective-bargaining rights. Thank you. (Delegates stand, cheer and applaud.)

PRESIDENT LEYVA: Delegates, you have a motion before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you very much.

(Applause).

Thank you to our legislative chair and cochairs. Very good job.

At this time I'd like to ask Vice President Yvonne walker to come to the podium.

(Applause and cheers).

DELEGATE WALKER: Thank you, Madam President. So Sisters and Brothers, it is my honor to introduce to you my president Mary Kay Henry.

(Applause and cheers).

Mary Kay, as she is known in SEIU, is the first woman to lead the Service Employees International Union. We proudly represent 2.1 million members in the United States, Canada and Puerto Rico.

Mary Kay is the eldest of 10, the daughter of a salesman and a teacher. She grew up in Detroit at a time when working people had a strong union voice that they used to build the middle class. Her childhood experiences and her deep faith as a Roman Catholic instilled in her a deep commitment to opening doors of opportunity for everyone and not just an elite few at the top.

With that background it should be no surprise to anyone that Mary Kay has devoted her life to organizing. She came to SEIU in 1979 where she started by standing side by side with nursing home workers in Fresno who were fighting for time to treat seniors with the dignity and respect they deserved.

In 2004 she was elected an International Executive Vice President where she served as SEIU's chief strategist for health care, leading the fight for a stronger voice for health-care workers and enacting historic health-care reforms. And she also organized hospitals right here in Southern California.

Since Mary Kay was elected president in 2010 she has led our union in a conversation about how we win for working families. She has challenged us to think beyond our industries and our locals to address the fundamental problem that this economy is not working for most people.

As a result, SEIU has made the key decision to change what we've been doing. We are confronting the fact that in a world where workers are increasingly contracted, subcontracted, outsourced and franchised, we have to strengthen our unions by organizing. We have to support outside our core industries so that we can create a path to change the balance of power in our economy and our country for all working people. That is why SEIU is All In to Win for fast-food workers who want \$15 and a union.

(Applause and cheers).

That is why SEIU is all in for the national Fight for 15 that the fast-food workers have inspired. That is why we are all in for child-care workers, we are all in for adjunct professors, and we are All In to Win for working people.

Mary Kay understands that organizing is a pathway to building worker power. It is our North Star. So Sisters and Brothers, on behalf of SEIU California, it is my honor to introduce our president, Mary Kay Henry.

(Delegates stand, cheer and applaud.)

Remarks by MARY KAY HENRY PRESIDENT, SEIU.

PRESIDENT HENRY: Whoa, Sister Yvonne Walker. Thank you so much. I can't tell you what an honor it is to be home in California with the strength of all of the union Brothers and Sisters in this room and that incredibly inspired Legislative Committee debate that our president here just conducted. You remind me of what a beacon of hope the California Labor Movement is and will become under the incredible leadership of this Executive Council and your leader Art Pulaski.

I really want to thank you on behalf of all working people for the decision the State Fed is making at this convention to be All In to Win on organizing. It is amazing work that you are doing together.

So I want to begin by acknowledging the incredible work of our family child care providers, both AFSCME and SEIU together, doing what Tanya MacMillan so eloquently just acknowledged.

And I want to do a little organizing task at the beginning here. On your tables is a card that is the official Cali-

ifornia Kid Voter registration form. I would welcome you to fill this out while I'm speaking, because organizing happens every minute of every day, even during speeches. And you can pass it down to the end, and it will be picked up at the end.

We want to assist this campaign by making it clear that there is Kid Voter support throughout California. And there will be ongoing work after this convention for you to sign up your family, friends and neighbors to demonstrate your commitment for the needed improvements in child care that Lil and Drew and Louisa and Tanya just made the case for.

I also want to build on the commitment of this Federation to political action by doing two shout-outs. One is for this incredible sister on my left, Connie Leyva, who I expect the California voters in this room are going to send to the State Senate in November.

(Applause and cheers)

And also I want to congratulate Tim Sbranti who I understand defeated the evil Steve Glazer, who I understand epitomized the fight that we are trying to frame this November between those elected officials who dare to stand on the side of corporations and the wealthy, versus those who are willing to stand up, face the headwinds of the right-wing attack on us, and stand with working people.

So both to Tim and Connie, I know that the California State Federation is going to flex its political muscle once again this November and continue to lead the pack for the whole American Labor Movement in making the case that it isn't simply our members that we are registering, educating and turning out to vote, but it's our family, friends, neighbors and communities. And the Million Voter program you had in 2012 I know you're going to build on in 2014. So we salute you for that.

But my job today is not to regale us all in the accomplishments as we come into this room, but to think about how we redouble our efforts in this moment of the fiercest assault on our values and on our organizations that we've seen in the 40-year coordinated attack on working people.

Sisters and Brothers, this past Saturday I was with more than 1,300 fast-food workers at the first ever national convention. And I want to give you a report. Yes, go ahead, applaud. It was pretty amazing.

(Applause)

There were Jack In The Box workers from Oakland, McDonald's workers from LA and San Diego, there were KFC workers from Brooklyn, there were Burger King workers from South Carolina; workers from Chicago, Detroit, St. Louis, Little Rock, Miami. From all over the country people came to recommit themselves to the Fight for 15 and the right to form a union.

This gathering of leaders took stock of where they started just 20 months ago. A few hundred workers in New York City struck, and a lot of people thought, oh, this is just a one-time thing. It's a little residual impact of the Occupy Movement. This too will fizzle out and die. It didn't. It got bigger. It kept growing, it keeps growing.

And just this past May fast foods workers in 150 American cities went on strike with 33 countries joining them from around the world where protests and strikes occurred in Japan, in India, in the Philippines, from Denmark to Ireland, from Argentina to Brazil and to Nicaragua.

(Applause and cheers).

A week after this strike this past May fast-food workers stepped up their campaign to a new level. 103 McDonald's workers were arrested at McDonald's world Headquarters in Oak Brook, Illinois just a few miles outside of Chicago.

Another 36 supporters from faith organizations, from other unions and from the community partners were alongside of these brave and fearless McDonald's workers. I was proud to take an arrest with them that day, and I want to show you a specific story of that arrest through the eyes of one of the McDonald's leaders Adriana.

(Video shown.)

(Applause)

PRESIDENT HENRY: How many people in this room have stood with these workers at some point in the last 20 months? Yeah, I just want to thank you on behalf of the fast-food workers. The entire support of the labor and community and faith leadership in this country has allowed them to walk through the fear that we heard Mike Garcia speak so eloquently about at lunch and that you just heard in Adriana's story where many, many, many of those workers have been raised in families and communities where the notion of doing civil disobedience and taking arrest is antithetical to what we were warned about by our parents, about not messing with the law and not taking arrests.

And so as you can imagine, this notion of civil disobedience and taking arrest meant 103 people in that protest had to walk through a lot of fear and a lot of conversation in their own families to make that possible.

And they stood together in the sea of 1300 leaders this past Saturday and convinced the rest of the leaders there that the next set of escalations in the fast-food workers movement voted to do more arrests and more civil disobedience in upcoming actions. Yeah, it's amazing.

(Applause)

And I think many of you in this room, because I've talked to many, and across the country, believe that all of the efforts that the Labor Movement is involved in, the three campaigns that the State Fed is highlighting -- the Walmart workers efforts to form a union, the Taylor Farms efforts to form a union in the Central Valley, the security officers who are fighting Apple and Google in the Silicon Valley -- those efforts together with the fast-food efforts in this nation are making history.

And let me tell you why. These workers have touched a nerve in our national debate over the future of work and the economy. And you heard Yvonne make the case in her introduction that 60 percent of the American workforce is now contingent. One in two jobs being created in our economy are minimum-wage jobs, poverty jobs, no guaranteed hours, and no guaranteed benefits.

And these workers, because they work for these iconic multinational corporations, are making the case to the entire nation that we've had enough with this low-wage economy, and we are joining together to fight back.

Because you and I know that members of unions and our families, friends and neighbors and non-union workers believe that this growing inequality in our economy is wrong, and that people are sick and tired of CEO pay rising and record profits being earned in a nation where over 100 million families are now teetering at or living below the poverty line.

(Applause)

But given that stark reality and the increasing attack on unions, the notion that workers are joining together and fighting back in spite of that reality is what's inspiring and exciting people. The strikes, the contract gains that are being made, the organizing breakthroughs, the political debate where we just had Tim Sbranti win against a corporate insider is another example of the way in which the wind is changing.

And I'm here today because California represents to me a state where your responsibility to lead the movement and show people that we can turn things around is greater than ever in our lifetimes. You can make gains like we just heard rattled off on the minimum-wage gains that are happening up and down this state and show the way.

And that's why for me, your All In to Win organizing agenda is so critical. You've built a strong Union Movement here. You know how to make workers' voices heard. California workers can lead the way when it comes to electing representatives that stand with working people.

And now you are putting yourselves on the point of the pin of making the case that we can, in spite of the laws and right-wing headwinds, make the ability for private-sector and public workers to join together on a scale that is required to turn things around for everyone.

Because you and I know that even in a state as big and powerful as California, we live in a larger economy where working families face longer and longer odds when it comes to getting ahead. Whether we're union or not, we know that it's getting hard to find a good job that you can support a family on.

Union or not, we know there are millions of families that can't count on economic security no matter how hard we work. Union or not, we know that working people are getting crushed while the super rich are rigging the system to their own selfish benefit.

Every day people are dealing with not enough hours to work, and smaller and smaller paychecks. Every day working people face a future with no real retirement security. Every day kids are moving back in with their parents, parents are moving back in with their kids.

Every day people are finding a way -- barely, just barely -- to get by. Every day working people, whether we're home-care workers, adjunct professors, hotel workers, electricians, Walmart workers, light manufacturing, auto-parts-supply workers or truck drivers, people are holding their breath just to get to payday and decide whether to pay the electric or buy food, union or not.

We know this is no accident. This is happening because of a coordinated right-wing attack that has been gathering storm for the last 40 years and has been decades in the making, where the selfish few at the top have made a decision to hold down wages no matter how much it hurts families and communities across the country.

The richest people at the top are using their power to stop us from our right to form a union. The rich and right-wing politicians that they buy, the Supreme Court and state legislatures all across this country, and multinational CEOs know that workers are more powerful when we speak together with a united voice, so they are trying their last gasp to take us out.

We all know that this is happening, because these CEOs at the top are squeezing workers while they take compensation packages that no human being could spend in a lifetime. Let me show you what I mean.

(Slide shown.)

When you total the average compensation of the CEO KFC Yum! brands, which is a private-equity owned multinational corporation, he makes \$30. 1 million every year for the last 13 years. His wages have held steady where our standard of living has been eroded. The CEO of McDonald's made \$10. 9 million every year for the last 13 years. The CEO of Burger King made \$7. 1 million every year for the last 13 years.

When you add these numbers up across the entire fast-food industry, that means fast-food-company CEOs are making 1200 times what fast-food workers are making, and it is a global record for CEO pay. That means they pay themselves more than twice as much in one day what a worker earns in an entire year. They're not working 1200 times harder than us. They're not 1200 times smarter than us. And they're not 1200 times better than us.

(Applause)

Sisters and Brothers, you and I know that the real reason this pay is so imbalanced is because working people have steadily been attacked by these forces over the last 40 years, and we're down to the 6 percent strength in the private sector that Mike talked about at lunch, and 11 percent in the public sector; and that CEOs can pay themselves this much because they can get away with it.

But for far often and for far too long, workers have not had the collective power to stop profitable corporations from paying poverty wages.

But Sisters and Brothers, we heard it from Bill Lockyer, and we heard it from Mike Garcia, and I want to join the chorus. I believe we are at a crossroads in this nation. We can rebuild working people's power over corporations in this nation. Ordinary people are hungry to find a way to make an economy that works for everyone, not just the few at the top.

When fast-food workers went on strike in New York City 20 months ago for \$15, most people laughed at them. \$15 was considered impossible. And then when our great ally in the California Congressman George Miller introduced a bill in 2013 for 10. 10 minimum wage, a lot of people said that 10. 10 was too high.

But then because of the courage of fast-food workers and the support that people in this room and unions across this country and our allies gave, \$15 an hour started to become a reality. Workers standing up, joining together, having the guts to strike, having the guts to get arrested changed what was possible. So now \$15 an hour is a reality for 100,000 low-wage workers in Seattle.

(Applause and cheers).

And shortly after that a clinic that's represented by SEIU 721 came to the bargaining table and said, "I think \$15 is the new living wage in this country. I think we should bargain together to raise wages for 500 clinic workers in St. Johns."

And 23,000 SEIU school workers just ratified a contract with LAUSD where their wages are going to go up to \$15 an hour in the next two years. Yeah.

(Applause and cheers).

And all the way across the country in Baltimore the hospital workers in Johns Hopkins, who have been bargaining for two decades with the largest, most prestigious hospital employer in Baltimore, finally got to \$15 an hour as an entry wage for all the service workers beginning in January of '15.

(Applause and cheers).

And you, the Labor Movement of California, have been the fuel in the minimum-wage movement that is raising wages for workers in San Francisco I understand is voting tonight, in Oakland, here in San Diego, in Richmond.

You should be incredibly proud that as working people with organizations you are using the engine of your organization to raise wages again and convince the American electorate that working people in unions want to bargain for everybody in this nation again, just like we did when 30 percent of us had collective-bargaining power across this country.

(Applause).

When you add it all up, the minimum-wage movement that has been started and kicked off by, I would argue, Walmart workers striking on Black Friday two years ago and fast-food workers following them --

(Applause and cheers).

-- when you add it all up, 6. 7 million workers' wages are being raised this year because of the collective efforts of people in this room. And we can't stop, Brothers and Sisters. Our movement isn't simply about a minimum-wage movement. Our movement is about restoring the right to collective bargaining so workers can join together and not just raise wages, but get paid time off for God sake, and be able to take a vacation with our families and create good jobs again in this economy.

(Applause and cheers).

Sisters and Brothers, I believe that we are on the edge. And that's why I was so glad to come and add my voice

and the voice of SEIU members from across this country and in this state to the efforts that are being led by the California Federation of Labor. Being All In to Win for each other is a way that we are going to build the most diverse, most inclusive, most determined movement for working families across this country.

And California, no pressure, but you have got to lead the way in the nation. Because when you win, we will all win all across this nation.

(Applause and cheers).

Working people sticking together, and when joined by community and faith leaders who share our belief in the promise of a rising America, we will have the strength in numbers to make sure that profitable companies pay enough for us to be able to afford to meet our basic needs.

We are here today because of a strong union movement. We stand on the shoulders of people in this state who fought and died for the ability for people to join together and have the collective power to raise wages and create good jobs.

And we know that when workers speak out as individuals, we are ignored. We know that when we speak out in the thousands and in the millions we are heard and we are taken seriously.

Imagine how it will change California when those workers in the Central Valley at Taylor farms win their union because you're All In to Win in the Central Valley.

(Applause and cheers).

Imagine how it will change the Silicon Valley when you take down Google and Apple and security officers finally have a chance to make good jobs as well.

(Applause and cheers).

And imagine how it would change our nation when Walmart workers get a chance to bargain with Walmart and raise wages in the largest employer in our economy.

(Applause and cheers).

Imagine how it will change America when McDonald's, Burger King and Wendy's workers sit down at a national table and raise wages for millions of fast-food workers and have a union to keep improving those jobs.

Imagine how other working people's hopes will be lifted by these breakthroughs where we can begin to press back on the attack of right-wing ideology that says that we're simply too late, or that we haven't gotten enough education. Both of those things have been drilled into the psyche of the American electorate.

And Brothers and Sisters, it's up to you and me to use our organizing power and our political power to go straight at the baloney and make it crystal clear that we are stringing together two and three jobs in this economy and working harder than American workers have ever worked, and that we're not taking their bull any longer. Enough is enough. We're fighting back.

(Applause and cheers).

Imagine when workers' purchasing power has risen so that we can put our dollars to work in our local communities by buying at the grocery store, at the hardware store and buying clothes for our kids.

Imagine good jobs with good pay that put our families, our communities and our economy back on track. We are going to build a movement to lift wages and unite workers and change the life of people like Pamela Sharp, a family child care provider who is with us here today. I think I was going to ask Pamela to stand. She's in the back of the room. Pamela? She joins Tanya MacMillan. I think there's 20 other supporters of her in the back.

(Applause and cheers).

Because Sisters and Brothers, as I speak about Walmart and fast-food workers, I want us to keep in our sites workers that are financed by taxpayer dollars but who have never been written in to any labor or employment laws. Home-care workers and child-care workers have been excluded from the Social Security Act. Home-care workers and child-care workers have been excluded from Fair Labor Standards Act.

And those workers are joining together and intend to be part of this movement to raise wages again. Pamela is a family child care provider in Oakland for 18 years. She opened up her own family child care to be with her adopted daughter who has special needs. She cares for eight children in all and loves to work with the special-needs children. She purposely keeps her child care small so that she can help the children that need extra support.

But every year it gets harder and harder for Pamela to keep her doors open, because the cost of running family child care has gone up, and the compensation from the State has gone down. The effective wage rate, that you heard Tanya speak of earlier, is \$5 an hour. That's not \$5 per child. That's \$5 an hour for caring for eight children. And these women want you to know they are not baby-sitters. They are building the brains of the next generation of Californians, and we owe it to them to have their backs.

(Applause and cheers).

So while the movement to lift wages affects her life and the lives of other family child care providers in this state, there's also a movement for home-care providers. Chuck Brown is one from Ventura County. His daughter has systemic lupus. His wife used to care for his daughter, but then she had two strokes. So he had to quit his job so he could care for his wife and daughter at home.

He also has taken in his uncle who's fighting liver cancer and is awaiting a transplant. Chuck and the 200,000 fellow home-care providers are already in a union. Both AFSCME and SEIU represent these brave workers up and down this state.

And in Ventura County Chuck won an agreement that's going to boost his pay by nearly \$3 an hour over the next two years.

But extremist groups -- one with the initials you know, K-o-c-h -- has funded the National Right to Work Committee. And the National Right to Work Committee has been trolling to find a case that they could take all the way to the Supreme Court because they thought home-care workers and child-care workers were getting a little too uppity around this country and helping to fuel a political movement.

And so the Supreme Court just attacked home-care and child-care workers by deciding that they should not have the right to collectively bargain and collect fees from the agency members. And now the Supreme Court has ruled a national open shop for all family and -- home-care and child-care workers, no matter what state they live in.

DELEGATE: Bull!.

PRESIDENT HENRY: It is bull, that is right.

(Laughter).

But these workers are determined. No court decision, no state legislature is going to stand in the way of them building the strongest, biggest, most powerful organization they can in this way to continue to raise wages, but they're also going to reach out to the 200,000 non-union home-care providers in this state to make sure they become a part of the Fight for 15 so we can raise wages all across.

(Applause).

Imagine what a difference in Apple and Google when the security officers finally get those two to say yes in Silicon Valley. And security officers Caleb Gordon, Tom Gozzo, Charles Wilson, Ochoa Ramon, Marco Herrera and Marcus Nichols are here with us today. I wanted them to stand so we can honor them for sticking together to build their union.

(Applause).

We know, Brothers and Sisters, from the movement that has a lot of history in this state, that change doesn't come easy. It's not given to us. The only way we will do better together is when we fight and we stick together. It's the way workers have always built this powerful movement in this state.

We need to keep our union strong, we need to educate our coworkers and members, we need to unleash the leadership all across our membership, we need to get involved outside of our contract fights in political and organizing fights.

We need to be All In to Win in California. Because when we are All In to Win, it will demonstrate to the nation that we believe in a rising America. A rising America means a country where honest work is rewarded and there's plenty of it to get, where our families and communities are strong.

A rising America means that workers share in the success that we create for the companies we work for, where a fair share of the profits go to the many and not just the few. A country where the rich and powerful are held accountable, they play by the same rules as the rest of us.

A country where we end racism and oppression and tear down all the barriers that are in the way of our shared opportunity and success. A country where an economy works for all of us. A country where we have a democracy where every one of our voices has an equal say.

SEIU members stand with the brothers and sisters of the California State Federation of Labor. We are stronger together. We are not waiting anymore. We will fight together, and we will win together. Yeah.

(Applause).

It's Mike Garcia's chant, but I want to do a little twist on it with you as I finish. I learned this when we were waiting to march down to McDonald's headquarters. And the fast-food workers are beginning a tradition of developing chants and then competing between cities for what is the best chant. And this has now become the national anthem for them.

And I need you to say it with me now because they taught me and I want to teach you. Some of you may know it, because it's probably a recycled, old chant as many of the good ones are.

I.

DELEGATES: I.

PRESIDENT HENRY: I believe.

DELEGATES: I believe.

PRESIDENT HENRY: I believe that we.

DELEGATES: I believe that we.

PRESIDENT HENRY: I believe that we will win.

DELEGATES: I believe is that we will win.

CHANTED TOGETHER: I believe that we will win. I believe that we will win. I believe that we will win. I believe that we will win.

PRESIDENT HENRY: Thank you very much Brothers and Sisters. It takes our belief and faith in each other. Thank you all very much.

(Delegates stand, cheer and applaud.)

EXECUTIVE SECRETARY-TREASURER PULASKI: So Mary Kay, thank you. And we honor you for being a leader of such a massive effort, campaign to bring economic justice to literally millions and millions of people who are overlooked.

And so this small thing we want you -- because we know you're a California woman, and you don't get to be in California enough these days. So we got this little book for you and hope you put it on your coffee tablet. And it's called At Work: The Art of California Labor so that you remember -- when you're stuck outside of California, you remember the art and the heart of your brothers and sisters in California.

PRESIDENT HENRY: Great. Thank you so much. Thank you all very much.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you again, Mary Kay. That was great.

We thank the delegate who has an eagle eye who informed us that they received a Kid Voter registration form that did not have a union bug on it. But we're here to let you know that they do have union bugs on them. They apparently ran out of a few and made a couple of quick copies, and those few do not have union bugs.

If you have one of those and you want one with a union bug, we will replace it for you, because we have more of those cards. So apologies from the folks that, when they did a quick reprint, they didn't have bugs on them. But be assured that the massive amount of them do.

So in your packets -- this is an organizing meeting today. In your packets you'll find a small little booklet. It's called Axioms for Organizers. This is the words of Fred Ross, Sr. Fred Ross, Jr. is here with us today. Fred Ross, Sr. was the fellow who discovered Cesar Chavez and helped train Cesar Chavez, was his first mentor. So keep this with our compliments.

Please note, the Resolutions Committee -- you know who you are -- will meet today at 5:00 p. m. to consider the one late resolution that came in at 12 -- at 1159. 3.

(Laughter)

They will meet at 5:00 p. m. They may have to miss dinner over this one late resolution. Our apologies to you on behalf of the CNA.

(Laughter)

But remember who it was. I said the CNA.

(Laughter)

We want to give special thanks to our reliable videographer Joe Williams, member of IATSE 4042. Thank you Joe Williams for your great service. Thanks.

We also want to share with you the passing of Charlie Williams, a longtime friend of many of us who we just learned about. He passed away a week or two ago. Charlie was a special rep of the IAM. And he was also a longtime activist with the Alliance for Retired Americans here in San Diego. We'll miss Charlie Williams. We're sorry we missed him earlier.

ORGANIZING TO BUILD A STRONGER MOVEMENT.

EXECUTIVE SECRETARY-TREASURER PULASKI: So we said to you earlier we're turning this afternoon over to the organizers. We all acknowledge that in order to win, in order to change the world, bring America back and win it back again, we got to organize. So we turned it over to the organizers.

We started with the organizers about a year and a half ago, and we brought them together and said, "Okay, what do we need to do to change? So we've got a plan for you.

And I first want to say that we honor some workers who are organizing who are here with us today. We hope they're in the back of the room prepared to come up and join us.

But you know, we're here because somebody ahead of us organized. And they suffered a lot of challenges when they did. They suffered a lot of setbacks when they did. They suffered a lot of intimidation when they did. They suf-

ferred lost jobs when they did.

Well, today we're still organizing -- many of those organizers are still suffering the challenges of being fired, being terminated, being threatened, being put into the hard work and the bad -- the most dangerous work and the bad hours because they're organizing.

We want to bring them forward to kick off this organizing program today.

(Workers walk to the stage to continuous applause and cheering.)

Please acknowledge the UFCW, our Walmart workers. [Indecipherable] Food workers from Central Valley. SEIU [indecipherable] security officers from Silicon Valley. [Indecipherable] AFSCME and SEIU child-care workers. CWA [indecipherable] workers. SEIU fast-food workers. Teamsters, [indecipherable] workers. Workers from around California organizing, and organizing, and organizing. [Indecipherable]. Mobilizing for a better future for themselves, their fellow workers and all of us.

Welcome, thank you for joining us. Keep up the good fight. We honor [indecipherable].

(Applause)

Now, this afternoon what we're going to do is we have a program for you that first is going to recognize the organizing that's been happening. And I want to ask John Grant, UFCW 770 to be prepared; Ashley Alvarado, Teamsters 601 to be prepared; Shelley Kessler, San Mateo Labor Council to be prepared in a minute.

They're going to read off the names of those folks who have organized successfully or are still organizing. Do you know in California we have, those that have organized in the last two years or are still organizing, a total of 250,000 workers.

(Applause).

EXECUTIVE SECRETARY-TREASURER PULASKI: Now, some of them as of Monday I think are still organizing. So we're going to start off recognizing those successful campaigns, and then those that are still doing the organizing. And then from there we're going to present a couple of acknowledgments for those unions that are doing the best in organizing, a couple today and one tonight by the way.

And then we're going to hear some workers' stories about how it worked for them and how the battle works for them. And then we're going to hear some stories about new ideas they're trying that we want you to see and hear about, because we want you to try them too, to acknowledge the interesting work that they've done.

And then more explanation about the All In to Win campaign and how we brought organizers together to strategize for us what can we do new and different in California to help win more organizing. And Mike Casey is going to talk about that.

And then we're going to talk about how we have three -- those organizers have chosen three campaigns that we're going to be in All In to Win. When we brought those organizers together, they voted and selected these campaigns.

And then we're going to have some testimonials after that. This is all about a comprehensive look for the next couple of hours about what we're all going to do together to win organizing and build a stronger California.

Then we're going to break up into three what I call quickie rooms. They're going to be quickie rooms where you're going to get a sense --.

(Laughter)

The lights are going to stay on, the doors are going stay open. But I know one thing. I just got your interest, didn't I.

(Laughter).

So what I call our three quickie rooms is going to be you're going to get a flavor for those three campaigns, quickie sessions about 10 or 15 minutes each. So Cole, make sure the lights stay on, make sure the doors stay open.

But when we're done with the afternoon session, we're just going to push everybody out to go to those three rooms that are right across the hall.

So we're going to start now with asking John Grant to kick it off for us. Where are you John Grant? Okay, John Grant, followed by Ashley Alvarado followed by Shelley Kessler to show us what we together have done, what you have done over the past two years. John, take it away.

DELEGATE GRANT: This is the moment when we pause, when we reflect and we give our collective thanks to those men and women and their organizations who have shown courage, innovation and a relentless pursuit of democracy. It will also double as an eye exam and a literacy test for Randy, Ashley and myself.

(Laughter).

(Slide show played; delegates applaud and cheer throughout.)

We are fortunate to have in our midst as a part of California Labor, the American Federation of Government Employees, AFSCME, AFSCME, AFSCME UNAC/UHP, the California Federation of Teachers, the California Federation of Teachers, the California Federation of Teachers, the California Nurses Association/National Nurses United, Cali-

for California Nurses Association/National Nurses United, California Nurses Association. Communication Workers of America, CWA Local 9510, IATSE Local 122, IBEW Local 11, IBEW local 45, IBEW Local 47, IBEW Local Union 332, IBEW Local 441, the International Brotherhood of Electrical Workers 569, IBEW 595, IBEW 639, IBEW 1245, IBEW 1436, IFPTE Engineers and Scientists of California Local 20, Engineers and Scientists of California Local 20, Machinists and Aerospace Workers District 190, District 190 of IAM, Machinists District 190, IAM District 947, the North Bay Building Trades, Operating Engineers Local 3, SAG-AFTRA, SEIU Public Division, Service Employees International Union Local 521, SEIU Local 1021, Local 1021 SEIU again, Service Employees Union-United Healthcare Workers, SEIU-UHW, SEIU-UHW, SEIU-UHW, SEIU-UHW, SEIU UHW, SEIU-ULTCW, Service Employees Union United Long-Term Care Workers. It's the same one.

(Laughter).

SISTER ALVARADO: Thank you, Brother.

(Applause)

Good afternoon, Sisters and Brothers. I'm very happy to be here today. John and I are bringing a lot of good news as you guys can see. Because organizing is building power, right?

DELEGATES: Right.

DELEGATE ALVARADO: As an immigrant, it brings me great pride to present the next slides to you. Because as you can see, in its majority there's a lot of immigrant workers. That means that they're coming out from the shadows and that they're speaking out and they're standing up. And we're standing by them and by their families.

(Applause).

Organizing should be at the forefront of our agendas, because organizing is the only way that we can build power, and it's the only way that we can continue to grow, that we can continue to gain political power, and that we can continue to strengthen the middle class.

With that I'm going to go ahead and start introducing the following slides, and I want you to be really loud and really recognize these local unions that come from the different labor organizations that have done a great job on organizing.

And not only that, I want you, with a big round of applause, to recognize these workers that have given todo por todo, all for all, and have put their jobs on the line to organize themselves and to have the right to stand up for dignity, respect and a better life for them and their families. Go ahead.

(Slide showed played to applause as each local is called out.)

Teamsters Local 137. Teamsters Local 150. Teamsters Local 287. Teamsters Local 315. Teamsters Local 386. Teamsters Local 396. Teamsters Local 439. Teamsters Local 665. Teamsters Local 853. Teamsters Local 856. Teamsters Local 890. Teamsters Local 896. Teamsters Local 912. Teamsters Local 948. Teamsters Local 952.

UFCW Local 5. UFCW 8 Golden State. This is really important to know. 103 locations new CVS, 2600 workers organized UFCW 770.

(Applause and cheers.)

UFCW 1442.

UNITE HERE Local 2. UNITE HERE Local 11. UNITE HERE Local 11. UNITE HERE Local 11. UNITE HERE Local 30. UNITE HERE Local 49. UNITE HERE Local 2850 with 800 workers officially organized [indecipherable]. UNITE HERE Local 2850. This is important to note, because two years ago they only had two car washes organized, and now they have 27 car washes organized. UFCW [indecipherable].

SEIU USWW. SEIU USWW.

DELEGATE: SEIU USWW.

DELEGATE ALVARADO: SEIU USWW. Is this a trick or what?

(Laughter)

Is that it? Okay. And with that, thank you so much for your enthusiasm. Bye-bye.

(Applause)

PRESIDENT LEYVA: It is my great pleasure and honor to ask Vice President and my good friend from Southern California Teamsters Randy Cammack to join me at the podium.

DELEGATE CAMMACK: Thank you, Connie.

Good afternoon Brothers and Sisters.

DELEGATES: Good afternoon.

DELEGATE CAMMACK: You know, I'd like to take a moment of personal privilege if I may to add to the Federation's recognition of Mike Garcia. You know, the Teamsters join you in celebrating Mike's great career. He's always been there for us as a partner, as a fellow combatant. Organizing, politics, whatever it was Mike was there.

And to see somebody in the Labor Movement, not that there's not a lot of folks here that are that way, but oper-

ates from the heart. Mike's passion, compassion for working people is unheralded. I mean, us in the Southern California area are going to regret Mike leaving. God bless Mike and his family, and we wish you well in the future, Mike.

(Applause).

It's my honor to recognize two unions for their organizing victories and efforts here in the recent past.

No. 1, the first honoree is the SEIU United Health Care Workers West. They've had tremendous victories, and we honor the extraordinary workers who led these campaigns, and the commitment of the United Health Care Workers West's efforts. They made organizing a priority that has opened the door for thousands of workers to pick up the torch and fight to build this union. We welcome these members to the union family.

Accepting the award for SEIU United Health Care Workers West -- and I hope for God I don't mess up her name -- that is Ola Adebowale. I hope I got that right.

(Applause and cheers)

DELEGATE ADEBOWALE: Hi. My name is Ola Adebowale. And I proudly accept this award on behalf of the 150,000 SEIU members and the committee of organizing leaders which is cool. Thank you.

(Applause).

DELEGATE CAMMACK: That's for all the great efforts that this lady and her organization has done for working people in that industry. Hold it up, please.

(Applause)

Our second award today is another close friend and someone -- his local we work with in Los Angeles. The Teamsters are very involved in the food industry in Southern California. And who better to have as a partner in the food industry is UFCW Local 770. They've made tremendous efforts in organizing and upholding the contracts in a very difficult industry today, and organized 103 CVS locations. And I think the net result was like 2600 people.

(Applause)

Local 770 members were on the front lines in campaigns across the country. Whether a big Walmart, CVS, whatever they do, they've been tremendously successful. And they hold the line, along with Connie and the other labors in the food industry from UFCW, against some of the most terrible employers there are with Kroger, Albertsons and Safeway. You do a tremendous job.

And I know those of you who know John Grant, he's a little older than Rick Acoza [phonetic], but he's held up well over the years. I'd like to say it's my personal pleasure to present this award on behalf of Local 770 in Los Angeles, one of the biggest locals in UFCW, at least in Southern California, my good friend and fellow labor leader John Grant. And with him is Rico Valdez.

(Delegates stand, cheer and applaud.)

DELEGATE: You go, Rico!.

DELEGATE CAMMACK: On behalf of the Federation, the Local 770 and everything you've done for working people and for the rest of the unions, because what you're doing helps all of us in the food industry, not just your union. All of us benefit. God bless you and thank you very much.

(Applause and cheers)

DELEGATE VALDEZ: So I just want to say thank you to the 2600 CVS workers in San Luis Obispo, Santa Barbara, Ventura and Los Angeles County that took the courageous step to vote to join the union. It makes us stronger every day.

I'd also like to thank all of our Southern California locals -- actually all of our locals state wide -- who engage in the fight every day to form a union at El Super. Because we know that those workers every day suffer injustices whether they have a union contract or not. And together is the only way that we can win. And so we take example from these CVS workers and continue the fight with El Super. Thank you very much.

(Applause and cheers)

PRESIDENT LEYVA: Shelley Kessler, are you ready?

VICE PRESIDENT KESSLER: I'm ready.

PRESIDENT LEYVA: All right. You're up.

VICE PRESIDENT KESSLER: Brothers and Sisters, my name is Shelley Kessler. I'm a proud 30-plus-year member of the Machinists Union and the head of the San Mateo Labor Council and a proud member of the Executive Council of this fine labor federation.

(Applause)

Thank you. And I rise today to talk about some of our continuing campaigns. But first I'd like to just take a moment to talk about one continuing campaign, and that will be for Connie Leyva for US -- California State Senate before she goes on to US Senate.

(Laughter)

But on behalf of the women of the Executive Council, to have had a woman who has been the president of this labor federation and has done such a fantastic job, I just want to say, on behalf of all the sisters up there, we're so proud to have had you at our leadership level. And so thank you very much Connie Leyva.

(Delegates stand, cheer and applaud.)

PRESIDENT LEYVA: Thank you, Shelley, but we're all in this together.

VICE PRESIDENT KESSLER: I know, sweetie, but the fact is, I remember the days when there weren't any women there. And it's very pleasant to see that we are.

(Laughter and cheers)

Yeah, I know. Someone might have to tell her. I remember all these things.

Okay. So here we go with the continuing campaigns, continuing campaigns. Now, there are at least 200,000 workers that are going to be involved in these upcoming campaigns that we want to recognize today. Because we know everything doesn't start with a victory, and that these people are going to be struggling every day, day in and day out to get a voice on the job, to have representation, and to make sure that they get the dignity and respect that all of us deserve, right?

DELEGATES: Right.

VICE PRESIDENT KESSLER: Right?

DELEGATES: Right!.

(Delegates applaud continuously.)

(Slide show played.)

VICE PRESIDENT KESSLER: Thank you. Okay. Even though it doesn't show up on the film -- here we go. So we start with AFGE. Then the American Federation of Musicians. AFSCME and SEIU, child-care workers we heard about earlier. California Nurses Association, National Union of United Nurses.

CWA, Communications of America, we have 9515. IATSE Local 122. Electricians 332. Iron Workers. Machinists, District 190. My district, thank you. District 190, still working.

Operating Engineers Local 3. SEIU and the fast-food worker campaign. SEIU 1021. SEIU United Health Care Workers. SEIU United Service Workers West. United Service Workers West again.

Teamsters Joint Council 7 and Local 601. Teamsters Local 70. Teamsters are in the house. Teamsters Local 315. Teamsters Local 350. Teamsters Local 386. Teamsters Local 396. Teamsters Local 431. Teamsters Local 439. Teamsters Local 517. Teamsters Local 853. Teamsters Local 856. Teamsters Local 890.

United Food and Commercial Workers, Our WALmart Campaign.

(Applause and cheers).

Yeah, baby. United Food and Commercial Workers Local 5. United Food and Commercial Workers Local 8. Local 770. Local 1167. UFCW 1428.

United Steel Workers, CLEAN Car Wash. UNITE HERE Local 2. AFSCME UDW, the California Medical Interpreters. UNITE HERE Local 19. UNITE HERE Local 2850.

And we know that union workers standing together make all of our communities better, right?

DELEGATES: Right!.

VICE PRESIDENT KESSLER: All right. Let's go out and organize and kick some ass. Thank you.

(Applause and cheers).

EXECUTIVE SECRETARY-TREASURER PULASKI: Mike Casey, are you in the room? Mike. So now Mike Casey, I view Mike as sort of the premiere organizer of California. This guy is the finest organizer I know. He's here to represent this committee of organizers to talk about All In To Win what's next. What's next, and how we all join this campaign to make California bigger and stronger together again.

Mike Casey, UNITE HERE Local 2.

(Applause and cheers)

DELEGATE CASEY: Thanks, Art.

Sisters and Brothers, we all know that organizing's our life blood. We can't survive unless we all commit in the same way we do when our backs are against wall. When we're under a political attack, we tackle it like it's the fight of our lives like we did with Props 30 and 32. And that's the way we kick ass.

(Applause and cheers)

But the true measure of our movement is the degree to which we organize and win. As a Labor Movement we're many industries, public and private together. We can't win good contracts and uphold union standards and benefits, public and private, without taking on the low-wage Walmart economy that's dragging us all down.

Organizing builds our power and energizes our members. Organizing connects us with the faith and commu-

nity leaders that help us win. Organizing finds us with the millions and millions of abused and underpaid private-sector workers, because our fortunes are tied to their futures. And organizing builds our movement and gives workers hope.

Our movement's success in organizing relies on us doing a lot of things better than we're doing it now. But it also requires, more significantly, a need to focus almost laser like in two areas: committing to an unprecedented increase in resources directed to organizing and support; and 2, leveling the playing field on health care, winning real reforms state by state, or by any path that presents itself.

(Applause and cheers)

The unbelievable unconscionable and unrelenting rise in health-care costs not only threatens our union standards, but is also the lion's share of the difference in cost between a union property and a non-union one.

We've learned from our successes and our failures in politics that we win when we're all in on key campaigns. And it's that very model that is being adopted for organizing-campaign support as well.

The State Labor Federation Organizing Group, comprised of union and central-labor-council leaders, has recommended three campaigns for the California Labor Movement to support. A challenge has been issued to us all to be all in on certain strategic campaigns, especially in the private sector, to win faster and to do it bigger. We live by the adage that an injury to one is an injury to all. But it's also true that when one of us wins, all of us win.

(Applause)

In addition to driving our own campaigns, we should decide to add in to these three strategic campaigns that will create momentum and inspire others to fight. Over the next year we'll have a chance to go all in with the support for three important campaigns: The UFCW's Our Walmart Campaign, a campaign taking on the biggest bully in the global economy led by workers who are making real change at Walmart every day.

The Teamsters Central Valley Food Processing Campaign, now focused on Taylor Farms. Too many working people in the Central Valley, and indeed everywhere, work but vote against their own economic interests. We can only have a strong Labor Movement in California if we build union power in the Central Valley and other areas where we have less density.

And third, SEIU Silicon Valley Security Workers Campaign. Nowhere is income inequality more apparent. Just like the ground-breaking Justice for Janitors Campaign, this organizing effort takes on high tech, companies like Apple and Google, and compels them to share their enormous wealth.

All in for unions and labor councils means making sure that organizing support is on the front burner of every union, committing your union's help by mobilizing worker organizers to these campaign, and increasing the money and the number of people who are committed to organizing.

In Northern California UNITE HERE will be at the Apple action in San Francisco on August 28. We're ready to assist in organizing in the Central Valley with sending organizers, member organizers, for organizing blitzes when called upon.

And we'll continue to leaflet or picket or get arrested at civil-disobedience actions at Walmart as long as it takes to get that company knocked back on their heels and workers with a real voice on the job.

(Applause and cheers)

And I'm sure, I'm sure by no means are we the only ones. Because just like so many other hard-fought struggles and victories, we come out on top when we do it together. And that's what we can do with these organizing campaigns. Sisters and Brothers, are we going to do that?

DELEGATES: Yes!.

DELEGATE CASEY: We're going to hear from a few workers from each of these campaigns who is standing up every day in the face of employer opposition, harassment and uncertainty. Later, as Art mentioned, we're going to go to rooms to discuss more about these campaigns.

Our first worker up is from Walmart. Martha Sellers.

(Applause and cheers)

Martha's a leader from Los Angeles County. Her unselfish commitment to improving wages, scheduling sick time and hours at the Paramount Walmart has earned her the respect of her coworkers in LA and across the country. Sisters and Brothers, Martha Sellers.

(Applause and cheers).

SISTER SELLERS: Thank you. As you know, my name is Martha Sellers. I'm an employee of Walmart for 11 years now. The last three have been against Walmart and their horrible treatment of workers. I appreciate everything every one of you have ever done to help us in this struggle for worker rights.

The way they treat us and how they take away from us takes away from you as well. If we're on welfare, who's paying for that? All the workers are paying for that. That means you too. So when you shop Walmart, you're putting

money into their pocket, and they're taking it out twice: your wages and then your taxes too.

So this is so important. We do have a room over here, so when that's all done, come join us over there and you'll know more about this struggle that we go through daily when we go to work. Thank you very much.

(Applause)

DELEGATE CASEY: Next up is Tom Gozzo. He's a leader of SEIU USWW Security Officer Campaign. He's an Air Force veteran and now works as a security officer in the Silicon Valley. He and others are struggling to get full-time hours and are paid low wages while working for the world's wealthiest tech company. Sisters and Brothers, Tom Gozzo.

(Applause)

BROTHER GOZZO: My name is Tom Gozzo, and I'm a security officer in Silicon Valley. And when people think of Silicon Valley, they think about young, rich CEOs and shining campuses of Apple and Google with all the amenities you can think of.

Rarely do they think of service workers such as myself who are first responders to keep campuses running smoothly and protect our company assets. We are the other face of tech, and we're tired of just scraping by.

There's no denying it. Silicon Valley is booming right now. But most average workers like myself are missing out. This imbalance is no accident. Big tech firms like Apple and Google are turning a blind eye to security contractors that are perpetuating bad jobs in our community.

Security officers can't provide for their families on low wages and little or no benefits. I started in the 12-to-13 dollar range and was only given a four-day workweek for about nine months. Now ask yourself. Can you live anywhere on 80 percent of an already low salary? Try keeping up with the rent or groceries. Workers such as myself are sick of being left behind. That's why we're joining together to secure good jobs that will allow us to support our families.

I want to make one thing clear. The impact of this campaign will reach much farther than Silicon Valley. We want to shape the economy that benefits all workers and not just the interests of wealthy corporations. In doing that, we hope to show all of California that workers can achieve more power and more broad-based prosperity by standing together.

How can you help? Join us for an Apple Store action in August. They are happening all across California. You'll receive more information about the actions and the campaign in rooms later today. And don't forget to bring your Apple gadgets, because we have a few tricks up our sleeves too.

(Laughter)

In closing, workers are rising up to regain real prosperity in California, and we can't do it without your support. Thank you.

(Applause).

DELEGATE CASEY: Finally we have JoJo Gonzales from Taylor Farms who's worked as a temp worker for almost 10 years making barely above minimum wage. He's taking action to change the working conditions at his workplace. He's led marches and delegations on the boss, encouraging his coworkers to join the Teamsters Union. Sisters and Brothers, JoJo Gonzalez.

(Applause and cheers).

BROTHER GONZALEZ: First off, I'm honored to be here. I see a lot of people in this room who are fighting the fight just like I am. And in my heart, thank you very much.

(Applause and cheers).

As of August of 2013 a lot of us were tired of the mistreatment that they had at Taylor Farms. There's people who have been there for 10 years and still making the minimum wage. If it wasn't for California passing the law of upping our minimum wage, people would still be making the same.

In this country it's our right to organize. It's our right to pursue our happiness. And this company has done everything that they can to stop us, and they're failing.

But with your support, they have brought so many of my coworkers to their knees, it's time to bring them to theirs.

(Applause and cheers).

So with all your support, please come to our room, get to know some of us who have gone through the struggles every day. This battle has been going on for a year. I've heard people going on longer than that, but a year's too long. For some people it's 11 years, it's 12. And it needs to stop. And with all of us together, there ain't no stopping us, none.

(Applause and cheers).

Thank you very much.

PRESIDENT LEYVA: Thanks to all these courageous workers. We're very proud to stand with you. I'd like to ask Vice President Michael Bilbrey and Vice President Betty Forrester to come to the podium.

CHAIRPERSON BILBREY: Madam Chair, the Executive Council resolution, Resolution 14, All In To Win, was sent to the floor of the convention by the Resolutions Committee. Resolution 14, All In to Win, on page 1 of the EC packet with the yellow cover sheet distributed this morning on your chairs, concludes with the following resolves.

(Resolves read.)

The Executive Council recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: Delegates, you have a motion and a second before you. Delegate at Mic No. 1, please.

DELEGATE PENRY: Thank you, Madam Chair. Brothers and Sisters, my name is Martha Penry. I am here as a delegate representing the California School Employees Association.

(Applause and cheers).

I serve on CSEA's Board of Directors, and I work as a special education para-educator in the Twin Rivers Unified School District in Sacramento.

In CSEA we understand the importance of building the Labor Movement through organizing. If the number of workers who have a union continues to decline, all of us become more vulnerable to the attacks on working people. Making the Labor Movement stronger makes all of us stronger.

Helping the unorganized to become organized is the right thing to do. That is why CSEA supports Resolution 14. We are All In To Win to organize California.

We are already involved. To support food-processing workers in the Central Valley, CSEA members and staff participated in the recent rally at Taylor Farms in Tracy.

Within the past week, in solidarity with the security guards who work for the giant tech firms, members and staff of CSEA took part in actions at several Apple stores located throughout California and at Apple headquarters in Cupertino.

To support the campaign to organize Walmart workers, we have committed to provide seven CSEA members on release time for six weeks in the fall.

It is wrong that Walmart workers need public assistance to survive while the Walton family makes billions. Adding insult to injury, the Walton family spends millions attacking public education through their support of charter schools.

We see these organizing campaigns as another opportunity to build our union, to help our members build their skills, and to win for deserving workers.

We urge you to also make a commitment to support organizing campaigns. We must be All In To Win. Join me in voting yes to organize California. Thank you.

(Applause).

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE JUAREZ: Thank you, Madam Chair. My name is Jammi Juarez. I'm with International Brotherhood of Electrical Workers Local 1245. And I'm happy to be here with you all today. I had something prepared, but in respect for time I'll cut it short.

I'm asking for support in this resolution. I am a product of -- a rank-and-file member who comes out of the ranks and has had the opportunity to work for the last five years through different organizing campaigns. We work with the Walmart folks, my coworker Nilda here recently worked with the Teamsters, and we expect to work with them again.

And we are asking for support of this resolution. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 4.

DELEGATE KELLY: Patrick Kelly, Teamsters Local 952. I want to thank SEIU 721, I want to thank the teachers. I want to thank the IBEW, particularly Local 11. And I want to thank CSEA and all the public-sector unions that came out and supported our strike in the ports.

It's absolutely essential that we organize. If we don't organize, we die. Part of the reasons that the support for public employees has declined is because of the loss of union density throughout the industrial sector.

So on behalf of the Teamsters, I want to say we're all in, and let's get it on, Brothers and Sisters, and let's organize. Thank you.

(Applause and cheers).

PRESIDENT LEYVA: Thank you, Delegate.

All right, Delegates. You have a motion and second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you. Executive Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Couple of quick announcements. Tomorrow morning

remember, 7:00 a. m. , picket, Starbucks. Downstairs, first floor, Starbucks. Be there. Be ready to raise hell.

Tonight, reception before dinner starts at 5:30 on this floor in the foyer and outdoors. Now, we're setting up a red carpet. I don't know why we're doing this, but we're doing this.

(Laughter)

It's to make us feel like we're stars I guess, like the Red Carpet Club at the thing. So going down the Red Carpet Club -- the red carpet deal there, bring whoever you want to take a picture with, because we're going to -- Slobodon, where are you? Thank you, Slobodon, a good member of CWA, a photographer, will take your picture.

And Angie has asked you us to say to you be crazy. We want some interesting pictures. So get crazy, okay?

(Laughter)

That's before dinner. That's at 5:30. Go down the red carpet. And as good union members, have your photo taken with whoever you want.

After dinner remember we have an after party with music and dancing. If you stay at the three quickie events, you will get a free drink for dinner for the after party. But you've got to stay for those three things. The after party will also feature Secretary of State Candidate Alex Padilla. So come party with us then.

Now, also I want to tell you that at dinner we're going to have special entertainment from the San Diego Chargers' official party band -- or unofficial party band. I don't know which it is; but the party band for the San Diego Chargers is going to be playing for us, entertaining us before we have -- it's called The Benny Hollman Band -- before keynote speaker President Dee Taylor of UNITE HERE. So be there in all those places, okay.

Now, through the Chair we recognize Vice President Willie Pelote from AFSCME. Willie Pelote.

VICE PRESIDENT PELOTE: Shit.

(Laughter)

What a day this has been. This has been phenomenal. Sisters and Brothers, my name is Willie Pelote. I am the political legislative director for the American Federation of State County and Municipal Employees, AFL-CIO.

(Applause)

And after listening to all of those great comments made by the different brothers and sisters up here as to what they are doing out there to the employers who are demanding that we can't provide a collective voice for our workers, I'm very much inspired. How about you?

DELEGATES: Yeah!

VICE PRESIDENT PELOTE: And then the answer becomes what are we waiting for? What are we waiting for? Delegates, we're not going to wait any longer are we? We're not going to wait any longer, is that right? We're going to right now -- not tomorrow, right now, to make a life-changing commitment to do what?

DELEGATES: Organize!.

VICE PRESIDENT PELOTE: To organize, organize and organize. This is our time, this is our future of the Labor Movement for America and for California, and we are going to make it happen for all of us. Is that not right?

(Applause and cheers)

And it's something that I've heard our Executive Secretary-Treasurer repeat many times in the different speeches that I've heard him give throughout the state. We are now going on the offense. We're going on the offense. And if they think that we don't mean it, everything you've seen here today tells you that we're real. We're real. We're moving forward.

Let me be clear that the Lincoln Club in Orange County thinking we're going to allow them to put another ballot measure on the ballot that will silence our voices; if the Koch brothers in the Midwest or Back East think we're going to allow them to bring money into California to fight us; if Arnold out of Vegas think that this will be his playing ground, we are going to kick ass starting today, tomorrow and for the future to protect our industry. Are we together?

(Applause and cheers)

Sisters and Brothers, it's about building our union, mobilizing our members, our communities as a way to provide hope against fear and against intimidation. We're not going to tolerate it anymore. The day has come that we are one movement speaking for both the private and the public sector together against the man.

(Applause and cheers)

As I stand here before you today, I can't think of anything that's more important, beyond protecting my family, than organizing the Labor Movement. This is our turn to make America what it was when we built it the first time. We're going to rebuild it again. And as we make wealth for them, we're going to take our god-damned fair share of that wealth for our families.

(Applause and cheers)

Every several years they've tried to silence our voices, and we've stood up to them, and we've won. We kicked Arnold's ass. Never again in California should we take a dumb ass out of B movies and make him the governor.

(Applause and cheers)

Let's send a message clearly to our legislative brothers and sisters that we demand that they not only make sure that the Building Trades can build the water tunnel, rebuild our highways, and at the same time make sure that that god-damned train that they call a bullet train will travel everywhere in this state.

(Applause)

We're going to organize every teacher that will be able to teach our children and not take blame from those politicians who have wrapped around the right to say that we can't teach. Let us teach, and all of our kids will learn, and they will be successful in the future.

(Applause and cheers)

Shit, I'm going to bring out everything I wanted to say now. I want to tell you, it's close to my bedtime, because I'm going to be spanked if I don't get in bed on time. But I'm going to stay over there enough to drink some of that alcohol with Art at 6:30, then I'm going to move up to my room.

(Laughter)

But what I do want you to do, what I do want you to do is stay true to these values that we have talked about throughout today and what the Executive Council reported out to you from yesterday.

You have to leave here, the right column, all the brothers and sisters to my right, you need to go down to the Walmart immediately after this. Everybody in the center, you got to go to Taylor's Farm. And all my Brothers and Sisters on the left, you got to go down to Apple and Google.

You can't sit here, and acknowledge the way that you have, that we believe in the cause of organizing, if you don't take the time and visit each of these three locations. And then every 15 minutes we want you to rotate and learn and listen to those who are on the front line every day fighting to make us a better Union Movement.

And once you've done that -- and I want to be clear here -- be true to this. Don't let us see you out in the hall. You don't need to smoke right now.

(Laughter)

As a matter of fact, those who smoke, you should try marijuana, because you eat more damned hot dogs and [indecipherable] what you do.

(Laughter, applause and cheers)

And when it comes to California, we got to do what Oregon did. Oregon said that you also got to give it free to poor people, and it's got to be of the highest grade. At least if you're going to get stoned, get stoned on good stuff.

(Laughter, applause and cheers)

Help me out, Brothers and Sisters. Go into those three places. It's not going to take you that much time, okay? But help me out here for a moment. All in?

DELEGATES: All in.

VICE PRESIDENT PELOTE: All in?

DELEGATES: All in.

VICE PRESIDENT PELOTE: All in?

DELEGATES: All in.

VICE PRESIDENT PELOTE: Let's get it done. Thank you so very much.

PRESIDENT LEYVA: All right, Sisters and Brothers, Sisters and brothers, we will see you in the session. We will also see you at 9:00 a. m. tomorrow morning, not 10:00. 7:00 a. m. at the rally, and then 9:00 a. m. back here. We stand adjourned until tomorrow morning. See you in the sessions.

(Proceedings adjourned at 3:48.)

DAY TWO

Transcript by:

Denice Lombard.

Certified Shorthand Reporter, No. 9653

Wednesday, July 30, 2014

CALIFORNIA LABOR FEDERATION. 9:12 A. M.

(Mariachi Juvenil de San Diego performs.)

PRESIDENT LEYVA: Good morning, Delegates. Let's have another warm welcome and thank you for Mariachi Juvenil de San Diego.

(Applause and cheers).

PRESIDENT LEYVA: Welcome back, Delegates. I call our meeting back to order. Thank you to all of you who were out there on the spirited picket line this morning.

(Applause and cheers)

Mike Garcia, I like his saying, when we fight we win. I have a saying at the local that I always say, when we work together, we win together.

As D. Taylor said last night, we shouldn't be fighting each other. There are enough fights out there. We should be working together, and we should be working in concert.

(Applause)

All right. It is now my distinct pleasure to introduce and invite up to the stage a real warrior for all Californians, a woman who tirelessly traversed the entire state of California during the primary election talking to every Democratic club that she could.

And for those of you would don't know, that means traveling hours and hours and maybe talking to a club with five people, 10 people, 20 people. I had the honor of being with Betty Yee in San Bernardino when she spoke to the San Bernardino County Democratic Club. Noone worked harder in the primary elections than Betty Yee did.

Her message and her dedication to working people is unwavering, but even more important, her deep commitment to making sure the budget lifts up all working people. When we were in a fight last year with the wasteful Enterprise Zone tax, Betty Yee was there with us. She was the first one on the steps of the Capitol to fight for our cause.

The controller of California is an incredibly important position for workers both in the public and in the private sector. We need someone who has shown without fail that she is on the side of workers.

Sisters and brothers this will not be an easy race. Betty is going to need all of our resources. She's going to need money, and she's going to need our feet on the ground working for her. But when we get her elected to the Controller's office we will have no better champion for workers.

So Sisters and Brothers, please give a warm labor welcome to the next controller of California, Betty Yee.

(Delegates stand, cheer and applaud).

Remarks by BETTY YEE CANDIDATE FOR STATE CONTROLLER.

MS. LEE: Thank you Connie. Good morning Sisters and Brothers. How are you?

DELEGATES: Good morning.

MS. LEE: First let me just say thank you. Thank you. It's not very many opportunities, and frankly not enough opportunities, just to have a chance to say thank you to all of you who make such a difference in the quality of life for so many millions of Californians.

It is something that, as I see all of you gathered here today and I think about the impact that each and every one of you have throughout the state for so many working families, it is actually quite, quite emotional from me. Coming from my background, having grown up poor, and to be able to stand here before you in this race for state constitutional office, it's quite emotional.

And I'll tell you why. As a first-generation Californian, I am so grateful for the opportunities that I have had to succeed and thrive, first and foremost being a proud product of our public schools here in California.

(Applause and cheers).

And we cannot speak about the greatness, and frankly the golden of our Golden State, without acknowledging the sweat and the courage and the work that all of you and your members do every day, not only with respect to helping to build and maintain and improve our infrastructure, but also how we inspire and teach and develop our young minds in our classrooms, as well as helping our neighbors with special needs and our older adults who need an extra hand.

And for the rest of the world, keeping their eye on California because we still are the center of innovation. This is where first-class products are still manufactured, and this is where first-class products still are grown and produced.

Now, all of you are professionals. And I don't care if you're in the crafts, in the trades, in the classroom, in a grocery store. You're professionals. And this is what this is about when we look at the races coming up in November. It's about acknowledging who all of you are. All of you deserve dignity and respect, as do every other working Californian.

(Applause)

But here's what this race truly is about. And many of you saw the headline last night: "San Jose Mayor Chuck Reed endorses Ashley Swearingin for State Controller."

DELEGATES: Boo!

MS. YEE: And I was reading the article in the San Francisco Chronicle which referenced that Chuck Reed had given me the cold shoulder. I consider that a badge of honor.

(Applause).

You are professionals, you are worthy of our investment so that job security, a living wage, affordable health care, retirement security, the well-being of all of the workforce in California, healthy and safe work environments, should never, ever be put at risk.

As California's controller I will oppose outsourcing your work.

(Applause and cheers)

I will fight to maintain defined-benefit retirements plans for retirement security and call out wasteful spending and ineffective financial management so our tax dollars can be invested and reinvested in public education, infrastructure, serving those among us most in need.

(Applause)

We have a lot of work to do. We have a lot of work to do, but we can turn this corner. The greatness of this state is embedded in the abundance of opportunity that lie before us. And there are abundant opportunities.

We've got high-speed rail tracks to lay up and down the state.

(Applause)

We've got water systems to improve to deal well this drought. We've got more classroom teachers to prepare and put into our classrooms as well as our support among our classified employees.

(Applause)

But we are going to restore our public-education system to be the greatest again in this nation because our economy, and frankly the world, depends on it. Depends on it.

Now, many of you have offered over the last couple days -- and I'm very heartened -- your congratulatory wishes for my earning a spot -- fighting to earn a spot on the November general election ballot. To which I've replied, "This is not the fight. This is not the fight. My part is easy. The fight is all of us collectively together really doing our part to help our struggling working families up and down the state. They are ones who are courageous out and really require our attention."

(Applause)

Let me take a moment to also thank Assembly Speaker Emeritus John Perez for conducting a positive campaign that gave voters serious choices in this race for controller. And I'm honored to have his endorsement and his support.

(Applause).

We are not emerging from this race battered and bruised, we are emerging united. And we are united with you. For both of us this race was not about a spot on the ballot. This race is about fighting for the future of California that once again embraces the value of hard work, expanded opportunities, and dignity and respect for all.

I'm all in for this fight, and I would be honored to earn the endorsement of the California Labor Federation and together restore the luster of this great state that we know, our great State of California. Thank you all very much.

(Delegates stand, cheer and applaud)

PRESIDENT LEYVA: Thank you, Betty. We are excited to work for you and make sure you are our next controller. At this time the chair would like to recognize the chair and cochair of the Resolutions Committee Michael Bilbrey and Betty Forrester.

(Applause, cheers and laughter)

CHAIRPERSON BILBREY: Madam Chair, your Committee On Resolutions met on July 28th at 5:00 p. m. to consider the late resolutions -- is that what it is? -- Resolutions Nos. 15, 16, 17, 19; and 14 policy statements.

Your Committee On Resolutions also met yesterday at 5:00 p. m. to consider the late resolution No. 21, and a quorum was present.

Today, together my cochair Betty Forrester, I will present the committee's recommendation on policy statements and late resolutions referred to the committee.

We'll now review 14 policy statements contained in the booklet with the yellow and black cover distributed in the packets of materials.

The first policy statement is entitled "An Enforceable Right to Organize." The full text can be found on pages 7 through 10 of the printed materials. The summary can be found on page 3 of the printed materials as well.

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

CHAIRPERSON BILBREY: Second policy statement, Confronting the Contingent and Underground Economy, can be found on pages 11 through 16 of the printed policy statement materials. The summary is on page 3.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: Motion and a second. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

CHAIRPERSON BILBREY: The text of the third policy statement, Jobs to Build the Middle Class, can be found on pages 17 through 22 of the printed policy statement materials, and the summary is on page 3.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

CHAIRPERSON BILBREY: The full text of the fourth policy statement, Rebuild the Public Sector, can be found on pages 23 through 26 of your printed materials, and the summary is on page 4.

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

CHAIRPERSON BILBREY: The full text of the fifth policy statement on Invest[ment] In California can be found on pages 27 through 34 of your policy statement booklet, and the summary is on page 4.

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

CHAIRPERSON BILBREY: The full text of the seventh policy statement, An Equitable, Sustainable Budget and Tax System, can be found on pages 41 through 44 of your printed policy statement materials. The summary is on page 4.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: The full text of the eighth policy statement, High Quality Accessible Public Education, can be found on pages 45 through 52 of the printed policy statement materials, and the summary is on page 5.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: The full text of the ninth policy statement, High Quality Universal Health Care Coverage, can be found on page 53 through 60 of your printed policy statement materials, and the summary is on page

5.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: The full text of the tenth policy statement, Strong Protections for Worker Health and Safety, can be found on pages 61 through 60 of your printed policy statement materials, and the summary is on page 5.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: The full text of the twelfth policy statement, Good Government and Accountable Corporations, can be found on pages 69 through 70 of your print policy statement materials, and the summary is on page 6.

6.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: The full text of the thirteenth policy statement, Rights of Immigrant Workers, can be found on pages 75 through 78 of your printed policy statements, in summary on page 6.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: The full text of the fourteenth policy statement -- and last -- Rights of All Working Families, can be found on pages 79 through 86 of your preprinted policy statement materials, and the summary is on page 6.

6.

Your committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

CHAIRPERSON BILBREY: The delegates may find the late resolutions in the packet distributed on the tables today with a blue cover.

Resolution 15. Resolution Supporting the Communication Workers of America Local 9333. Save our jobs, save our communities campaign to keep jobs at the AT&T Mobility Castle Call Center in Atwater, California, concludes the following resolves:

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mic No. 1.

DELEGATE WEST: Hi. Good morning, brothers and sisters. My name is Ellen west. I'm a representative with Communication Workers of America District 9 in Santa Fe Springs.

I rise to have you all support this resolution and to sign the postcards that you'll find hopefully on the tables this morning. AT&T Mobility Center, seven years ago there were four large call centers in Atwater, Sacramento, Cerritos and Anaheim Hills housing 2500 employees, good middle-class American jobs.

Right now the Sacramento office, which housed approximately a thousand workers, is now down to 26 workers. The Atwater center is closing, and that's displacing 441 workers. The Anaheim Hills center has already closed.

We are trying to get AT&T to keep the Atwater call center open. The unemployment rate in the State of California is approximately 7.5 percent. It's double that in Atwater, and many of these workers have no other jobs. There's no other employment opportunities.

Some of the workers in Atwater were able to follow their work to other call centers, but that meant leaving their families or their homes. Only 23 of those workers were able to afford to leave Atwater area to work at other call centers.

Again, we're, you know, urging you guys to fill out the postcards so we can get those to Randall Stephenson, the CEO, and make a difference at Atwater and try to keep this call center open.

Thank you very much.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE DeMERS: Bill DeMers, Communications Workers 9400. I also rise in support of this for all the reasons that are previously stated and that are in the resolution.

The only other thing I'd like to add and point out is AT&T, Verizon, many of the corporations we deal with are practicing the neoliberal economic policies that created the problems globally.

And this is more extraction. They're taking California ratepayer revenue of your members, our members, California consumers, and they're moving their money out of state. And ultimately from out of state it goes overseas.

So this is a much bigger issue. As the previous speaker mentioned, Communication Workers used to have thousands and thousands of call-center workers here in California. One by one they're all going -- I have the last call center, Cerritos, in my local. This particular call center -- normally when these things shut down there's some dialogue between the company and union preceding that. In this case the union wasn't notified -- we got the 60-day notice along with the work, the work was just gone.

So it's really deplorable what's happening. And again, I hope everybody will just sign the postcard and support the motion. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 1.

DELEGATE HUNSUCKER: Hello. My name is Jerry Hunsucker. I'm a member of UFCW 8, and I'm the president of the Merced-Mariposa Central Labor Council.

The Merced-Mariposa Central Labor Council stands with our brothers and sisters at CWA. Basically, Brothers and Sisters, this is going to be over 400 jobs lost, and it's going to devastate the Atwater area. We need to sign those postcards, we need to help, and we need to help our brothers and sisters. So our council stands in support, and please everybody sign the cards.

(Applause)

PRESIDENT LEYVA: Thank you, delegate. Delegate at Mic No. 2.

DELEGATE SANTORA: Thank you, Madam Chair. My name's T Santora. I'm president of CWA, Local 9003 in Los Angeles, and I rise to support the resolution.

You know, Delegates, when the chairwoman asked us to silence or turn off our phones, hopefully that phone that you turned off was an AT&T plan phone.

(Applause)

The reason I say that is because it's the only cell phone that's union in this country. If you have a plan on another cell phone, you really need to think about going union.

With that said, all of you are customers, or you should be customers of AT&T. They need to hear from you. So in addition to the postcards, when you get an opportunity, please pick up that AT&T phone, dial 611, and talk to one of the representatives. It may not go to Atwater, but it might.

And wherever they are, let them know that the Labor Movement stands with the CWA members who are answering those phones, and we want those phones answered in California. Thank you very much.

(Applause and cheers)

PRESIDENT LEYVA: Do we have another delegate at Mic No. 2? No. Okay.

Delegates, you have motion a and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: Resolution 16. Resolution concerning PG&E's Anti-union Bargaining Tactics Against ESC Local 20, IFPTE concludes with the following resolves:

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATES: Second.

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mic No. 2.

DELEGATE GOGINENI: I'm Sri Gogineni from PG&E's SmartMeter Operations Center. We've been struggling to get a contract since three years. We haven't received any kind of fair proposal. And even if we were to accept their

proposal, it's going to hurt other union members definitely. And even suppose if we were willing to accept that, that doesn't look fair at all.

For example, simple things like right to strike, right to picket, those things they just don't want to give any such thing. Even the wage proposal, it's kind of undercutting the other unions. So I seek your support. Thank you.
(Applause).

PRESIDENT LEYVA: Thank you, delegate. Delegate at Mic No. 2.

DELEGATE MAYNARD: John Maynard, ESC Local 20. ESC has grown by 44 percent over the last eight years because of a commitment to organizing. Vital for organizing is to gain a contract. And we've been seeking a contract for the Smart MOC for over three years.

Now, PG&E is a regulated monopoly that claims to reflect the values of the people of California. And that's why I was appalled when I saw PG&E's first proposals come across the table. It wasn't just that they were proposing degrading the union standards at PG&E by eliminating just cause or proposing the elimination of defined wage progression.

It was that they were proposing to ban all concerted activity. Not only to ban concerted activity, but that the union had to punish its own members for engaging in concerted activity, that I should be punished for these comments here by my union.

Now, I don't know if they know this, but Prop 32 lost.

(Applause).

Those are not the values of the people of California. We had an election. We settled that.

And so I ask for your support in demanding that PG&E come to the table and negotiate a contract that truly reflects the values of its customers and the people of California. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate.

Delegates, you have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Those opposed no. motion carries.

On the previous motion, with the cards for AT&T, if you'll pass those to the end of your rows, they will be collected. Thank you.

CHAIRPERSON BILBREY: Resolution 17. Beyond the Challenge of Harris versus Quinn concludes with the following resolves:

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second. Delegate at Mic No. 2.

DELEGATE MALDONADO: Good morning. My name is Matt Maldonado with AFSCME United Domestic Workers Local 3930.

I stand here in strong support of this resolution. Home-care providers serve our seniors and people living with disabilities most at risk. In 1978 they were classified as servants. They fought to organize. And finally in 2000 then Governor Gray Davis gave collective-bargaining rights to home-care workers.

Shortly after, Arnold Schwarzenegger began his attacks on the program. Finally, in 2012, our current president gave home-care workers the right to overtime. Over the last six months we've been talking to workers. We signed up 20,000 of our fee payers to convert them to members.

(Applause and cheers).

In the last week alone we signed up 3,000 home-care workers because they get it. They know that the national right to work is not there to support them. The only way to fight back these attacks is to organize, organize, organize. I strongly support this resolution. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Delegate Mic No. 1.

DELEGATE MOORE: Doug Moore, AFSCME UDW Local 3930. And I rise in support of this resolution.

Sisters and Brothers, you know, when this court case came about, a lot of folks ignored it. But then the Supreme Court picked it up. And then after their decision on June 30th, a lot of folks said wow, we got by.

Well, home-care providers did not get by. We took a direct hit. A direct hit, okay? So when we saw this case being taken up by the Supreme Court, we said to ourselves, let's think about what's the worst-case scenario? What is the worst that could actually happen?

And based on that we built our plan to build our membership. And I tell you, Sisters and Brothers, I've never been so proud of member organizers that we organized to do the work that we've done. Basically what we did

is we increased our membership, we've trained our member organizers not just -- we had no paper in the field. We use Androids and iPads, okay?

So we have a completely innovative campaign so that when our members go out in the field they don't have to come back in and get another list. We can send it to right to them where they are. So that cut down on a lot of time, no two-hour trips.

They get the program. As Matt said, we signed up between now and -- up until today over 23,000 members. We trained over 188 member organizers during this time.

And Sisters and Brothers, I'm going to end with this. We were the appetizer. The rest of the public employees are the main course. So we didn't get our act together. We can't continue to do business as we've been doing it and expect to get different results.

You got to think big, you got to think bold and educate and talk to your members. That's the only way you can do it. We don't have any worksites, Sisters and Brothers. Our members and SEIU's members work out of homes. So we have 64,000 members; that's 65,000 folks we need to figure out how to contact.

So this wasn't a real easy feat, but we did it in a smart way so that we could not only educate them about building power in their union, but also use them. Because we're also gaining more labor leaders by being at their homes talking to them about the value of being a strong union member.

I urge you to support this resolution, Sisters and Brothers.

(Applause).

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 4.

DELEGATE WALKER: Sisters and Brothers, Yvonne Walker, President of SEIU Local 1000.

I strongly urge your support for this resolution. Realistically Harris is not new. They came after us en mass. The Supreme Court said -- and they set the framework and the road work -- to go after Abood, which gives fair-share fees in the public sector. They came after us in Harris. They couldn't quite get to Abood. There are nine other cases pending. It will be Fredricks [phonetic], I believe, that will be the next case up.

We have two years and this court -- this court is going to take away the rights from working people. They will take away Abood. We will no longer have fair-share fees. And it will have a significant impact, not just on working people, but on our ability to create the fight for working people.

I urge us to support this resolution unanimously by acclamation, and I urge every public-sector local out there today, for whatever else you're doing, if you are not keeping your membership up to a hundred percent -- because that's what we're driving for -- we have already lost.

We should not fall asleep on this one. It is not going to go away. We are in danger. We are in danger, and we ought to act like it.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. The motion and second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR FORRESTER: Resolution 19, Defined-Benefit Pension Plans concludes with the following resolves. (Resolves read.)

The committee recommends concurrence, and I so move.

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mic No. 1.

DELEGATE LOVEALL: Thank you. Thank you, Connie. I'm Jacques Loveall. I'm president of UFCW 8.

I rise in support of this resolution because it is one of the core tenets of the Labor Movement to be able to retire with dignity and respect. And defined-benefit pension plans with a guaranteed lifetime income for the remainder of your life after you have worked 30, 40 years is singularly the most important thing we can do for members who devote their life to the Labor Movement.

Defined-benefit plans have been under attack for nearly 40 years. Once there was the introduction of the 401(k), which was introduced as a supplementary retirement system, employers seized on that to push the responsibility of individual workers to provide for their security in their retirement. It was never an adequate solution. It has proved to be an inadequate solution.

And now we are on the precipice of a crash in this country with elderly people who will live in poverty because they are not sufficiently provided for in retirement.

Defined-benefit plans or the advent of organized labor, they were the pride of organized labor, and I stand in support of dignity for retirement for working people and urge you to support this resolution.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 3.

DELEGATE VOGT: Thank you, Madam Chairman. My name is Kirk Vogt. I am the secretary-treasurer of UFCW 8 and also the president of the Fresno-Madera-Tulare-Kings Central Labor Council.

I also rise in support of this resolution. Whether you're a Building Trades member or a service trades member, or whether you are a public or private union member, the core basis that we all look forward to after many years of hard work is a retirement that brings security to us in our old age. This is an issue that labor has always been committed to.

This resolution reaffirms that commitment, and I ask for your support for passage of this resolution, not only for the members that we are so privileged to represent, but also for our children. Because our children are the ones that would be saddled with the indignity of supporting their parents if we go to a nation that provides defined-contribution plans rather than retirement security in a defined-benefit plan.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 4.

DELEGATE YERION: Good morning. I am Loel Yerion, President of Five Counties Central Labor Council in Redding. I just wanted to take a short minute to personalize this issue. Today is my 38th anniversary of joining my union, UFCW 8 Golden State.

(Applause and cheers)

As a 17-year-old I came home and told my Dad, who was extremely happy because one, it meant I'd get out; and two, it was his experience as an operating engineer where he started to tell me how wonderful that I got to join this union because of the wages, because of the health care, because of the defined-pension benefit plans.

Every phrase was, "You get to join this union, you get to join this union.) And it's because of the leadership of everybody here, it's because of what we've built and we've worked for that I rise and support this resolution.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 3.

DELEGATE Jerry Hunsucker. I'm a member of UFCW 8 and president of Merced-Mariposa Central Labor Council. We support the amendment. Thank you very much.

PRESIDENT LEYVA: Thank you.

Delegates, you have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

CHAIRPERSON BILBREY: The next resolution, Resolution 21. The committee recommends amending Resolution 21 in the packet of late resolutions with the blue cover. An amended version of 21 with tracked changes is in the single-page resolutions distributed on the tables this morning.

I do want to make a note on that copy that was put on your tables. In the red section under the first "Therefore be it resolved" on the third line, about four words in, the word "people" is stricken, and it should not be. So I'll be reading it correctly.

I will read the amended version of Resolution 21, and delegates may refer to the amended version to see the changes. Resolution 21 concludes with the following resolvess "THEREFORE BE IT RESOLVED, that we the labor. movement and the working class demand a return of the power and control of our democracy back to the working people with the Labor Movement taking the lead in inspiring a powerful movement in concert with community allies; and "BE IT FURTHER RESOLVED that human need be elevated above corporate greed and our wealth that we created go to single payer health care, quality public schools and public services, and that rebuilding the infrastructure of this country be done by union labor with materials manufactured in America, to assuring jobs with dignity for everyone, including living wages, benefits and pensions, the right to retire with dignity, affordable quality housing and a clean and healthy environment; and "BE IT FINALLY RESOLVED that we call on the California Labor Federation and all its affiliates to support this resolution for a social and economic revolution because the corporations have already had their revolution and they are destroying or economy and our democracy. And because the Labor Movement can, it must change the world. "

The committee recommends concurrence as amended, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: Delegates, you have a motion and second before you. Delegate at Mic No. 2.

DELEGATE DONOHUE: Good morning Brothers and Sisters. A good day yesterday wasn't it. We all spoke about what this resolution was about.

PRESIDENT LEYVA: Name and organization?

DELEGATE DONOHUE: My name is Kathy Donohue, and I'm a registered nurse and a proud member of

the CNA. And I am here to support this resolution. I am a registered nurse at Kaiser Permanente, one of the biggest corporations in California.

This resolution is a resolution for a revolution. We've talked a lot about many of the bullets throughout this resolution yesterday. And we're All In to Win. That is what this is about, right? All In to Win.

But what does this mean? What does this mean when we have workers that are working for corporations, and every day everything that we have fought for in the past, that our previous parents, grandparents fought for and won we're seeing it being dismantled?

Nurses from the CNA are not taking a step back though. We're organizing, and we're fighting back. For nurses, homelessness, hunger and suffering are not acceptable. Inadequate health care for all is not acceptable. Shutting off water in Detroit is not acceptable. The increasing gap between the CEOs and the workers is not acceptable. The movement of the "right to work," an infectious disease spreading throughout our country, is not acceptable.

Now is the time, Brothers and Sisters, to take back the Labor Movement in this country. In doing so, we need this resolution for a revolution. That is indeed the only way we can organize a genuine movement to take back our country for the working people. The CNA is doing this already, and I challenge every worker and union in this room to join on board and do the same. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 4.

SISTER DUGAN: Maureen Dugan, California Nurses Association.

We led here in California, right? We stopped the Meg Whitmans. We passed Prop 30. I think we need to organize a genuine movement to take our state and our country back. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Next delegate at Mic 4.

DELEGATE HIRSCH: Fred Hirsch, Plumbers and Fitters Local 393. I joined the Labor Movement 61 years ago. (Applause).

I became an activist in the Labor Movement in the fight against "right to work" in 1958, and I've been at it ever since. And I've been waiting for this resolution. I've been waiting and hoping that some day we would see that we have to make these demands and make them with power and make them [indecipherable].

(Applause)

PRESIDENT LEYVA: Thank you, Delegate.

(Applause)

PRESIDENT LEYVA: Is there another delegate at 4? Okay. Thank you very much. You have a motion and second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

(Applause).

COCHAIR FORRESTER: Madam Chair, I would like to take the opportunity to thank my cochair of Michael Bilbrey of CSEA. And we thank the following members of the committee: Kirk Vogt from UFCW 8; Tom Brandon, IAM 1596; Jennifer Muir of CEA; Robert Smith, IUPAT DC 36; Tony Alexander, UFCW 5; Dale Sorenson, CSEA; Michael Massone, CPF; James Lindsay, ATU 1277; Dominic Chan, IFPTE 20; Sergio Rascon, LIUNA 300; Jeff Freitas, CFT; Favel Jens, SEIU 721; Karen Macias, CWA 9400; Doug Mangione, IBEW 441.

With that, Madam Chair, I move that the Resolutions Committee be discharged.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. With great thanks to our committee. They did a really good job.

(Applause and cheers)

(Part of Beatles' "Revolution" played.)

PRESIDENT LEYVA: That was for you, RoseAnn.

All right. Point of order, yes? Delegate Mic No. 2. You didn't like the song?

DELEGATE BLOCH: No, I like the song. Doug Bloch, Teamsters Joint Council 7. Just a point of information. We were asking about Resolution 18.

PRESIDENT LEYVA: Did we skip one?

Oh, it's the Committee On Legislation, so it's coming up next.

DELEGATE BLOCH: Thank you.

PRESIDENT LEYVA: You're welcome.

All right. At this time I would like to recognize the chair and cochair of the Legislative Committee, Gabrielle

Carteris and Tom Davis.

(Applause)

CHAIRPERSON CARTERIS: Good morning, everybody.

DELEGATES: Good morning.

CHAIRPERSON CARTERIS: Madam Chair, your Committee On Legislation met and CONSIDERED THE two late resolutions referred to the committee. A quorum was present when the committee met.

The delegates may find the late resolutions in the packet left on the tables this morning. All right, I'll do it.

Please refer to the packet of late resolutions for the following resolution. Resolution 18 concludes with the following resolves:

(Resolves read.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mic No. 2.

DELEGATE KELLY: Yeah, Patrick Kelly, Teamsters Local 952 and Joint Council 42. I want to speak strongly on this issue. If the Labor Movement doesn't step up and demand that Obama take action to protect the immigrants and immigrant workers, nobody else will. There's more deportations that have gone on in the last year than went on in 1918, 1919 and 1920 when they were deporting Wobblies. It's ridiculous.

And what we're about is, we need to rise up and not just get this resolution through here, but demand that Obama take some specific action. If we don't do that, we lose our connection with immigrants and the youth.

And if we lose our connection with immigrants and the youth and other minority people, we're going to have a disaster this fall. We're going to have a political disaster.

(Applause)

So the Teamsters Union urges everybody to support. Contact Obama, and your congresspeople and make the effort for them to take some specific action administratively to help the immigrant workers. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegates, you have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

COCHAIR DAVIS: Resolution 20 concludes with the following:

(Reads resolves.)

The committee recommends concurrence, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second. Delegate at Mic No. 3.

DELEGATE SCHENNINK: Good morning Sisters and Brothers. My name is Anke Schennink with UAW 5810. We represent 6,000 post-doctoral researchers at the University of California.

When graduate students at the University of California work as teaching assistants, they are represented by the UAW. But when they work as research assistants, they lose all rights and benefits of a union contract, including job-security rights, workload protections, and contractual redress for workplace safety. This means that one brother you have rights and benefits, and the other brother you don't; or for some people, in the morning you have rights and in the afternoon you don't.

(Laughter)

Research assistants are considered employees for every other condition, for example by IRS. Or they're also being paid wages by the University's payroll system. But they are the only group left of workers in U. C. labs without the right to collectively bargain.

The University of California has fought against the right to organize for these 14,000 research assistants. And in this they are joined by the National Right to Work Committee.

California is not a right-to-work state. And in California, public-sector employees have had the right to exclusive representation since the 1970s. It is time now to extend the rights to 14,000 research assistants at the University of California, and I would like to ask for your support for this resolution. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 4.

DELEGATE ORR: Rodney Orr [phonetic], CWA 9119.

My local represents workers at the University of California as well. Some of our workers are staff research

associates and they work right next to these folks. It's crazy that the university believes that a person can be a TA, a teaching assistant, either part of the day or a semester with rights, and then switch over and become a research assistant and lose all those rights. They're still an employee.

These people work next to us. They work just like any other person at the University of California. The University of California, which claims to be an enlightened institution, in reality would prefer to set up a feudal system, and it's time that we stop this now. I strongly support everyone to support this and give us everything you can. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegates, you have a motion before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

CHAIRPERSON CARTERIS: Thank you. Madam Chair, I would like to take this opportunity to thank my cochair Tom Davis, IATSE 80, and the following members of the committee: Adam Loveall, UFCW 8; Owen Murphy, IUPAT District 36; Julie Lind, San Mateo CLC; Delores Rodriguez-Burke, CSEA; Mark Ramos, UFCW 1428; Mark Kyle, OE3; John Acosta, AFM 47; Elizabeth Ortega, AFSCME 3299; Trish Suzuki, IBT 856; Tamekia Robinson, SEIU 1000; Chris Rasmussen, IAM 1584; Victor Uno, IBEW 595; Nam Le, UFCW 770; Eric Robles, AFSCME 1199; Cesar Diaz, SBCTC; Ilyanne Morden Kichaven, SAG-AFTRA.

With that, Madam Chair, I move that the Legislation Committee be discharged.

DELEGATE: Second.

PRESIDENT LEYVA: We have a motion and a second. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Great. Thanks to our legislative chair and cochair who did a terrific job. It's not always easy work.

(Applause)

All right. At this time I would like to recognize Executive Secretary-Treasurer Art Pulaski.

(Applause).

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you, Connie. Delegates, so yesterday we spent the day talking about how we build the economic power through organizing. Today we talk about how we build our political power even more than we have in the past.

Last year when we won, we did great. But it wasn't enough this year, because our opponents have more money, more smarts, and more intention to beat us back again this year. So we have to do better than we did last year. That's what building power is. It's always building greater and bigger.

One reason that our California unions have great political power is that we are All In to Win in elections just like we are now in organizing. The only way we can win the big fights, especially against the fat wallets of big business, is to be coordinated, to rely on each other, to expect a lot of each other, to know what each other is doing and to coordinate.

We have learned a lot about the science of winning elections, what it takes to win. And frankly, what Lou Paulson is about to present to you, the Blueprint, is considered the most advanced at-a-glance strategic planning anywhere in the country.

It's done because our Strategic Planning Committee that's made up of the state leaders of our unions have come together and spent a year in the planning process to think about how we work more and better and stronger together.

And so please welcome the cochair of the Strategic Planning Committee to present to you this great plan and how we're going to win the elections of November of 2014. Lou Paulson.

(Applause and cheers)

BLUEPRINT FOR VICTORY 2014.

BROTHER PAULSON: Ah, to have friends.

Brothers and Sisters, the Tool Kit -- the plan is before you rolled up on your tables. Please don't open it.

(Laughter)

And keep it on the table so that we don't have any injuries, but take it with you. The purpose of it is for you to take it home, put it on a wall, put it in a prominent spot; put it where the workers and the members will see it so they're aware of it.

It's also found in your Tool Kit. And if you have it with you in your Tool Kit before you, please open it up, and we're going to cover the five main points of what we need to do this November.

Now, everything that we have, everything we fight for is because of our voice. And the best way we can have our

voice present is in elections. As Art has said a moment ago, and we are aware of, how low turnout can affect elections.

And so while we talk about here in a few minutes endorsements and propositions and all those things at the state level, let us not forget that all politics is local. And if we don't turn out our members for the big stuff, we're going to lose those city council races, those big fights at the local level, and we'll have a difficult time for the labor councils to turn out the volunteers. So let's not lose oversight or let's not lose sight of the local elections. I don't need to tell you Ventura County and the pension initiative is a huge fight for all labor. We need to be there.

(Applause).

So let us take a look at the Blueprint. There's five points that I'm going to briefly cover for you. Again, it's in the center spread of your Tool Kit. And I'm not here to lecture you, but I'm here to probably tell you the obvious.

And the first point is worksite visits. Worksite visits is where it's at, talking to the members face to face, answering their questions, being present to them, having them understand the dynamics of what we do and how we do it.

It's such an effective tool. And for us as fire fighters, that's how we are very effective. We go into the fire stations, we talk to the members, we explain what's going on and why we do the things that we do, and why elections matter.

The theme of this is that we're All In to Win. So if you really want to get creative, take another union with you to the worksite visit. Have that other union come in and talk about their issues to your workers, and let them understand the dynamics of how we're all in this together. So worksite visits are the number one thing we need to be doing all the time.

Next we need volunteers. I don't need to overstate the obvious. And clearly we can look at the Sbranti, Glazer race to see where volunteers make a difference. Our opponents can't pay enough to get people to walk or phone bank. But we have the ability to turn out our members.

So we're asking for one volunteer for every hundred members; not a steep ask. But if we do that, that will provide us with 20,000 union members for this election. I will tell you nobody else can field a team of 20,000 members for an election. So we need to be able to do that.

The third point is that we need you to send two union letters, e-mails or texts to your members. Mail coming to their house is an important key building block. It reinforces that visit that you've had with the member. It helps their spouses understand the issues that the member may not have conveyed to them properly. Clearly this is a family issue, not just a member issue. So sending mail to the house is a key important issue. Sending it early is so important, before all the other mail starts flooding the mailboxes.

No. 4, we need a coordinator. We need somebody in each local to be responsible for this plan, for dovetailing into the central labor councils, to be a part of the bigger team. As Connie said yesterday referring to baseball, it's the teamwork that gets it done. We're a team together. We've got to work together. We need somebody in the union to coordinate this plan.

And then finally, for those unions that have it, we need the release staff, the folks at the end for the final push for GOTV to get folks out to phone bank, to make sure that the general public knows that the election is important to them, not just to us.

So we need those five things. Not a lot. We've asked for more in past years. But this is a huge election. Because if we're asleep at the switch, we're going to lose.

Now, yesterday Brother Pulaski talked about patriotism. He was quoting Thomas Payne, so I will leave you with my favorite Thomas Payne quote . "If there be trouble, let it be in my day that my children may have peace. "

Brothers and Sisters, there's trouble today. Let us fight so our children may have peace. Thank you.

(Applause).

EXECUTIVE SECRETARY-TREASURER PULASKI: Right on. Madam Chair, Delegates, we have more of those Blueprints as you leave on the table in the back in the hallway, so we encourage you to take more of them. Hang them up on your war-room walls, give them to your political organizers, make sure we follow those things.

And for the next piece of this political program, part of what this strategic-planning process has agreed to among our leaders is that the only way for us to win is for us to mobilize our members as Lou said.

And we were successful in mobilizing 1 percent of our members. So now the goal agreed by everybody is that we mobilize 1.25 percent of our members. That means for every 400 members you have, you need to mobilize five volunteers. Last time it was only four volunteers. So we think we can do it. It's not that challenging. But that's the calculation we ask that you use.

And those volunteers are to go to the labor council field operations, after they get done with your internal worksite program, because we need those members in the labor council field operations All In Together to Win.

So we've talked about the goal of being 1.25 percent. Kathryn Lybarger is about to present recognition to a union that achieved, in this special race that we did such a magnificent job, in that assembly race where we had the anti-

union Steve Glazer, so-called Democrat, running against Tim Sbranti. Am I taking your thunder away by saying what percentages that they got?

Lybarger: Yes, you are.

(Laughter).

EXECUTIVE SECRETARY-TREASURER PULASKI: Okay. So she'll tell you what percentage turnout this union got. I'm not going to tell you. I'm going to keep you in suspense for 15 more seconds.

But this is what it's all about: us mobilizing the troops, mobilizing the warriors to beat back the opposition, the only way we can win.

So Kathy Lybarger, Vice President, President of AFSCME Local 3299, please give her a warm welcome.

(Applause)

VICE PRESIDENT LYBARGER: So we all know that our goals, our plans, our resolutions are only as good as what we do with them. So right now we want to highlight the efforts of two unions for their going above and beyond the call of duty. These two unions not only met the goals of the Blueprint, but surpassed them in extraordinary ways. Thank you, Art, for holding off. SEIU Local 1000 --

(Applause and cheers).

-- was out in force in our targeted race in Assembly District 16 for Tim Sbranti. They exceeded the 1 percent volunteer goal for 2012. They exceeded the 5 percent goal set specially for the District 16 race. And, check it out, they ended up mobilizing hundreds of members totaling 44 percent of their membership in the district.

(Applause and cheers).

We start turning out 44 percent across the board, imagine what we can do.

They also anchored satellite phone banks in key races around the state providing much needed enforcement for the member-to-member phone banks. This award goes to SEIU 1000 and their leader President Yvonne Walker.

(Delegates stand, cheer and applaud.)

DELEGATE WALKER: So I just want to say this is just a sample of the members and staff of Local 1000. And I actually accept this award on their behalf, because really they do all of the work. They have never failed to answer my call. And my call is, I want us to be the premiere political local in California, and they have never disappointed me.

(Cheers)

And I challenge all of you. Give us a race. Give us a race.

(Applause)

VICE PRESIDENT LYBARGER: Okay, but we're not done. One more. Give it up for IBEW Local 1245.

(Applause and cheers)

Local 1245 has recruited, groomed and trained the most amazing team of leaders which they call organizing stewards. These folks have been everywhere from Wisconsin to Oregon to Illinois to Ohio, Florida, to Alaska to win elections and fight for unions.

Under the leadership of Tom Dalzell, these folks have been released to help fight labor's biggest battles, including going to Tracy to work with Teamsters on the Taylor Farms organizing campaign that we talked about yesterday.

(Applause and cheers).

And in the primary they sent folks to Pomona for Connie Leyva --.

(Applause and cheers).

-- to Dublin for Tim Sbranti and other local races, vaulting our COPE-endorsed candidates to victory. This award goes to IBEW Local 1245 for released staff to labor's campaigns.

(Delegates rise, cheer and applaud.)

DELEGATE DALZELL: And every one of our delegates here had a lot more to do with this than I did. All I did was say, "Good idea, go do it. " And they did.

Here's what we learned. We learned something from a good book. And the good book says "Seek and ye shall find, ask and it shall be given. " And we asked our young members to get involved, and they did. And we found that there is a hunger, a burning hunger within our membership to do something, to belong to something, to be better than we have been. And they have answered the call working in California, throughout the United States. Where there's a fight, our members are going. Thank you.

(Applause and cheers)

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you. So if anybody wonders, if anybody doubts, if anybody wonders what it takes to kick ass, it means mobilizing the members, building warriors, get them out there and fight. And they love to do it. All we have to do is ask them to do it and encourage them. Ask them and they will come. Thank you very much.

So Kathryn Lybarger, you're not done yet. Come back here. Kathryn walked a hell of a lot of precincts herself. And in fact she got me out there walking with Madi [phonetic], who is one of their officers. And turns out that one of Kathryn's shoes -- she walked so much she actually ruined her shoe. There it is. We got a picture of it.

(Laughter, cheers and applaud.)

(Shoe Leather Award presented to Kathryn Lybarger.)

These are AFSCME green, but more importantly, they're made in the USA, union made.

(Cheers)

If you're a runner you should know the only running shoes made in America are New Balance running shoes. So every runner we want to see wearing New Balance running shoes.

Here's your AFSCME green, made in the USA, with the union label. We are going to bestow this on Kathryn Lybarger. We got the right size, trust me. We've got it all figured out. We're going to bestow it on her. Some people deserve gold, she deserves union made.

(Applause)

VICE PRESIDENT LYBARGER: Thanks.

(Laughter)

You know, if everybody -- if everybody does this, everyone gets a pair of these, right? Thanks a lot. It's a great thing being out there and seeing all the people putting their shoe leather in. That's how we win.

(Applause).

PRESIDENT LEYVA: At this time I would like to recognize the chair of the Credentials Committee Marsi Newman.

CHAIRPERSON NEWMAN: Thank you, Madam Chair and Delegates. Your Credentials Committee has been meeting since 4:00 p. m. on Monday, July 28. An updated roster of registered delegates is posted on each side in the back of the room. And if any delegate believes they are not included on the list, those delegates please come see me at once.

At this time I would like to thank my Credentials Committee -- your Credentials Committee, who will serve until the end of convention. And they are Nichole Rice, UFCW 8; Jammi Juarez, IBEW 1245; Russell Nordstedt, IATSE Local 80; Dean Zuniga, AFGE Local 1021; Linda Blanchard, CSEA; Chris Snyder, OE3; Danny Carillo, SEIU 721; ZaZette Scott, UFCW 1428; Diane Zuniga, UFCW 1428; Anke Schennink, UAW 5810.

And I thank you for your service and your continued service. Madam Chair, the committee recommends adoption of the updated report, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you. Thank you Marsi.

The chair would like to recognize at this time Vice President Bill Waggoner of Operating Engineers who is the chair of the Constitution Committee. Come on down, Bill.

CHAIRPERSON WAGGONER: Thank you, Connie. Good morning everyone.

DELEGATES: Good morning.

CHAIRPERSON WAGGONER: Excuse me. I've had a little problem with my throat this morning.

I want to say that I -- it's the San Diego weather.

(Laughter).

In accordance with the Federation's constitution, the Constitution Committee was appointed by President Leyva with the consent of the Executive Council. No resolutions were submitted to the committee that fell under the jurisdiction of the Constitution Committee.

I thank the committee members for their service, and I move that the Constitution Committee be dismissed.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you, Bill, for your good service and to the committee members.

CHAIRPERSON WAGGONER: I just want you to know that this is the toughest committee I ever sat on.

(Laughter)

PRESIDENT LEYVA: We only put the best on the tough committees.

At this time I'd like to recognize Executive Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam chair, Delegates, I want to thank again for their service to us last night and today the servers at the hotel here are good members of UNITE HERE Local 30. Thank you

once again to them.

(Applause and cheers)

Thanks once again to our crew, good members of IATSE. Thank you to our crew at the Federation, the staff at the Federation, good members, great members of both CWA TNG and OPEIU Local 3. They are the best.

Thank you to our general counsel Charlie Scully. Thank you to Denice Lombard, our court reporter. We didn't want to tell you earlier, but every word you said is now preserved for the record, so we hope you were careful in what you said.

So now, for the purposes of convening our COPE meeting in order to endorse candidates for the November election, we must first end this convention. So in order that had we can convene the COPE convention, I move that we adjourn the Biennial Convention.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. All right. Motion carries.

CA LABOR FEDERATION COPE CONVENTION

PRESIDENT LEYVA: I would now like to call the COPE Convention to order. And before we get started we're going to see a short video. And this video will give you a pretty good idea of what we're up against as we continue to try and uplift working families. Please roll the video.

(Video played.)

(Applause).

PRESIDENT LEYVA: All right. A little levity before we get started.

I'd like to recognize our Executive Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, so I bring to your attention the book which we will work off for the next period of time is the blue book which awaited you as you came to the table today that says "Endorsements and Ballot Measures." You must have this in front of you. This requires that you follow along on this one.

So for those who are new to this process, a word of explanation. The Executive Council acted this week to make all of these recommendations to you. They first hear from the local labor council or councils of jurisdiction for the assembly, for the state senate and for the congress. They act on those recommendations.

It requires -- our rules require that for us to change or overturn those recommendations, it requires a two-thirds vote of the Executive Council. There were perhaps one or two instances of that, and only that, this week. Those are noted with a double asterisk.

A single asterisk represents the fact that we either didn't hear from the labor council with jurisdiction on that particular race; or that there are two labor councils or more that shared jurisdiction, of which we did not hear from one or more; or if there are multiple labor councils in a jurisdiction that they disagreed, in which case it just got referred to action by the Executive Council.

So are you ready? We're going to begin with the assembly. Now, to speed this up, because there are so many races, we're not going to do them one by one. We do them as a group. If you haven't been here before, please pay attention. Please note that we will go through these fairly quickly. If you disagree, differ or want to alter any of these recommendations, you must get to the mic and be prepared to call the attention of the chair, give your name and organization, and simply ask that that particular district race be set aside.

We will then set that aside, continue on going through the list, first the assembly and then the others, after which we will vote as a whole for the recommendations for that whole group for the assembly, except for those which we have set aside.

We will then come back after that vote as we focus on the whole, come back to them individually one by one with those set aside.

So wait until -- if you differ, wait until we get to that particular district race and then call the attention of the chair, state your name and organization, and simply ask they it be set aside. We will do that and come back to it in a short period of time.

Are you ready? So we begin with the recommendations for endorsement by California Labor for the seats in the assembly of California. I'll start a little slowly, but I'm going to pick it up once you get the hang of it.

So No. 1 is asterisk. The Executive Council has recommended, and I so move, Assembly District 1, no endorsement.

DELEGATE: Second.

EXECUTIVE SECRETARY-TREASURER PULASKI: Assembly District 2, Jim Wood. Assembly District 3 -- again, you've got to speak up if you're --

PRESIDENT LEYVA: Delegate at Mic No. 2.

DELEGATE CAMP: My name is Bill Camp. I'm a member of the Office and Professional Employees Local 29, executive secretary of the Sacramento Labor Council. We share jurisdiction in Assembly District 1. We ask that be set aside.

PRESIDENT LEYVA: You got it. Thank you. Delegate at Mic No. 3.

DELEGATE YERION: Loel Yerion, President of Five Counties Central Labor Council. I join my brother Mr. Camp in requesting that District 1 be set aside.

PRESIDENT LEYVA: Thank you, Delegate.

Delegate at Mic No. 4.

DELEGATE ESPINOSA: My name is Santiago Espinosa and I'm from SEIU United Healthcare Workers West. I would like to hold the accommodation in Assembly District 64.

PRESIDENT LEYVA: Okay, Delegate, when we get there, stand up again. We're not there yet, okay? You're fine, but when we get to 64, pop up again.

Okay. Let's move on.

EXECUTIVE SECRETARY-TREASURER PULASKI: Okay. Setting aside District 1. District 2, Jim Wood. District 3, Jim Reed. District 4, Bill Dodd. District 5, no endorsement. District 6, Brian Caples. District 7, Kevin McCarty. 8, Ken Cooley. 9, Darrell Fong. 10, Marc Levine. 11, Jim Frazier. 12, Harinder Grewal. 13, Susan Eggman. 14, Susan Bonilla. 15, dual endorsement, Elizabeth Echols, Tony Thurmond. 16, Sbranti. 17, Campos. 18 --.

PRESIDENT LEYVA: Delegate at Mic No. 1.

Hi. I'm Dan Larson, President of UFCW 648 in San Francisco, and I want to pull AD 17.

PRESIDENT LEYVA: Yep, you got it. All right. Delegate at Mic No. 4? No? Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: We are setting aside 17. 18, Bonta. 19, Ting. Don't be shy. 20, Quirk. 21, Gray. 22, Mullin. 23, no endorsement. 24, Gordon. 25, Chu. 26, no endorsement. 27, Camps. 28, Low. 29, Stone. 30, refer to the Executive Council for action at a later date. 31, Perea. 32, Salas.

PRESIDENT LEYVA: Delegate at Mic No. 3.

DELEGATE LILLEY: Bob Lilley from the IBEW Local 302. I'd like to pull Item 27.

PRESIDENT LEYVA: 27. Thank you.

Delegate at Mic No. 2.

DELEGATE BLOCH: Doug Bloch, Teamsters Joint Council 7. I'd like to set aside Assembly District 32, Rudy Salas, please.

PRESIDENT LEYVA: Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: 33, no endorsement. 34, Goodman. 35, no endorsement. 36, Fox. 37, Williams. 38, no endorsement. 39, Bocanegra. 40, Henry. 41, Holden. 42, Hargrove. 43, Gatto. 44, Irwin. 45, Dababneh. 46, Nazarian. 47, Cheryl Brown. 48, Hernandez. 49, Chau. 50, Bloom. 51, Gomez. 52, Rodriguez. 53, Santiago. Ridley-Thomas. No endorsement. Garcia. Calderon. Garcia. Jones-Sawyer. Park. Medina. Burke Rendon, Gipson.

PRESIDENT LEYVA: Delegate at Mic No. 2.

DELEGATE JANOV: I'm Mark Janov. I represent SEIU United Healthcare Workers West. I'd like to pull the recommendation for Assembly District 64.

PRESIDENT LEYVA: Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: 65, Quirk-Silva. 66, Muratsuchi. No endorsement. Cameron. Daly. O'Donnell. No endorsement. Block. Gabriella. No endorsement. No endorsement. No endorsement. No endorsement through 77. 78, Atkins. 79, Weber. 80, Gonzalez.

So with the exceptions of those Districts 1, 17, 27, 32 and 64 which have been set aside, I move the endorsement as listed as recommended by the Executive Council, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, for District 1 I move no endorsement.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second. Delegate at Mic No. 1.

DELEGATE CAMP: Madam Chair, my name is Bill Camp. I'm a member of OPEIU Local 29 and the executive secretary-treasurer of Sacramento Labor Council.

I know there are plenty of delegates going to look at me and say, "This is the stupidest thing I've heard of. The guy's got a 3 percent COPE record. You've got to be nuts."

My motion really is to refer this back to the Executive Board. We've got information that makes us believe that this man's ready to come and meet with our leadership and the leadership of this Labor Federation and make a commitment to work more closely with us. We think if it's an opening, the guy he's running against is a real idiot. And if we've got an opportunity -- he is a real idiot.

(Laughter)

So if we've got a chance to move forward in the far north, we think it's important. He's not a stupid guy. And I'm just asking it be referred back to the Executive Council for some action.

My motion is to vote down the recommendation and refer it back to -- so we have to vote down the recommendation before I can refer it back?

PRESIDENT LEYVA: That is correct.

DELEGATE CAMP: There are two motions?

PRESIDENT LEYVA: No. Delegate, you cannot make a motion from the floor because we already have a motion.

DELEGATE CAMP: I'm asking the delegates to vote against the motion.

PRESIDENT LEYVA: That is correct.

DELEGATE CAMP: And I will be coming back with another recommendation. Please vote no.

PRESIDENT LEYVA: Thank you, Delegate.

Delegate at Mic No. 3.

DELEGATE YERION: I'm Loel Yerion, President of the Five Counties Central Labor Council. I'll take a few minutes to explain the situation. Brian Dahle is the person in Assembly District 1 from the community of Beaver in Eastern Lassen County, was a Lassen County supervisor. He does have an absolutely terrible voting record. This is the completion of his first term.

When he was elected he ran against the current City of Redding mayor who is, like Mr. Camp said, calling him an idiot is being polite. He's a Tea Party activist. He ran "Yes on 32" stickers on his campaign posters, and we were able to work together to see him defeated and not let him move from the City of Redding to the assembly.

This is what we're up against up there. We also have a ballot going on with our brothers and sisters in the Northeastern California Building Trades Constructions that we are fighting a prevailing-wage issue in the City of Redding. For over two years the City of Redding has been trying to build a Sheraton Hotel on public land near our Sundial Bridge and do it without paying prevailing wage.

My brothers and sisters in the Building Trades, specifically IBEW 340, Plumbers and Pipe Fitters 228, Cement Masons 440 have been leading that fight for over two years. Because of that fight, it's the referendum on the ballot this November for the residents of City of Redding. A yes vote allows this project to go forward without paying prevailing wage, a no vote will let us be victorious, delay this, send it back to hopefully get this bill.

Some of the specifics is there was actually two handshake agreements of PLAs reached between our brothers and sisters in the Building Trades and the builders of this hotel, and then they backed out on it.

So Brian Dahle is somebody who does have an open door, somebody that we can talk to. He's willing to listen to us. As a Lassen County Supervisor he did make decisions that supported prison guards in the largest employer in Lassen County, the High Desert State Prison.

So there is some history where he does support workers. So that's why we have asked that this go -- be sent back, that this group -- we recommend a no vote, and then let us come back with another motion.

PRESIDENT LEYVA: Thank you, Delegate. The chair recognizes the maker of the motion.

EXECUTIVE SECRETARY-TREASURER PULASKI: Some background on this, the two labor councils we heard from are two of the labor councils that share in jurisdiction of this matter. So we take these as friendly amendments, friendly suggestions. They've talked to Mr. Dahle. Five Counties originally did recommend Mr. Dahle. They've got most of the district there.

So because these have been friendly suggestions by the labor councils of jurisdiction, I will recommend and urge a no vote also on this motion so that we can make a new motion following this. Urge a no vote.

PRESIDENT LEYVA: Yes, Delegate at Mic No. 2.

DELEGATE MASSONE: Thank you. Mike Massone. I have a just point of information. We're looking for a no vote on this recommendation with a possibility of something further --.

PRESIDENT LEYVA: That's correct.

DELEGATE DESONI: -- send it back to the Executive Council, just so everybody's aware and clear; is that correct?

PRESIDENT LEYVA: That's correct.

DELEGATE DESONI: Thank you.

PRESIDENT LEYVA: Thank you. And Delegates, let me just ask you as the chair, please be loud and proud when you vote. Sometimes in the past what has happened is people mumble their vote, and then they get worried when their motion doesn't pass the way they thought it would or fail the way they thought it would. So be loud and proud.

Okay. You have a motion before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Motion fails. Or carries. Fails.

(Laughter)

EXECUTIVE SECRETARY-TREASURER PULASKI: The motion fails, but the intention carries. Thank you. I now move, on behalf of the Executive Council, I move that we refer this back to Executive Council for discussion and meeting with Mr. Dahle so that they can choose whether to endorse him or not. I move to refer to Executive Council.

DELEGATE: Second.

PRESIDENT LEYVA: Sorry about that.

Okay. So you have a motion and second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, we go now to District 17. I move the recommendation of the Executive Council, the endorsement of David Campos. I so move.

DELEGATE: Second.

PRESIDENT LEYVA: We have a motion and a second before us and a plethora of speakers. Delegate at Mic No. 1, please.

DELEGATE PAULSON: Thank you, Madam President. My name is Tim Paulson. I'm the executive director of the San Francisco Labor Council. I'm A member of OPEIU Local 3 and Bricklayers and Tile Layers Local 3 also, which is where I carry my card.

I'm here to support the singular endorsement as recommended by the Executive Committee, and I thank you for doing so. And I want to let everybody in the house know that the process we had at the San Francisco Labor Council resulted in a vote of almost 75 percent of the delegates of our council to do this singular endorsement.

And I'm here on behalf of the council to deal with that process and to protect that process. I know that the head of the Building Trades is not here. I did not know that this was going to be pulled. Today I thought that we had our vote and that it was finished and that we were going to continue to move forward.

This is bigger than just one particular assembly race. There are a lot of things that are happening throughout California in our local communities that are much bigger than just one senate race, one school-board race.

But it's about coalition building. In San Francisco we are about ready to pass the highest minimum wage in the country because of the work we did this November.

(Applause)

There is going to be transportation funding on the ballot, and we need to, and as -- and I just got back from D. C. last night to come to the convention. The national affiliates are looking for coalitions with communities, with all the unions staying together as much as we can.

I know that everybody that's at the microphone behind me is going to talk about the virtues of both and candidates and debate the issue. But I'm asking right now -- and I'm sure that both candidates know that they are being supported to a certain extent.

But I'm asking this body to vote for the singular endorsement. If for some reason, in particular if you're not in San Francisco, which is where this recommendation originally came from, that you refrain from voting or support us if you cannot do that.

We are looking for the sustaining of this endorsement, and I so urge for David Campos, and I so urge this body to do that. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE FREITAS: Thank you, Madam Chair. Jeff Freitas, California Federation of Teachers.

And to add to my brother from San Francisco, the central labor council has endorsed this, the local central labor council. The Executive Council of the Labor Fed has recommended this. California Federation of Teachers, two locals, both higher ed and K through 12, have endorsed David Campos.

We need a fighter that we know is a progressive candidate. We need a fighter that we know is going to be there for social justice. We need a fighter that we know will be there for education issues.

I talked about the education issues, that we don't know about some of our Democratic, sometimes, friends in the legislature. We know that David Campos will be a friend for us in the legislature. And that's why we have to have this endorsement, that's why CFT has endorsed him. That's why our education locals in San Francisco have endorsed him.

We ask you to vote with the central labor council and with the Executive Board of the Labor Fed today. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 3.

DELEGATE PECHTHALT: Thank you, Madam Chair. Joshua Pechthalt, President of California Federation of

Teachers. I rise in support of the Executive Council recommendation to support David Campos.

I want to talk about David Campos's unwavering support of the struggle we've had at City College of San Francisco. City College of San Francisco is the single largest community college in the United States, educating over 80,000 students. Approximately one out of every 10 San Franciscans goes to school at City College of San Francisco.

They are under threat of being closed down. The commission that oversees that, the accrediting commission, has pulled their accreditation for lots of bogus reasons.

The CFT and the AFT represent the faculty at City College of San Francisco. SEIU represents classified employees there. Those are thousands of workers who work to educate students and adults who attend community college there. It is a vital part of the economy of San Francisco. It generates over \$200 million for the San Francisco economy.

David Campos has been a huge supporter and advocate for keeping City College of San Francisco open. He deserves our support, and I urge that we stand with the Executive Council recommendation to support David Campos. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 4.

DELEGATE TRAY: Ken Tray, AFT 61, United Educators of San Francisco.

When the teachers and para-professionals of our union listened to the two candidates at our endorsement meeting, the choice was absolutely clear. And our executive board voted unanimously for David Campos.

This body can do nothing else but to support the one candidate who's facing the issue of the haves and the have-nots in our city. If you've been following what goes on in San Francisco during this unprecedented pouring of capital into our town, our city has the fastest growing divide between the haves and the have-nots in the entire country. We're in a neck and neck race with Atlanta for that distinction.

David Campos is the one candidate who's going to speak for the students that sit in our classrooms. I'm a classroom teacher and counselor for over 30 years. And the kids and the families that I meet at Safeway and on the street of San Francisco are being pushed out of town.

If we talk about keeping San Francisco a city that is supportive of labor, David Campos is the candidate. And then briefly, in all the self-interestedness of the teachers in the classrooms of California, I'm sure you're all aware of the attack on the folks who work with working-class kids in public schools day in and day out. There's an orchestrated blame-the-teacher campaign in this state.

David Campos has an iron-clad relationship with the teachers and educators of San Francisco. He's the one candidate we know that will be our voice in Sacramento when the corporate agenda comes to bust up the American Federation of Teachers and the National Education Association in this state. We can do no less than send David Campos to Sacramento. Thank you.

(Applause).

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 1.

SISTER DUGAN: Maureen Dugan, California Nurses Association.

I've worked as registered nurse for 25 years in San Francisco. As access to health care is more difficult for working people, David Campos is a champion for workers. He led the fight to close a loophole on Healthy San Francisco that allowed businesses to steal back \$80 million a year in health-care funds from 26,000 workers. Now these workers have the health care that they deserve and need.

Not only did he lead in the fight to save St. Luke's Hospital that serves the under-served, he supported the CPMC nurses who were without a contract, and helped leverage pressure to get an agreement. He leveraged pressure on the Sutter CEO to back down when nurses were being harassed during their organizing campaign for the Pacific Campus.

He sent letters of support on a key moment before the election to support nurses and advocate for CNA. Every labor issue we've asked for his help on he's supported us. He is a champion and fights for what's right instead of compromising just to land a deal for our endorsement.

PRESIDENT LEYVA: Thank you, Delegate. Delegates, I ask that you give each delegate the respect they deserve when they're speaking and remain quiet. Delegate at Mic No. 2.

DELEGATE ALEXANDER: Good afternoon. Elizabeth Alexander, SEIU Local 1021. I'm rank and file. I work at Tenderloin Housing Clinic, a nonprofit in San Francisco. And I rise in support of the single endorsement for David Campos.

David Campos led the fight for closing the health-care loophole, which meant that employers could not pocket money that was supposed to be dedicated for health care.

David Chiu first round solidified the employers' ability to steal back and claw back that money that should have gone to workers. David Campos led the fight again to keep it in the pockets of the workers.

David Chiu was the absolute last vote, the absolute last vote. And we did not know until a couple hours before the actual vote where he was going to go, and that determined whether or not that legislation passed.

David Campos is a champion. And he champions our jobs, he champions funds for public services. He has had our backs in all of our right to organize, whether it be adjunct professors or nonprofit workers or expanding wall-to-wall public services.

David Campos voted against the Twitter tax deal that has caused the unaffordability crisis in San Francisco and throughout the Bay Area to go out of control.

He is against this idea of the sharing economy that is breaking unions and breaking traditional jobs and in favor of more precarious, non-benefited, non-permanent jobs.

And he is also standing up against anti-union Silicon Valley billionaires that are funding anti-pension reform and lobbying efforts against union busting.

David Campos has also had the nonprofit workers' back. He was the only person. David Chiu did not have our back when nonprofit workers are seeking a raise. Nonprofit workers provide importance to these services but oftentimes live in poverty.

So David Campos is a clear champion for working people in San Francisco, and I ask you to support our recommendation for a single.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 3.

DELEGATE CASEY: Sisters and brothers, Mike Casey, UNITE HERE Local 2 in San Francisco. I'm president of the labor council.

Yesterday and today we have been talking a great deal about paramount issue is health-care reform in this country. For every single dime that goes in the pockets of the health-care corporations, that's a dime that doesn't go into the pockets of working people in wages and pensions and other things that we can spend that money on.

It is paramount that we have a champion, we have a champion in Sacramento who can lead the movement for health-care reform. I can't underscore enough that David Campos was the one that led -- as Elizabeth and others and Maureen have stated -- that he led the fight. There isn't any other cities in America except in Honolulu where there is a requirement that every employer, regardless of who they are, has to put money into health care for workers.

This loophole that Chiu favored extended for another two years shows very well. There are no lobbyists, there are no lobbyists on health-care corporations in San Francisco. If he blinked, if he blinked in San Francisco on extending this loophole, what can we expect of him in San Francisco (sic)?

These two candidates have very similar voting records on many issues. But on the core issue of health-care reform, David Campos is the candidate that we will be able to count on for our vote. Thank you very much, Sisters and brothers.

(Applause and cheers)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 4, please.

DELEGATE COURTNEY: Good morning, Brothers and Sisters. My name is Vince Courtney. I'm with the Laborers International Union, Local 261 in San Francisco. I'm a proud member of the San Francisco Labor Council. I'm proud of the great work that they do there every day.

I agree with Mike Casey and I agree with Tim Paulson on virtually 99 percent of what we've already heard. One important thing. What is the cost? The cost is labor solidarity. The cost is standing together. We have two candidates that we all agree will be basically the same.

The problem here is David Campos has been nowhere for the Building Trades, nowhere for the men and women that we represent, nowhere for the working families. He has been absent.

(Applause)

It's disgraceful that we couldn't find a way to resolve this matter before it got to the floor. John Burton at the State Democratic Party was confronted with a similar situation: two great candidates for an open seat, which is what we're talking about here.

You guys know. Betty Yee was one of them, and John Perez was another. Leland Yee was one, and Alex Padilla was another. John Burton has had a hundred years of leadership experience, and he knew what was important: keep the party together. Keep the party together.

And that's how we got Betty Yee, and that's how we got Alex Padilla. And that was the right way to lead. That's labor solidarity. That's keeping us together. Because building coalitions is great until you build them on the backs of public safety, public employees, the laborers, the carpenters, the engineers.

This isn't about issues, this is about us standing together and not letting these politicians continue to divide us on one or two single issues. Thank you very much.

(Applause and cheers)

PRESIDENT LEYVA: Thank you, Delegate.

Delegate at Mic No. 1.

DELEGATE D'SOUZA: Good morning. Alan D'Souza, AFT 2121 Vice President, City College, San Francisco. I stand in support of the resolution to move David Campos as a single endorsement.

As you know, City College has been under attack by a rogue accrediting agency for many years. Two years ago when this fight began, the landscape of support was nary. There were very few political supporters, and one of few that stepped forward was David Campos.

David Campos has been with us for students, for educators. He's also been there for tenants' rights, health care, for nurses. We talked earlier yesterday and today about supporting Democrats that are truly progressive, truly going to be on our side. David Campos is that man. AFT 2121 urges you to support this resolution.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE FINN: My name is Chris Finn. I'm a train operator at BART. I'm the president of ATU 1555. We represent the train operators, the station agents, the other workers that went through what was a highly visible fight this past year.

What we heard from a lot of other unions is if they went after us the way they did, and if we fell, then a lot of other unions were going to fall the same way. So they wanted us to stand up as strong as we could.

With the climate that was going on around the country attacking workers, the politicians, most of them remained silent. We had very few people come out and speak out in favor of us. And when they did, most of them deferred to management. They conducted a safety hearing after negotiations were concluded. They're conducting an audit after negotiations were concluded deferring to management.

There was one single politician in the Bay Area who approached us to ask us what they could do to help. That was David Campos. Now, I have known --.

(Applause and cheers)

We got public statements from some legislators in October putting the strike on BART. David Campos came out with a press release in July of last year in support of the workers. Nobody else did that. Nobody else in the Bay Area in California did that.

David Campos did a couple other things. He had a press release, and he conducted a safety hearing that everybody else waited until after negotiations, he did that before negotiations.

Before those two workers were killed, David Campos convened a hearing and had BART management come in and explain their position, put them on the hot seat.

So I've known David Chiu personally for years. He didn't call me during negotiations. He didn't call me during the strikes. He called me a couple of months ago when he was worried about his endorsement.

So David Campos in the thick of it, when it really mattered, when nobody else was out there, David Campos was there. I urge his sole endorsement. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate Mic No. 3.

DELEGATE DIAZ: Good morning, Brothers and Sisters. My name is Cesar Diaz, a proud delegate from the State Building and Construction Trades Council.

And I'm here to advocate basically that we have two Democrats that are strong. This is not Steve Glazer against Tim Sbranti. We're talking about super, super progressive versus super, super progressive, basically the same thing. This is San Francisco politics. I represent the State Building Trades Council at the legislature. We know we're going to get [indecipherable] here. This is a process here. We've talking about a statewide endorsement.

Each one of us has a voice. This is why we're here. It's not that we have to advocate against the local central labor council recommendation, but we're here to make the recommendation on behalf of all of us. And that's why we're here, to have a voice. Each one of these candidates is going to do a good job by us. I urge every single one of the Building Trades here and every single union that has endorsed David Chiu to vote this motion down. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate Mic No. 4.

DELEGATE O'CONNOR: Good morning, Brothers and Sisters. My name is Tom O'Connor. I'm president of the San Francisco Fire Fighters.

And I'm in line with my brother from the Building Trades. This isn't a battle of left versus right. This isn't a battle of ideologies. These are two great candidates.

The Fire Fighters had an agonizing decision over whether or not to endorse one or to endorse both. We like them personally, we like them professionally, we like them politically.

All we are asking for is that our voice not be squashed. All we are asking for is that we don't divide the house of

labor, that we can all stay united and say, you know what? Let the best candidate win. And that will be decided by the voters.

But don't let the politicians divide us. Don't let the candidates divide us. Allow our voice to be heard. Please, no recommendation for a dual endorsement.

PRESIDENT LEYVA: Thank you, Delegate. Delegate Mic No. 1.

DELEGATE SCHIAVO: My name is Pila Schiavo from California Nurses Association.

Nurses stand strongly and firmly with David Campos. There is a clear decision in this vote. There is a clear decision between these two. And the decision is -- and everyone in this room has done this, where you go in to lobby, and you got the guy that you got to convince, you got to show him a path to victory, you got to weigh out everything and show him that this is going to be good for his resume.

And you got the guy who is there with you before you walked in the room saying, "How can I help? How can we do this together? Who can I call for you? How can I make this happen?" That is the difference between David Chiu and David Campos.

David Campos is with us, he's a fighter with us, he will be a fighter with us in Sacramento. And that is the difference today. When we're hearing about BART workers not being supported, standing up putting their jobs on the line, going on strike, all of us should be down with BART workers on strike. All of us should be down with any workers who go on strike.

(Applause and cheers)

MUNI workers recently did a sick-out, a very brave, brave step for workers to do. Bus drivers standing up who cannot legally strike do a sick-out. Chiu was the one saying, "Workers need to go back to work," not putting any blame on management.

David Campos stood up with those workers. There is a clear decision today. We need to stand with Campos. We're not looking for the guy who is going to go to Sacramento, make the deal, and have to cash in on all his corporate buddies who are supporting him, all the Republicans that he's taken money from in the past, and the tech billionaires who want more tax breaks so none of us can have jobs, and to outsource.

This is not the guy for us. This is not the man who's going to back labor. He's not going to back nurses, he's not going to back health care, he's not going to back our members when it counts.

And David Chiu, by the way, one of the number one issues for the Building Trades was 8 Washington, a development in the city which David Chiu did campaign against that, he did ads against that, he was on the other side of it. And he comes in at the end and tries to make a deal for endorsement. This is not what we need in Sacramento. We need a champion. We need someone who's going to fight for us. We're in a war. It's time to fight.

(Applause and cheers).

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE LYBARGER: Kathryn Lybarger, AFSCME Local 3299. I call the question.

(Applause and cheers).

PRESIDENT LEYVA: You have a motion and a second before you. Be loud and proud, Delegates. All those in favor of calling the question aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Motion carries.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, the Executive Council debated this. It got a recommendation from the labor council for this endorsement. The Executive Council debated it yesterday and affirmed the recommendation, and I urge a yes vote.

You have a motion and a second before you. Okay, what's the problem at Mic No. 4?

DELEGATE: Division of the house.

PRESIDENT LEYVA: We haven't even voted yet, Delegate. So if everyone would take their seat.

DELEGATE: On the question.

PRESIDENT LEYVA: Yes, delegate. Go ahead.

DELEGATE: We voted on the question. We'd like to call a division of the house on the question.

PRESIDENT LEYVA: We need to vote first, Delegate. Oh, you don't think --

DELEGATE: To end the debate.

PRESIDENT LEYVA: To end the debate. Okay. Fair enough. Everybody sit down, please. So we are going to do a division of the house over the question being called and ending debate. Everybody be seated, please. Sergeants,

close the doors.

All right, Delegates, please be seated. Sergeants take your place. Tom are we ready?

CHIEF SERGEANT-AT-ARMS LEMMON: I think so.

All right, very good. All right, Delegates, all of you that voted to end debate please stand and remain standing.
(Applause and cheers)

PRESIDENT LEYVA: I think that you have the more than two thirds necessary to end debate -- more than 50 percent, excuse me. So Delegates, please be seated. We're good to go. We're now going to vote on the motion.

Would the maker of the motion like to restate it one more time?

EXECUTIVE SECRETARY-TREASURER PULASKI: Urge a yes vote.

(Laughter)

PRESIDENT LEYVA: It's so like Art Pulaski.

All right, Delegates, you have a motion and a second before you. All of those in favor signify by saying aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Motion carries.

(Applause)

DELEGATE: Mic No. 4. I'd like to call another division of the house on the question.

PRESIDENT LEYVA: Okay. Everybody be seated. Close the doors, please. Are we ready, Tom? All right. Okay. Delegates, everyone would voted yes on the motion, please stand and remain standing.

Sergeants, once you have your counts, please bring them forward. Everyone remain standing.

Sergeants, do we have all of the sheets of paper? Anybody out there still with a sheet of paper? Okay. Delegates, you can be seated.

Give us just a minute.

All right, Delegates, all those who voted no on the motion please stand and remain standing.

Sergeants, count all the no votes, all the standing delegates.

Sergeants, did I get all the no votes? Hold on.

Okay, delegates. You can be seated. Thank you.

Be patient, Delegates.

All right, Delegates. Motion fails. So Art Pulaski, back to the maker of the motion.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, for Assembly 17 I move an open endorsement.

DELEGATE: Second.

DELEGATE: Point of order.

PRESIDENT LEYVA: Who's my point of order? Delegate at Mic No. 1.

DELEGATE SCHIAVO: I was at the mic. We'd like to call for a per cap vote on this. This is an important race if 73 percent support the council, support the Executive Council.

PRESIDENT LEYVA: All right. Delegates, listen up. In order for a roll-call to be taken, 30 percent of the delegates present and voting must vote yes, okay? Oh, yeah, it will take a couple of hours easily. So does everyone understand that? Okay? So in order to do a per capita vote, 30 percent of you have to vote yes, all right?

Take your seats. I've just been given inside information that a recent per capita vote took three hours. I am in no way trying to dissuade you. I'm just trying to be realistic.

All right. Delegates, all those in favor -- in favor -- of a roll-call vote say aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Those opposed, no.

DELEGATES: No.

PRESIDENT LEYVA: Overwhelming no. Back to the maker of the motion.

(Applause).

DELEGATE: Point of order.

EXECUTIVE SECRETARY-TREASURER PULASKI: Point of personal privilege. Let me just say thank you.

(Laughter)

PRESIDENT LEYVA: Delegate at Mic No. 1.

DELEGATE SCHIAVO: You can all thank the people who are fighting for Chiu on this. We could all be united

right now. I'd like to call for a division of the house on the motion.

PRESIDENT LEYVA: Yeah, she can do it. We can be here as long as you all would like to be here. We've got the room all day and night.

All right, Delegates, sit down, please. All delegates -- sergeants, are you ready? You're guys are getting your counting in today.

All right. Delegates who voted yes to do a roll-call vote, please stand. Stay standing.

Okay, sergeants, do we have all of the yes votes? Any others out there, sergeants? Got one more coming in. Anybody else? Okay. Go ahead and be seated, Delegates.

All right Delegates, all delegates who voted no, to not do a roll-call vote, please stand and remain standing. (Applause)

PRESIDENT LEYVA: By the skin of your teeth a roll-call vote has passed. So be seated. As I confer with counsel, Art Pulaski is going to go over the rules for you. Sit down, dig in, be ready.

EXECUTIVE SECRETARY-TREASURER PULASKI: Okay. Madam Chair, Delegates, please listen carefully. This is a very precise and extended process. Please listen carefully. This is a very precise and extended process. I think it hasn't been done my guess is in 42 years, so . . .

So this is important. Please listen carefully. This will take a while for us to prepare. Will the sergeant-at-arms please call everybody into the hall that you see outside. These are very important announcements we want to be sure every delegate gets.

Will the other sergeants please gather at the podium for their instructions. The delegates -- you may phone any delegate you know of that's not here in another part of the building. Please call them. This will take us a few minutes to prepare, so they'll have a few minutes to join us.

To make this process as efficient as possible we encourage each local union to caucus now and appoint a representative to vote on behalf of your entire delegation. Otherwise you will vote one by one the number of per capita votes attributed to you.

Per capita votes are attributed equally among all of the delegates from your local union. So you may block vote. It requires, based on our constitution, that each delegate -- that each delegate of your local authorize one representative to cast all your votes.

We will distribute to you authorization for block voting sheet of paper. Each and every delegate for your local must sign this form in order for you to block vote. You may then choose one representative to block vote for your entire local.

Again, the sergeants, in a few moments, will distribute those sheets of paper to you as you decide whether or not -- we encourage block voting. It will shorten the length of time for this rogue per-capita vote.

Any delegate registered for this convention whose votes have not been cast by the time the result of this roll-call vote is called, you have lost your vote. Be sure you are present when we get to your name.

As we begin, the chair will call the delegates to the microphones in the order in which your union appears on that delegate list posted in the back of the room. There are two of them. That is the order in which your union will be called.

The chairperson will ask, once your union is called, that you one by one cast your portion of your per capita votes on behalf of your local. Again, we encourage block voting where one representative of your local casts all the votes of your local. It will save us a lot of time.

Okay. We're going stop here for a couple of minutes. You can call your other delegates. Have they received their block voting forms?

(Waiting time.)

EXECUTIVE SECRETARY-TREASURER PULASKI: So as you check the delegate roster that's posted on the wall, you do not need to lift the paper. The paper below is an old version. So all you need to do is check the top page of the roster posted. You will see how many votes you each get.

Now, you don't need to know how many votes you each get, because the sergeants know. So when your voting comes, all you need to do is say your name and organization and how you vote, yes or no. You do not need to know yourself how many votes you have.

The form looks like this. The block-voting form is the salmon-colored form that is being distributed now. If your local wants one of these block-voting forms, please raise your hand. We will have one distributed to you.

PRESIDENT LEYVA: Delegates, let's try and get some order in the house here, okay? This is a really big deal, and we want to make sure it's done accurately.

If you are not a sergeant-at-arms you do not need to be standing in front of the dais. Where you need to be is

with your union so that we can get you the form so that you can vote, okay? I'm going to give you a minute to get back to your area. I know it's going to take a while, but we don't want everybody walking around socializing or it will take twice as long.

All right. Go into your area, and if your hand is up, we are going to bring you the orange piece of paper so that you can block vote for your local union. And each local union must block vote for themselves. Like the UFCW section cannot all block vote. Each local union has to vote their own block.

EXECUTIVE SECRETARY-TREASURER PULASKI: Keep your hands up. If you need a block voting form, one will be handed to you. We hope you are now caucusing and deciding that you have one representative of your local.

You must get all your delegates to sign this form however. Please note you must get all your delegates to sign this form. If they do not, then they must all vote separately.

So let me just walk this through for you.

Okay. So I'm going to continue giving you directions, so please listen. Please listen. So just as background, the Chairwoman will, when she begins in a few minutes, she will call up your union in the same order your union is listed on the delegate credential form. If you're on page 1, know that, because you'll be one of the early ones called. The unions on page 2, you'll be called after page 1, and so on.

If your union is voting by block vote, your one representative will go to the microphone and hand the sergeant-at-arms the block-voting form to say that you are voting on behalf of your local union. The sergeant will then deliver that to the Chairwoman.

In order to block vote, every delegate who is assigned by your union must sign the block-voting form. That's what those lines are for. Every delegate must sign the block-voting form for it to be valid. Every delegate must sign the block-voting form in order for it to be valid. I'm going to repeat that one more time. Very important. In order for the block-voting form to be valid, every one of your delegates must sign it.

If you are not listed -- if you are not listed on the delegate roll, you may not vote. That's the purpose of this delegate roll. This is the official roll of delegates. If you are in doubt about whether or not you are an authorized delegate, you must check the roll that's posted on the wall. Only authorized delegates may vote.

When you get to the mic, your name will be tracked by this list. If your name is not on this list, you will not be allowed to vote. This is the only official vote of delegates allowed. So check to see -- if you have any doubt whether or not you are an official delegate, check to see if you're on the official delegate list.

For the Credentials Committee members -- will the Credentials Committee members please take your posts at your tables. Credentials Committee members please take your post at the table.

If you are block voting -- if you are block voting you must wait until the name of your union is called. If you are block voting, you must wait until the name of your union is called, at which time your representative goes to the mic to vote for your entire delegation. Please do not take to the mics now. Please wait until your local union is called. Your union will be called in the order it is listed page by page on the wall posted.

PRESIDENT LEYVA: I know Angie is looking for her, but Marsi Newman -- there she is.

Delegates, as a reminder, the motion that you are voting on is a single endorsement of AB 17 for David Campos, just to be clear.

All delegates who are on the Credentials Committee please meet the Chairwoman Marsi Newman right outside this door. Any delegates who have questions about who can and cannot vote, please meet with Marcy and the Credentials Committee just outside the door.

Do not turn -- do not turn these in. I will call each union up, and you will vote what's on your sheet. So hold on to your sheet. Delegates that are here may vote. Delegates who are not here may not vote.

EXECUTIVE SECRETARY-TREASURER PULASKI: So let us be clear. If you think you are a delegate, but if you are not on the official delegate list, you will not be allowed to vote. Don't think you will be able to go to the microphone and vote if you are not on this official list. This is the only list that will be allowed to vote.

The chairperson follows this list. If you are not on this list you will not be able to cast a single vote. If you are in any doubt, please check to see whether your name is on the official delegate list on either back corner of the room. And go -- if you have a question, if you're not on that list and think you should be, see the Credentials Committee posted outside, the table outside is where the committee will be at.

You must go back to the Credentials Committee if there's any doubt. If you're an alternate and think that you should be able to vote to replace a delegate, you must go to the Credentials Committee. If you're not on the list, the Credentials Committee does not fix your name, you may not vote. You may not vote if you are not on that list.

You will not be able to vote for an absent delegate. Don't think you can get up, if a delegate is gone from your local, and say, "I'm going to vote on behalf of so and so." Only the delegate may vote their votes. Only the delegate may

vote their votes. Only the delegate may vote their votes. No one can vote in proxy for another delegate. Your name must be on the list to cast the number of votes the list shows you're capable of casting, and that's it.

If you are signing a block-voting form, please hold it. Please hold your block-voting form until your local union is called by the Chair to vote. Then present yourself at the microphone, give your block-voting form to the sergeant-at-arms. They will deliver it to the Chairperson.

You do not need to know how many votes you have to cast. The Chairperson knows that. It's on the official delegate roster. You do not need to know the number of votes you have to cast. The Chairperson knows that. It's on the official delegate roster.

The Chairperson will call your name. All you need to do is say name, organization, I cast my vote yes or no. You don't need to know how many votes you have to cast. The Chairwoman has that based on the official delegate roster.

A block voting for a local union must be done by one of the delegates of that local union. You may not have a block-voting report for another local of your international. International X, Local 1 may not vote for International X, Local 2. You must have an authorized delegate vote the block-voting form for your local union.

If you have missing delegates and you want to vote those votes, you could go back to the Credentials Committee and reassign the votes to the current delegates who are here on behalf of the delegates that are missing. You could go back to the Credentials Committee to reallocate your votes.

In other words, if you have three delegates with 10 votes each and two delegates are here, you can go back and have the third delegate's -- the missing delegate's votes reallocated to you.

Okay. So if you are not an official delegate on the delegate roster, you may not vote. If you are an alternate and you're here on behalf of a delegate, you may be able to have the delegate status established through the Credentials Committee outside the hall.

If you are a Credentials Committee member, please report to duty. I'm sure they need you outside the hall. If you're a Credentials Committee member, please report to duty. I'm sure they need you outside the hall.

I'm going to repeat the process for the block-voting form, if you have any questions about the block-voting form.

Alternates may not vote. Alternates may not vote. Alternates may not vote. If you are not on the list of the official delegate roster, you do not have a vote. You may not vote for somebody who is absent. You must only vote your votes if you're a delegate.

The Chair will know whether you are an official delegate or not. Don't think that you will be able to vote for someone else. That will not happen.

If you are an alternate and think you have the right to become a delegate for a missing delegate, please report outside the hall to the Credentials Committee. Anybody who is not on the official delegate roster and wants to become a delegate because one of the delegates is missing, please check in outside the hall with the Credentials Committee.

I'm going to review the block voting one more time. If you get all the delegates of your local, all of the delegates of your local who are on the list must sign the block-voting form, then one chosen delegate from your local may vote the entire block of your local. It will save us time. But you must be a delegate of that local to represent them for the block voting.

If there is a local that has no delegates here, there will be no votes on behalf of that local. If there is a local union that's -- let me repeat that. If there is a local union that is not here, with no delegates here, no one may cast the votes for that local. No one may cast the votes for a missing local.

As we begin, as we prepare to begin, we still have a little time for everybody to get this together. Please know where you fall -- where your local union falls in the order that's posted on the delegate roster. That is the order of local unions that will be called by the Chair.

So please be prepared to have either every one of your delegates to go to the mic to cast their votes, or to have one delegate hand in the block-voting form to the sergeant-at-arms and have one delegate vote for the entire delegation when your local union is called, when your local union is called, in the order of the delegate roster.

When your union is called in the order of the delegate roster, all the delegates should go to the mic and separately one by one vote your votes unless you have authorized a block-voting form, in which case only one representative need go to the mic.

All you have to do is say, "I cast my vote yes" or "I cast my vote no." You do not need to list your number of votes. That's recorded, and the Chairperson has that list.

It may be another 20 minutes. It may be another 20 minutes before we can start, because one of the time-consuming aspects of the roll-call vote is many delegates are outside getting their credentials straightened out. That must be done if you think you can vote.

So some alternates are becoming delegates. Some unions are redistributing their votes. That must be done by

the Credentials Committee. If you are not on the delegate roster, you will not be able to vote at all for anything. The Chairperson will know, has a copy of the delegate roster.

If you are an alternate and want to replace a delegate who is not here, you may go to the credentials desk and have those votes as a delegate transformed to you, to become a delegate. You must go to the Credentials Committee to be authorized to do that and to get a new delegate badge. Otherwise you will not be able to vote.

(Waiting time.)

The reason this process takes so long is that we have many delegates in the hall attempting to change their delegate status to pick up their votes, alternates changing votes to delegates. So it's a delegate credential issue that is the first timely matter that we must address. We have many delegates outside the hall at the credentials table, and we have the full force of the Credentials Committee there assisting those delegates. But it's a time-consuming matter to deal with all those delegates who may want to change their votes.

(Waiting time.)

PRESIDENT LEYVA: Delegates, I've announced it, but I've been asked again, let me just be clear what we are voting on. The motion that you are voting on is a single endorsement of David Campos for AD 17.

(Waiting time.)

EXECUTIVE SECRETARY-TREASURER PULASKI: If you are on the Credentials Committee, please go to your post. They can probably use your help. If you are on the Credentials Committee, please go to your post. They can probably use your help.

(Waiting time.)

So just an update. We are following the appropriate process. We are allowing every delegate who thinks they are entitled to certain votes, to deal with the Credentials Committee. The Credentials Committee is doing a yea-person's job of managing a plethora of delegates who are dealing with their delegate issues.

And we hope that will take not too much more time, but we're trying to give every delegate their full opportunity, and every alternate, if they want to become a delegate, their full opportunity to do so if they can legally do that.

A couple of reminders, because a couple of unions did not listen to this. Please note -- if you want your votes counted correctly, please note this. If you want your votes voted, please note this. Another union of your international, Union 2 of International Union X, Union 2, Local Union 2 may not vote for Local Union 3, right?

You can only vote -- even if you're doing block voting, you can only vote for your own local. You cannot say Local X is doing block voting for Local Y. You cannot do that. You can only vote for your own local.

We had a local came up a short time ago and said, "Well, we're all set here. We're leaving. We're going to have Local X vote for us."

I said, "You can't do that. Your votes are going to be null and void." if you are not a delegate on the official delegate roster and you think you can get up and vote somebody's votes, you cannot. You cannot vote in absentia for another delegate who is gone. You cannot say, "I'm Joe Schmo and I'm voting for Mary Smith." You cannot do it. You can only vote for yourself.

Your block-voting representative can vote for all of the members of that local. That will be easier for us. It will take a lot less time if you do a block-voting form where every delegate must sign. Every delegate must sign, every delegate must sign to be a block-voting form.

PRESIDENT LEYVA: Delegates, may I have your attention, please. We're not ready to count, but there are a few of you who meet delegate replacement credentials. I am going to call you up and you are going to see ZaZette, and she's going to give you your delegate replacement credentials. Ellouise Patton from UFCW Local 5. Alton Wilkerson, IBEW Local 11. Gil Dobula [phonetic], UFCW Local 324. Max, I think it's Carbuccia, AFSCME Local 1199. Bob Schoonover [phonetic]. Bob, where are you? Harry Baker, SEIU 1021. Alex Para [phonetic], Teamsters 439. Richard Andola [phonetic], Teamsters 439. Peter Marley, IATSE 33. There's Ellouise. Deborah Chesboro [phonetic], UFCW 5. Peter's good? Okay. And James Patrick Mace [phonetic], CFA Cal Faculty Association. Chesboro's good? Thank you.

All right. So we're still looking for Alton Wilkerson, IBEW Local 11. He's good? Thank you. Max Carbuccia, AFSCME 1199. Bob Schoonover, Bob, where are you at? Harry Baker. SEIU 1021. Harry's good. I appreciate it.

(Waiting time.)

Delegates, if you can please take your seats, we think we are very close to beginning with a very, very, big thank you to our credentials chair and Credentials Committee.

(Applause and cheers)

They were prepared for this, so it didn't take near as long as it could have. So Marsi Newman, Credentials Committee, fantastic job.

Marsi, can you please bring up the newest, latest and greatest copy of the credentials, please.

Delegates, the list that is going to be posted is going to be the final list. If you are not on that list, you will not be entitled to vote.

Tom Lemmon, Chief Sergeant, can you come up front, please. Go ahead and take your seats, Delegates. We should be ready to start in five minutes or less.

(Waiting time.)

Okay, the chair of the Credentials Committee is double checking the list to make sure we are a hundred percent sure. As soon as it's ready, we'll post it on both walls, they'll bring copies forward, and we'll start voting.

(Waiting time.)

PRESIDENT LEYVA: So we've had a couple unions who said they didn't think the number of votes they got was equivalent to the actual number of members that they have. That would be because you're not paying on your full per capita.

(Applause and cheers)

So in the future, should you like to be able take cast your ballots for all your members, you need to pay full per capita.

(Applause and cheers)

Art says to stop cheating.

We're just waiting for the updated list. It is coming, but they want to make sure it's a hundred percent accurate, which I know we all appreciate.

Even though it seems like a long time, the Credentials Committee has done an amazing job, very prepared. Yep, give them a big round of applause.

(Applause).

There's a little concern that we may have a hard time getting people to be on the Credentials Committee next time.

(Laughter)

But we'll probably just appoint everyone who's already on it since they are well trained.

All right. While we're waiting let's go over a few of the rules. Everyone is clear on what we're voting on: a single endorsement of AB 17 for David Campos, okay?

I'm just going to review a few of the rules that Art did already review with you, but we want to make sure this is clear as possible for everybody. Listen carefully.

To make the process as efficient as possible we encourage each local union to caucus and appoint a representative to vote on behalf of your entire delegation, which I think most of you did. That's what we're referring to as block voting.

It requires that each delegate of your local authorize one representative to cast all your votes of those who are present. The sergeant-at-arms circulated the forms to be completed to authorize the block voting. Everybody did that? Good, all right.

Each and every delegate of your local must sign the form -- so that's why you need to be present -- in order to block vote. Any delegate registered for the convention whose votes have not been cast by the time the result of the roll-call vote is called by the Chair will have lost their opportunity to vote. Be sure that each of your people are here and ready to vote.

I have to say, one thing about this, it looks like every seat is still taken, so all right. I like it. No one wanted to miss this. That's exactly right.

As we begin, I'll call the delegates to the microphone. What we are going to do to try to be as efficient as possible is, if you are on odd-numbered pages -- because I know everyone checked their -- the delegates at the back -- true. All right, never mind. So much for efficiency.

I'll call you each up union by union, and I will ask you one by one how you cast your portion of the per capita vote if you are not block voting. But again, we encourage everyone to block vote.

I will read off each name of the union listed on the official delegate roster, which is what we're waiting for, and that will be submitted by the Credentials Committee. And then after calling each union's delegation forward, we'll read the name of each delegate and their number of votes in the order listed on the official delegate roster.

Everybody feel pretty clear? Okay. Good. So we are just waiting for the updated credentials list, and then we'll get started. So I thank you very much for your patience.

No, you don't want me to sing whoever said that. I'm not a really good jokester either. We should bring Art up with his book of 1,001 jokes.

(Laughter and applause)

(Waiting time.)

PRESIDENT LEYVA: All right. Here comes Marsi. Let's give her a big round of applause.

(Applause and cheers)

PRESIDENT LEYVA: She wasn't quite ready, but we still like her, right?

(Waiting time.)

The chair gladly recognizes Marsi Newman.

(Applause and cheers)

CHAIRPERSON NEWMAN: Good afternoon, Madam Chair and Delegates. I am presenting the updated report of the Credentials Committee. An updated roster is posted in the back of the room with the new updates, so please everybody review them. If any delegate believes they are not on the list, please contact me as soon as possible. Yeah. Too late.

Also, I do want to correct an error. I did forget to acknowledge Corinne Wilson from CNA as part of our Credentials Committee.

(Applause)

Madam Chair, the committee recommends adoption of the updated report, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: We have a motion and a second. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you, Madam Chair.

All right. Are we ready? Let's rock and roll. I'm going to call the first union up.

SAG-AFTRA Local 40 LA. When I call your local, you're going to hit one of the microphones. SAG-AFTRA -- now just remember, not all locals may be here. SAG-AFTRA Local 40 LA.

Yes, delegate?

SISTER DELEGATE: Local 40 is not here.

PRESIDENT LEYVA: Thank you very much. Moving right along. SAG-AFTRA Local 80.

SISTER DELEGATE: SAG-AFTRA Local 80 votes yes.

PRESIDENT LEYVA: Okay. You're casting all your votes yes?

SISTER DELEGATE: Yes.

PRESIDENT LEYVA: Let me clarify the motion one more time. If someone is voting yes, they are voting yes on a single endorsement for AD 17, David Campos. If you're voting no, you are voting no on that motion. Good? Okay.

SAG-AFTRA 140 LA.

SISTER DELEGATE: SAG-AFTRA Local 140 is not here either.

PRESIDENT LEYVA: Thank you, ma'am.

AWIU, Asbestos Workers International, Local 5. Delegate at Mic No. 4.

BROTHER DELEGATE: Asbestos Workers International Union Local 4 block vote no.

PRESIDENT LEYVA: Thank you.

AWIU Local 16 Asbestos Workers.

BROTHER DELEGATE: AWIU 16 all votes no.

PRESIDENT LEYVA: Thank you. And if I can have the sergeants at those mics give me a little wag with the flag, it really does help to see who's where. And give your block-voting form to the sergeant at the microphone where you cast your votes.

UAW, Auto, Aero and Agra Implement Workers of America 5810. Thank you.

DELEGATE SCHENNINK: Anke Schennink, UAW 5810 all votes yes.

PRESIDENT LEYVA: Thank you delegate. Communication Workers of America Local 11. Mic No. 4, please.

DELEGATE BLACK: Chris Black, Communication Workers of America, AFA-CWA. Yes.

PRESIDENT LEYVA: Thank you, Delegate.

AFA-CWA Local 12. Delegate at Mic No. 4.

DELEGATE HARRIS: Dante Harris, Association of Flight Attendants CWA votes yes.

PRESIDENT LEYVA: Thank you, Delegate.

CWA 9000.

DELEGATE SANTORA: Delegate T Santora vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

CWA 9119. Delegate at Mic No. 4.

DELEGATE ORR: Rodney Orr, 9119, voting yes.
PRESIDENT LEYVA: Thank you, Delegate.
CWA 9400.
BROTHER DELEGATE: CWA 9400 block voting no.
PRESIDENT LEYVA: Thank you, Delegate.
CWA 9410. Delegate at Mic No. 4.
BROTHER DELEGATE: CWA 9410 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
CWA 9416. Make sure I get your name and the local, please. Do we have anybody here from CWA 9416?
DELEGATE: No.
PRESIDENT LEYVA: Thank you. CWA 9509. Delegate at Mic No. 4.
BROTHER DELEGATE: CWA 9509 block vote no.
PRESIDENT LEYVA: What's your name, delegate?
DELEGATE ESPINOSA: Solomon Espinosa.
PRESIDENT LEYVA: Thank you, sir.
CWA 39521. CWA 39521. Seeing no delegates, we'll move on.
NEA Local 6, Southwestern College Education Association. Delegate at Mic No. 2.
DELEGATE POST: Frank Post, NEA 6, Southwestern College Education Association votes yes.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW Local 11. Delegate at Mic No. 4.
DELEGATE MAC LAREN: Yes. Kathy Mac Laren for IBEW Local 11. And we vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW Local 47. IBEW Local 47. Delegate at Mic No. 4.
DELEGATE STOSSEL: Stan Stosel, IBEW Local 47 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW Local 302. Delegate at Mic No. 3.
DELEGATE FERGUSON: Marilyn Ferguson, IBEW Local 302 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW 332.
DELEGATE PIERCY: David Piercy, IBEW 332 block vote no.
PRESIDENT LEYVA: Thank you. IBEW 340.
DELEGATE ALBERT: Frank Albert, IBEW 340 block vote no.
PRESIDENT LEYVA: Thank you, Delegate. May I just say you're all doing a great job.
IBEW 440.
DELEGATE McDANIEL: Chuck McDaniel, IBEW 440, we vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW 441.
DELEGATE MANGIONE: IBEW 441, Doug Mangione, we vote no.
PRESIDENT LEYVA: Thank you. IBEW 551.
DELEGATE McENTAGART: IBEW 551, John McEntagart. We all vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW 569.
DELEGATE CARMONA: IBEW 659, Alfonso Carmona, we vote no, block vote.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW 595.
DELEGATE TIEMAN: Bob Tieman, IBEW Local 595, block vote no.
PRESIDENT LEYVA: Thank you. IBEW 617.
DELEGATE LEACH: Mark Leach, 617. We vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IBEW 1245.
DELEGATE STERN: Hunter Stern, IBEW 1245 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IAFF 798, Fire Fighters. Come on down.
DELEGATE O'CONNOR: Tom O'Connor, Local 798 San Francisco Fire Fighters, block vote no.

PRESIDENT LEYVA: Thank you, Delegate.
IAFF 33, San Diego Fire Fighters.
DELEGATE CHRISTONIA: Mike Massone, 33 San Diego, no.
PRESIDENT LEYVA: Thank you, Delegate.
IAFF 3691 Orange County Professional Fire Fighters.
DELEGATE BEDOLLA: Tony Bedolla, Orange County Fire Fighters local 3631 votes no.
PRESIDENT LEYVA: Thank you, Delegate. UFCW. Get ready. UFCW Local 5. Delegate at Mic No. 1.
DELEGATE ALEXANDER: Tony Alexander, UFCW Local 5 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
UFCW Local 8. There we go. Delegate at Mic No. 2.
DELEGATE LOVEALL: UFCW 8 block vote no.
PRESIDENT LEYVA: What was your name, gentleman? Adam Loveall?
DELEGATE LOVEALL: Adam Loveall, yes.
PRESIDENT LEYVA: Thank you, sir. Make sure you give your form to the sergeants. Thank you.
UFCW Local 135.
DELEGATE KASPARIAN: Mickey Kasparian, UFCW Local 135 block voting no.
PRESIDENT LEYVA: Thank you, Delegate.
UFCW 324. Delegate at Mic No. 3.
DELEGATE EIDEN: UFCW Local 324, Rick Eiden block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
UFCW 648. Delegate at Mic No. 1.
DELEGATE LARSON: Dan Larson, Local 648 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
UFCW 770.
DELEGATE FINN: Kathy Finn, UFCW LOCAL 770 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
UFCW 1167.
DELEGATE LATHROP: Bill Lathrop, UFCW 1167 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
UFCW 1428.
DELEGATE RAMOS: Mark Ramos, UFCW Local 1428 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFGE get ready, here we go. AFGE 1061. AFGE 1061. Okay. Moving along.
AFGE 1201. Yes, sir, Delegate?
DELEGATE ZUNIGA: AFGE 1201, Dean Zuniga, block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFGE 1235. Delegate at Mic No. 3.
DELEGATE MIMS: AFGE 1235 yes.
PRESIDENT LEYVA: Thank you, Delegate. What was your name, Delegate?
DELEGATE: Ryan Mims.
PRESIDENT LEYVA: Thank you, Ryan.
AFGE 1260. AFGE 1260? Okay.
AFGE 2420. Oh. Kind of blocked out on mine. Sorry. AFGE 2429. Or maybe I just need glasses.
DELEGATE SOLANO: JoAnn Solano, AFGE block yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFGE 2554. AFGE 2554.
Iron workers. Iron Workers 229. Delegate at Mic No. 4.
DELEGATE GALVAN: Iron Workers Local 229, Juan Galvan, we vote no.
PRESIDENT LEYVA: Thank you, Delegate.
Iron Workers 416.
DELEGATE FRAUSTO: Marco Frausto with Local 416 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
Ironworkers 433.
DELEGATE PONCE: Mitch Ponce, Iron Workers 433 block vote no.

PRESIDENT LEYVA: Thank you, Delegate.
LIUNA. LIUNA 261. LIUNA 261 coming on down. There we go.
DELEGATE HERNANDEZ: Ramon Hernandez, Local 261, San Francisco vote no.
PRESIDENT LEYVA: Thank you, Delegate.
LIUNA 300.
DELEGATE RASCON: Sergio Rascon, Laborers' Local 300, block vote no.
PRESIDENT LEYVA: Thank you. LIUNA 304.
DELEGATE ESTRADA: Fernando Estrada, Local 304 Laborers' no.
PRESIDENT LEYVA: Thank you, sir.
NALC Letter Carriers 214.
BROTHER DELEGATE: NALC 214 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate. IAM Machinists and Aerospace Workers Lodge 311.
DELEGATE RISCHÉ: Alexander Rische, IAM 311 votes yes.
PRESIDENT LEYVA: Thank you, Delegate. Lodge 575 IAM. 575. IAM 575, Machinists Lodge. Okay, thank
you.
DELEGATE RUIZ: Danny Ruiz, Lodge 575 vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 755.
DELEGATE CROSWELL: James Crowell, IAM 755 votes yes, block vote.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 964.
DELEGATE YODOCK: April Yodock, IAM 964, votes yes.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 1125.
DELEGATE COBB: Carl Cobb, block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 1186.
DELEGATE ANTUNOVICH: Florio Antunovich, Local 1186, a single vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 1414.
DELEGATE MENDOLLA: Daniel Mendolla, 1414 IAM votes yes.
PRESIDENT LEYVA: Thank you, Delegate. Are you voting as a block?
DELEGATE MENDOLLA: Yes.
PRESIDENT LEYVA: Thank you. And make sure you turn your sheets into the sergeants, please.
IAM 1484.
DELEGATE BIOLETTO: George Bioletto, Local 1484 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 1546.
DELEGATE OLDER: IAM 1546, Steve Older vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 1584.
DELEGATE RASMUSSEN: Chris Rasmussen, block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 1596.
DELEGATE BRANDON: Tom Brandon, Local Lodge 1596 yes.
PRESIDENT LEYVA: Thank you, Delegate.
IAM 2182.
DELEGATE BEANO: Jim Beano, IAM 2182 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFM Musicians of the US and Canada. AFM 47. Delegate at 3, please.
DELEGATE ACOSTA: John Acosta, American Federation of Musicians block vote no.
PRESIDENT LEYVA: Thank you, Delegate. I just want to say I appreciate you delegates kind of knowing. We're
doing nurses next, OPEIU after that, and IOUE after that if you can start getting ready.
NNU Nurses Union. CNA California Nurses. Delegate at Mic No. 4.
DELEGATE NIELSEN: Don Nielsen, California Nurses Association block vote yes.

PRESIDENT LEYVA: Thank you, Delegate. OPEIU, Office and Professional Employees, OPEIU Local 3.
 Delegate at 3.
 DELEGATE NAYLOR: Natalie Naylor, OPEIU Local 3 block vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 DELEGATE NAYLOR: OPEIU Local 30 is not here. Neither is OPEIU 277.
 PRESIDENT LEYVA: Appreciate that. Thank you very much. Operating Engineers. Operating Engineers Local
 3. Delegate at Mic No. 1.
 DELEGATE KYLE: Mark Kyle, Operating Engineers Local 3, block vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 Operating Engineers Local 12.
 DELEGATE SPAULDING: John Spaulding, Operating Engineers Local 12 vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 Painters and Allied Trades. PAT 510, Sign and Display. Thank you. Delegate at Mic No. 4.
 DELEGATE MURPHY: Owen Murphy, Local 510 Sign and Display IUPAT block vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 PAT 1036.
 DELEGATE SMITH: Robert Smith, no.
 PRESIDENT LEYVA: Thank you, Delegate.
 PAT 1136. PAT 1136.
 BROTHER DELEGATE: Not here.
 PRESIDENT LEYVA: Not here. Thank you.
 OPCMIA Plasterers and Cement Masons 400.
 DELEGATE CORTEZ: Hector Cortez, OPCMIA Local 400 block vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 UA Plumbing and Pipefitters. UA 230.
 DELEGATE CUNNINGHAM: Delegate James Cunningham Local 230 vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 UA 393.
 DELEGATE HIRSCH: Fred Hirsch block vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 UA 442.
 DELEGATE COOTS: John Coots, UA Local 442 block vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 APWU Postal Workers 960. Yes, sorry, Delegate on 1.
 Postal Workers Union 960, Redding area, votes yes. Ruth Brooks.
 PRESIDENT LEYVA: Thank you, Ruth.
 IFPTE Professional and Technical Engineers Local 20.
 DELEGATE CHAN: Yeah, Dominic Chan, Engineers and Scientists of California Local 20 vote yes, block vote.
 PRESIDENT LEYVA: Thank you, Delegate. Roofers Waterproofers and Allied Workers Union, Roofers 36.
 Roofers 36. Here we go.
 DELEGATE SMITH: Smith, Roofers Local 36 block vote no.
 PRESIDENT LEYVA: Thank you, Delegate. CSEA. CSEA School Employees Association of California.
 DELEGATE RODRIGUEZ-BURKE: Delores Rodriguez-Burke, CSEA block vote no.
 PRESIDENT LEYVA: Thank you, Delegate. SIU Seafarers' International Union 160. Not here?
 Sailors 240. Thank you. SEIU get ready. SEIU 99. Mic No. 1.
 DELEGATE MELLOW: Carolyn Mellow, SEIU 99 vote yes.
 PRESIDENT LEYVA: Thank you, Delegate. Block vote?
 DELEGATE MELLOW: No, just me. Just individual.
 PRESIDENT LEYVA: Delegate, can you come back up here for me please? Come back to the mic? Thank you.
 It was Caroline Mello; is that right?
 DELEGATE MELLOW: Yes, ma'am.
 PRESIDENT LEYVA: Are there any other of your delegates here?
 DELEGATE MELLO: No.
 PRESIDENT LEYVA: Thank you. Luz, did you get a block form from her? Okay, we don't need that. Thank you
 though. Yeah. For just one person we do not need the form. SEIU 221.

DELEGATE LAGSTEIN: Dave Lagstein, SEIU 221 votes yes.
PRESIDENT LEYVA: Block vote or single?
DELEGATE LAGSTEIN: Single vote.
PRESIDENT LEYVA: Thank you, David. SEIU UHW.
DELEGATE HERNANDEZ: Manny Hernandez, SEIU UHW block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
SEIU 521.
DELEGATE BLUE: Luisa Blue block votes yes.
PRESIDENT LEYVA: Thank you, Delegate.
SEIU 721.
DELEGATE SCHOONOVER: Bob Schoonover, 721 block vote yes.
PRESIDENT LEYVA: Thank you. Bob, did you get the correct credentials? I know we have them up here for you. You need to put this on or you can't vote. We called you, and we called you, and we called you. All right. We will now accept your vote. Thank you very much.
(Laughter).
PRESIDENT LEYVA: Don't let anybody say we're not fair here. SEIU 1000.
DELEGATE WALKER: Yvonne Walker, 1000 block vote yes.
PRESIDENT LEYVA: Thank you. SEIU 1021.
DELEGATE ALEXANDER: Alysabeth Alexander, SEIU Local 1021 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
SEIU USWW.
DELEGATE HUERTA: David Huerta, SEIU USWW block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
SEIU 1983.
DELEGATE TULLY: Sheila Tully, SEIU 1983 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
Sheet Metal Workers 105.
DELEGATE SHAVER: Thank you, Madam Chair. Bill Shaver, Sheet Metal Workers Local 105 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IATSE District 2. Delegate Mic No. 3.
DELEGATE MILLER: Mike Miller IATSE District 2, no.
PRESIDENT LEYVA: Thank you, Delegate.
IATSE 33.
DELEGATE MARLEY: Peter Marley, IATSE Local No. 33. We block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IATSE 50.
DELEGATE SHOWEN: Elizabeth Showen, IATSE Local 50 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IATSE 80.
DELEGATE NORDSTEDT: Russ Nordstedt, IATSE Local 80 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IATSE 122.
DELEGATE COTA: Carlos Cota, Local 122 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IATSE 504.
DELEGATE LINDQUIST: Lynn Dee Lindquist, IATSE 504 block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
IATSE 600.
DELEGATE DOERING: IATSE 600, Bruce Doering, block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
Local 700.
DELEGATE: Not here.
PRESIDENT LEYVA: Not here? Thank you.
Local 705.
DELEGATE LEAVEY: Wanda Leavey, IATSE Local 705 block vote no.

PRESIDENT LEYVA: Thank you, Delegate. 706.
DELEGATE SAYER: Randy Sayer, IATSE Local 706 block vote no.
PRESIDENT LEYVA: Thank you, Delegate. 728.
DELEGATE GUILLEMARD: Paschal Guillemard, Local 728, no.
PRESIDENT LEYVA: Thank you, Delegate.
Local 800.
DELEGATE AUSTRIA: Doreen Austria, Local 800 block vote no.
PRESIDENT LEYVA: Thank you. 871.
DELEGATE NAKAMURA: Heidi Nakamura, Local 871 vote no.
PRESIDENT LEYVA: Thank you, Delegate. 892.
DELEGATE: Not here.
PRESIDENT LEYVA: Thank you. IATSE B192.
DELEGATE AKIAS: Dave Akias, Local B129 IATSE, Amusement Area Employees, block vote no.
PRESIDENT LEYVA: Thank you, Delegate. All right. AFSCME get ready. AFSCME 685. Delegate?
DELEGATE LEON: AFSCME Local 685, Carlos Leon, block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFSCME 1199.
DELEGATE ROBLES: Eric Robles with AFSCME 1199 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFSCME 1684. 1684. No? Thank you.
1902. AFSCME 1902.
DELEGATE SHANAHAN: Alan Shanahan, AFSCME Local 1902, yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFSCME 2620.
DELEGATE VICTORIA: Mark Victoria, AFSCME 2620 yes.
PRESIDENT LEYVA: Block vote?
DELEGATE VICTORIA: No.
PRESIDENT LEYVA: Single vote. Thank you.
DELEGATE CAREY: Sean Carey, Local 2620, individual vote yes. And Henry Carreon is not present.
PRESIDENT LEYVA: I'm sorry. Delegate, give me your name one more time?
DELEGATE CAREY: Sean Carey.
PRESIDENT LEYVA: Sean Carey. Thank you.
AFSCME 3090.
DELEGATE LYNN: No, still with -- Beverly Lynn, AFSCME 2620, single vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
DELEGATE SCHREYER: And Pat Schreyer, AFSCME 2620, yes.
PRESIDENT LEYVA: Thank you, Delegate. Anybody else from 2620? Thank you. AFSCME 3090.
DELEGATE ACOSTA: Adam Acosta, AFSCME Local 3090 yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFSCME 3299.
DELEGATE LYBARGER: Kathryn Lybarger, block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFSCME 3930.
DELEGATE MOORE: AFSCME 3930 block vote yes. Doug Moore.
PRESIDENT LEYVA: Thank you, Doug.
USW Steel Workers 474 G. Yes, Mic No. 3.
DELEGATE GARCIA: United Steel Workers 474, Tony Garcia, vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFT get ready. AFT 61.
DELEGATE TRAY: Ken Tray, AFT 61 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFT 1021.
DELEGATE FORRESTER: AFT 1021, Betty Forrester, vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
AFT 1794. 1794. Yes, Delegate Mic No. 2.

DELEGATE CLAYTOR: Kimberly Claytor, AFT 1794, we vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 AFT 1911.
 DELEGATE MANCINA: Dean Mancina, 1911 block vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 AFT 1990. No? Thank you. AFT 2034. 2034? Okay. AFT 2121.
 DELEGATE D'SOUZA: Block vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 DELEGATE D'SOUZA: Alan D'Souza.
 PRESIDENT LEYVA: AFT 2279.
 DELEGATE BURT: Ken Burt, 2279, yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 AFT 3553.
 DELEGATE LYNETTE: AFT 3553, Jim Lynette, yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 AFT 6161.
 DELEGATE ULSTAD: Jessica Ulstad, AFT 6161 block vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 AFT 1521A.
 DELEGATE BATES: Dorothy Bates, AFT 1521A block vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 OCEA Orange County Employees Association. Yes, go ahead delegate.
 DELEGATE MUIR: Jennifer Muir, Orange County Employees Association voting yes. And we have a number of individual votes.
 PRESIDENT LEYVA: Thank you, Jennifer. OCEA?
 DELEGATE LEOS: John Leos, OCEA, vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 DELEGATE NEEBE: Lezlee Neebe, OCEA, vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 DELEGATE WATERS: Pamela Waters, OCEA. I vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 DELEGATE ANDERSON: Sharron Anderson, OCEA, vote yes.
 PRESIDENT LEYVA: Thank you, Delegate.
 DELEGATE HERNANDEZ: Alicia Hernandez, OCEA, vote yes.
 PRESIDENT LEYVA: Thank you.
 DELEGATE BERARDINO: Nick Berardino. Like most of the Democrats we send to the legislature, you know, I don't know -- vote yes.
 PRESIDENT LEYVA: Thank you, Nick. All right. Teamsters get ready. IBT 70. Teamsters 70. Everybody else get in line as well, please. We're moving along fairly rapidly here. Delegate at Mic No. 1.
 Teamsters 70? Not here. Thank you. 166.
 DELEGATE STANLEY: Robert Stanley, Local 166, Construction Division block vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 Teamsters 396.
 DELEGATE SMITH: Jim Smith, Teamsters Local 396, single vote no.
 PRESIDENT LEYVA: Thank you. IBT 439.
 DELEGATE ANZOLA: Richard Anzola [phonetic], Teamsters Local 439 block vote no.
 PRESIDENT LEYVA: Thank you, Delegate.
 IBT 601.
 DELEGATE: Not here.
 PRESIDENT LEYVA: Not here? Thank you.
 IBT 665. Teamsters 665. Okay.
 Teamsters 853.
 DELEGATE: Not here.
 PRESIDENT LEYVA: Thank you. Teamsters 856. 856, no? 890.
 DELEGATE LARA: Cesar Lara, Teamsters 890 votes no.

PRESIDENT LEYVA: Thank you. 952.
DELEGATE MEDRANO: Ernesto Medrano, Teamsters Local 952 voting no as a block.
PRESIDENT LEYVA: Thank you, Delegate.
Teamsters 986.
DELEGATE SEAMANS: Teamsters 986, Ron Seamans, Jr. , block vote no.
PRESIDENT LEYVA: Thank you, Delegate.
ATU Transit Union 192.
DELEGATE WILLIAMS: Ron Williams, ATU 192 vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
ATU 1277.
DELEGATE LINDSAY: James Lindsay, Local 1277 ATU vote yes.
PRESIDENT LEYVA: Is that a block vote.
DELEGATE LINDSAY: Yes.
PRESIDENT LEYVA: And I apologize. Delegate from ATU 192, was that a single vote or a block vote? Block?
Thank you. ATU 1309.
DELEGATE TODD: CJ Todd, Local 1309 ATU block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
ATU 1555.
DELEGATE FINN: Chris Finn, ATU 1555 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
TWU Transport Workers Union of America 200.
DELEGATE ABAD: Joe Abad, Local 200 vote block yes.
PRESIDENT LEYVA: Thank you, Delegate.
TWU 556.
DELEGATE ROSENBERG: Josh Rosenberg, TWU 556 block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
UNITE HERE get ready. UNITE HERE Local 2.
DELEGATE CASEY: Mike Casey, Local 2, block vote yes.
PRESIDENT LEYVA: Thank you, Delegate.
UNITE HERE Local 19.
DELEGATE FERNANDEZ: Enrique Fernandez, single vote yes.
PRESIDENT LEYVA: Single vote?
DELEGATE FERNANDEZ: Yes.
PRESIDENT LEYVA: Thank you.
UNITE HERE Local 30.
DELEGATE B. BROWNING: Brigitte Browning, yes. And we have a number of individual votes.
PRESIDENT LEYVA: Thank you very much.
Next delegate from Local 30.
DELEGATE BATES: Rick, yes.
PRESIDENT LEYVA: Rick, what's your last name?
DELEGATES BATES: Bates.
PRESIDENT LEYVA: Thank you, Rick. Okay. Anybody else from Local 30?
DELEGATE N. BROWNING: Nancy Browning, yes.
PRESIDENT LEYVA: Thank you, Nancy.
DELEGATE BAGBY: Joseph Bagby, yes.
DELEGATE CURIEL: Francisco Curiel, yes.
PRESIDENT LEYVA: I'm sorry, Delegate, say it one more time?
DELEGATE CURIEL: Francisco Curiel, yes.
PRESIDENT LEYVA: Thank you, Francisco.
DELEGATE GASTELUM: Rosario Gastelum, yes.
PRESIDENT LEYVA: Thank you, Rosario.
DELEGATE ARRELLANO: Jorge Arrellano, yes.
PRESIDENT LEYVA: Thank you, Delegate.
Anybody else from Local 30? That's it? Thank you very much. UNITE HERE 49.
DELEGATE: Not here.

PRESIDENT LEYVA: Not here. Thank you. UNITE HERE 2850.

DELEGATE: Not here.

PRESIDENT LEYVA: Thank you. Okay. Councils. IAFF California State Council of Professional Fire Fighters.
Not here?

DELEGATE STONE: Yeah, I'm here.

PRESIDENT LEYVA: UFCW Region 8 States Council. Oh, I'm sorry, pardon me.

DELEGATE STONE: Lew Stone, State Council Fire Fighters no.

PRESIDENT LEYVA: Thank you, Delegate.

UFCW Region 8 States Council.

DELEGATE ARABY: UFCW Region 8 States Council, Jim Araby, block vote no.

PRESIDENT LEYVA: Thank you, Delegate.

IAM 190.

DELEGATE BENO: Jim Beno, IAM 190, yes.

PRESIDENT LEYVA: Thank you, Delegate.

CWA District 9. CWA District 9?

DELEGATE: Not here.

PRESIDENT LEYVA: Not here? Thank you.

Iron District Council. Iron District Council.

DELEGATE STANDLEY: Iron Workers District Council vote no, block vote.

PRESIDENT LEYVA: What's your name, Delegate?

DELEGATE STANDLEY: Joe Standley.

PRESIDENT LEYVA: Thank you, Joe.

LIUNA District Council of Laborers Nor Cal. Not here? IAM 725.

DELEGATE OLINGER: Larry Olinger, IAM District 725 block vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

IAM 947.

DELEGATE FERIOLI: Daniella Ferioli, District 947. we vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

AFSCME 57.

DELEGATE BROWN: Cheryl Brown, AFSCME Council 57 yes.

PRESIDENT LEYVA: Thank you, Delegate.

SBCTC State Building Trade and Construction.

DELEGATE DIAZ: Cesar Diaz. We have the State Building Construction Trades Council, block vote no.

PRESIDENT LEYVA: Thank you, Delegate.

NALC State Council California Association of Letter Carriers.

DELEGATE BEAUMONT: NALC State Council no, John Beaumont.

PRESIDENT LEYVA: Thank you, John.

IAM California State Conference of Machinists.

DELEGATE BRANDON: Tom Brandon, California Conference of Machinists yes.

PRESIDENT LEYVA: Thank you, Delegate. SEIU California State Council.

DELEGATE YOUNGDAHL: Jon Youngdahl, SEIU California State Council block vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

CFT California federation of Teachers.

DELEGATE PECHTHALT: Joshua Pechthalt block vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

CARA, Retired Americans, Alliance for Retired Americans. Is Tom still here?

DELEGATE: He went to bed.

PRESIDENT LEYVA: He went to bed. That was not nice.

(Laughter)

But a little levity is always good.

IBT California Public Affairs Council. Yes, Delegate.

DELEGATE BROAD: Barry Broad, California Teamsters Public Affairs Council block vote no.

PRESIDENT LEYVA: Thank you, Delegate.

IBT Joint Council 7.

DELEGATE DIAZ: Veronica Diaz, block vote no.

group. PRESIDENT LEYVA: Thank you, Delegate. Building and Construction Trades. Kern, Inyo, Mono, all one

DELEGATE SPAULDING: John Spaulding, Kern, Inyo, Mono Building Trades vote no.

PRESIDENT LEYVA: Thank you, Delegate.

Napa Solano Building Trades. Yes.

DELEGATE ESPINOZA: Benjamin Espinoza, Napa Solano Building Trades Council block vote no.

PRESIDENT LEYVA: Thank you, Delegate. San Diego Building Trades.

DELEGATE LEMMON: Tom Lemmon, San Diego Building Trades, no.

PRESIDENT LEYVA: Thank you, Delegate.

San Mateo Building Trades. Yes, 4.

DELEGATE NACK: Bill Nack, San Mateo Building Trades votes no.

PRESIDENT LEYVA: Thank you, Delegate. Central labor councils. Alameda Central Labor Council.

Alameda here? Nope. Butte-Glenn Central Labor Council.

DELEGATE MACE: Patrick Mace [phonetic]. We vote yes.

PRESIDENT LEYVA: Thank you.

Contra Costa CLC.

DELEGATE OLDER: Steve Older, Contra Costa CLC. We vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

Five Counties CLC.

DELEGATE YERION: Loel Yerion, Five Counties CLC block vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

Fresno-Madera-Tulare-Kings CLC.

DELEGATE VOGT: Kirk Vogt, block vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

Los Angeles Federation of Labor.

DELEGATE HICKS: LA Federation of Labor, Rusty Hicks, single vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

Merced-Mariposa CLC.

DELEGATE HUNSUCKER: Jerry Hunsucker, Merced-Mariposa CLC block vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

Monterey Bay Central Labor Council.

DELEGATE SCHALLER: Monterey Bay, Glen Schaller, block vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

Napa-Solano.

DELEGATE RILEY: John Riley, Napa-Solano, single vote no.

PRESIDENT LEYVA: Thank you, Delegate.

North Bay Labor Council.

DELEGATE MALDONADO: Lisa Maldonado, North Bay Labor Council vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

Orange County CLC.

DELEGATE PEREZ: Julio Perez, Orange County, yes.

PRESIDENT LEYVA: Thank you, Delegate. Are you voting single or block?

DELEGATE PEREZ: Block.

PRESIDENT LEYVA: Thank you. Sacramento CLC. No Bill? San Bernardino-Riverside CLC.

DELEGATE STALNAKER: San Bernardino County Central Labor Council, AFL-CIO, Laurie Stalnakar votes

no.

PRESIDENT LEYVA: Thank you. San Diego CLC.

DELEGATE CLEMONS: San Diego CLC, Kirsten Clemons, single vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

San Francisco Labor Council.

DELEGATE PAULSON: Tim Paulson, block vote two -- block vote yes I mean.

PRESIDENT LEYVA: Thank you, Delegate.

San Mateo CLC.

DELEGATE KESSLER: Shelley Kessler, San Mateo CLC vote yes.

PRESIDENT LEYVA: Thank you, Delegate.

South Bay AFL-CIO Labor Council.

DELEGATE RAJ: Dennis Raj, South Bay Labor Council, single vote yes.

PRESIDENT LEYVA: Thank you, Delegate. Stanislaus-Tuolumne. Tuolumne, thank you.

DELEGATE ZUNIGA: Astrid Zuniga, Stanislaus-Tuolumne Central Labor Council vote yes.

PRESIDENT LEYVA: Thank you, Delegate. Tri-Counties CLC.

DELEGATE ALLISON: We have two individual votes. Tim Allison votes yes.

PRESIDENT LEYVA: Thank you, Delegate.

DELEGATE FRASER: Martel Fraser votes no.

PRESIDENT LEYVA: Thank you, Delegate.

North Valley Labor Council CLC.

DELEGATE ROBERTSON: Tim Robertson, North Valley Labor Federation block vote yes.

PRESIDENT LEYVA: Thank you, Delegate. Victory. We're done.

(Applause)

PRESIDENT LEYVA: All right delegates.

DELEGATE: Point of order.

PRESIDENT LEYVA: Yes. Point of order where? Yes, Mic No. 4.

DELEGATE O'DELL: Dale O'Dell [phonetic], UA 669 block vote no.

PRESIDENT LEYVA: Where were you, Delegate, when I called you?

DELEGATE O'DELL: You didn't call me.

PRESIDENT LEYVA: I didn't call you?

DELEGATE O'DELL: If you're not on the list, you cannot vote.

We went and registered, we did everything.

PRESIDENT LEYVA: Okay. Tell me again what local.

DELEGATE O'DELL: Local 669 UA.

PRESIDENT LEYVA: UA. Okay. Give me a second. Marsi Newman, are you close by? All right, we're working on it. Stay put for a moment, Delegate.

All right. The chair of the Credentials Committee is telling me that she put him in, he should be there. So Delegate, we will accept your vote.

(Applause).

PRESIDENT LEYVA: Delegate, how many votes? Two. Every vote counts. Thank you for bringing it to our attention, Delegate. Thank you.

And just let me say great job everybody. Really, really good job. Okay.

(Applause)

All the delegate names have been called. I will now ask are there any delegates present who did not have the opportunity to vote? Any delegates present who did not have the opportunity to vote? Any delegates present who did not have the opportunity to vote? All right. Relax for a few minutes. We're going to tally the votes. Turn the lights down, take a little nap.

(Waiting time.)

PRESIDENT LEYVA: Delegates, may I have your attention for a moment. Dale O'Dell, can you go to the back of the room and speak with Marsi, the Chair. Thank you.

(Waiting time.)

PRESIDENT LEYVA: Please advise the delegates outside to return to the hall.

Delegates take your seats, please. The final count is in.

(Applause)

On the motion for AB 17 in support of a single endorsement of David Campos, 483,347 people or delegates or members voted yes, per capita votes, thank you. 272,373 voted no for a percentage of 63.9. 66-2/3 was needed to pass, so the motion failed.

(Applause and cheers)

PRESIDENT LEYVA: I recognize Executive Secretary-Treasurer Art Pulaski.

EXECUTIVE SECRETARY-TREASURER PULASKI: Do we hear for a recall? A recount? A recount?

Madam Chair, Delegates. I pray the delegates have had their fill of this for the next 42 years.

I move in District 17 open endorsement.

DELEGATE: Second.

PRESIDENT LEYVA: Delegates, you have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Motion carries. Thank you.

(Applause)

EXECUTIVE SECRETARY-TREASURER PULASKI: We now go back to the business at hand. Please refer back to the document. We were on page 2. We now move District -- the next item -- yes, by the way, through the Chair we thank the Credentials Committee, we thank the sergeants for their dedicated work.

(Applause)

We thank the staff. We thank you for your patience.

We now go to the next district that was set aside. That is District No. 27, Nora Campos, and I move the endorsement of Nora Campos.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Next item Assembly District 32. I move the endorsement of Rudy Salas.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mic No. 2.

DELEGATE DIAZ: Veronica Diaz, Teamsters Joint Council 7. I'll make it brief, I promise.

So at the pre-primary convention we had pulled Rudy's endorsement. The reason we did this is because we didn't think it was right to give somebody with a really miserable 68 percent voting record the same endorsement as a 100 percent labor champion.

So voting record aside, Rudy had added insult to injury when we were working to organize about 200 mostly undocumented workers in beautiful Kings County. Rudy didn't lift a finger to help out the campaign in any way, even offer the workers some encouragement.

So by pulling Rudy's endorsement, the California Labor Movement was able to remind our elected friends that our endorsement means something and that we will not stand with you if you don't stand with the working class.

So this year Rudy supported our key piece of legislation, AB 1897, which would establish joint employer liability between companies and the temp agencies that they use to subcontract workers.

Additionally, Rudy is standing in solidarity with Teamsters Local 517 Transit Workers who are out on strike in Bakersfield right now. And he's sitting in on their negotiations.

So we are now recommending the endorsement of Rudy Salas because the process worked. So thank all of you for standing in solidarity with us.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate Mic No. 2. No?

All right. Delegates, you have a motion before you. All those -- no? The maker of the motion would like to speak.

EXECUTIVE SECRETARY-TREASURER PULASKI: Thank you. Just to note, we did not endorse Rudy Salas in the primary. He then gave us three big votes. So I agree that the process seems to work, and holding him accountable helped. So we would urge a yes vote.

PRESIDENT LEYVA: You have a motion and a second before you. All those in favor -- all right. Debate is technically over, Delegate, but I'm feeling generous. What would you like to say.

DELEGATE LOZA: Mike Loza, Delegate for AFSCME 3930. And I stand in favor of the endorsement of Rudy Salas.

Rudy Salas was very supportive to our 3300 home-care workers in Kern County, supported the budget increase that provided payment for -- that allowed payment for overtime that we finally were able to get after 47 years.

And so I stand here requesting that these delegates recognize that Rudy Salas has changed and is working more towards labor-friendly votes. And so I stand here asking for your support.

PRESIDENT LEYVA: Thank you, Delegate.

You have a motion and a second before you. All those in favor signify by saying aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Set aside District 64, I move the endorsement of Mike Gibson.

DELEGATE: Second.

PRESIDENT LEYVA: You have a motion and a second before you. Delegate at Mic No. 3.

DELEGATE HICKS: Brothers and sisters, Rusty Hicks with the LA County Federation of Labor.

I rise today, this afternoon, in opposition to the motion to endorse Mike Gibson AD 64. A recommendation of no endorsement was made by the local body and sent to the State Federation Executive Board, which was then overturned and given endorsement to Mike Gibson.

I wanted to quickly outline what the Federation's endorsement process is and how we came up with a no endorsement. It's a three-step process requiring two thirds at every step of the way.

In the COPE board, the first step of the process, Mike Gibson received a majority of support but did not receive two thirds.

That recommendation then went to the Executive Board who was unanimous in a no-endorsement position.

That recommendation then went to the delegate body of the Federation, and they too were unanimous for a no endorsement.

So two thirds of the local bodies' process was unanimous for no endorsement. That recommendation was then overturned by this body's Executive Board. And that's absolutely within the jurisdiction of that body.

But we would ask that this body here on the floor today respect the endorsement of a central body who took a deliberative process, who has sole jurisdiction over this particular seat. And this is not an extreme case in which a recommendation from a central body should be overturned.

So we ask that you vote no on this motion and return to the local body's position of no endorsement, and that we do it by a voice vote. I repeat, a voice vote. Thank you, Brothers and Sisters.

(Laughter)

PRESIDENT LEYVA: Why, thank you Delegate, for all of your comments. Delegate at Mic No. 4.

SISTER DELEGATE: Madam Chairman, yesterday we stood here as one celebrating a vision of growing the union movement. Today we come together to affirm the voices of millions of our brothers and sisters in our movement here in California.

In Los Angeles County we had a tough conversation about endorsement in the 64 Assembly District. And we agreed to submit to the Executive Board of California Labor Federation a recommendation of no endorsement in this race.

No endorsement is not a decision. But the way bodies such as ours stay the course of deciding is not in the best interest of all of us that we mutually stand for.

Yesterday we celebrated what we can accomplish when we all came together. When we all came together we can organize the casinos. When we came together, we organized Walmart and McDonald's. And when workers came together we speak with one voice.

Today let me remind you, everyone, that what happens when we stand apart. When we stand apart, workers in Tennessee lose their collective-bargaining rights. Machinists in Washington state, they lose their pensions. The teachers in California lose their tenure.

In LA we came together and left united in a decision of a no endorsement. We ask that the voice of thousands of members, our brothers and sisters in LA, be affirmed here and now with no endorsement in the 64th.

We also say that this is not about the candidate, that this is about the process, not the candidate. Our members have spoken, and I am asking the voices to be heard loud and clear. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 1.

DELEGATE MARLEY: Peter Marley, IATSE Local No. 33. I'm a member of the COPE Board of the LA County Federation of Labor and a member of the Executive Council, and obviously a delegate to that organization. And I ask this body to respect the decision of the LA County Federation of Labor and vote no. Thank you.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE PECHTHALT: Yes, Madam Chair. Joshua Pechthalt, California Federation of Teachers. And I want to echo my brother Rusty. We're going to do a voice vote, nothing more.

But I want to respectfully disagree with the sister and brothers who have spoken for an open, and speak in support of the Executive Council resolution to support Mike Gibson.

First of all, I think it's actually quite healthy that we have disagreements, and I think the process we went through just a few moments ago, while I don't want to duplicate that for many, many more years, I thought that was an example of union democracy playing out. And I think we came out of that very healthy in that debate and discussion, even though it didn't come out the way I wanted.

But having said that -- and I'm not bitter.

(Laughter).

This is about the candidates. Let's be very clear about it. This is about the candidates. On the one hand we have a candidate who's receiving money from the charter schools. And for a teacher like me, a high school teacher for many years and involved in public education for 30 years, that is a big -- that is the subcontracting out of public education. Let's not be confused about that.

Mike Gibson, on the other hand, is a lifelong union organizer and member and activist. And it seems to me that one of the unwritten precepts of this body, and one of the reasons that we are all in to get Connie Leyva elected, is that we know to send one of our own to the legislature gives us a voice there unlike anyone who might have a compelling story or whatever.

I've known Mike for 20 some years. I've seen him organize at school sites. I've seen him work in the community. He's a former police officer. He's a city council member in Carson. And so he's built ties with local businesspeople.

But he is fundamentally a union brother. And I think when we have a chance to put a union brother in Sacramento, we have to jump at that and not let somebody else who might have a good story but has not done the work that we all do day in and day out, we deserve to support a union brother. Thank you.

(Applause)

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 3.

DELEGATE ABRAHAM: Yes. My name is Shaq Abraham with SEIU UHW.

I have to respectfully disagree with you, Brother. Mike Gibson has been a representative for union members, like you said, for a long time. But during the SEIU attempt to create this situation for any of the members that wanted to run for the assembly district of 64 we asked Mike Gibson a set of questions about his taking finances from Prime Healthcare, which is an organization that buys up hospitals and displaces union members. And he couldn't deny the fact that he took the money from them.

And asked whether he would give the money back, he agreed to that, but his answer that went in conjunction to that was that the finances that you get from people do not decide who you are as a person or what you're going to do afterwards.

But as we've seen so long, some people, after they get into office, they have a different viewpoint on things, and money does decide what you're going to do afterwards.

But I also wanted to say that earlier this year the decision-making body of the Los Angeles County Federation of Labor decided to making a no endorsement on the 64th Assembly District after a long debate. And I was a part of, like I said, SEIU's town hall where we decided no endorsement as well.

While this decision was difficult to make, it represented the voices of Los Angeles County workers including mine. The candidates who seek the prestigious endorsement of the California Labor Federation must go through a vigorous endorsement process where the voices of the local workers are respected through every step.

However, a handful of representatives to California Labor Federation decided to overturn the no-endorsement decision of the Los Angeles County Federation of Labor in the 64th Assembly District.

It saddens me that the executive body of our California Labor Federation decides to ignore our voices and disregards the endorsement process. We have all decided our lives to fight for workers in California.

However, what does in this matter, that we don't disrespect the voices of these members, and the workers have already made their decision in this race.

So how could we go back to the hospital where we work, myself, and then look all of the workers in their face that went to these town hall meetings and decided, you know, what was going to be the outcome of the decision?

So Brothers and Sisters, out of the respect for the thousands of workers who I represent here today, I ask you to join me in voting no on this endorsement.

(Applause).

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 1.

DELEGATE HARRIS: My name is Dante Harris, President of the Association of Flight Attendants, CWA Council 12 in Los Angeles. And I stand here before you today, I stand strong and unapologetic that I support my brother Mike Gibson who has dedicated his entire life to labor, and who has worked for the SEIU for many years and will continue to work for labor in California. So I stand in support of Mike Gibson.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 1.

DELEGATE FORRESTER: Yes, Betty Forrester, United Teachers Los Angeles.

And I stand to talk to these delegates about the endorsement process. Many speakers have talked about that. And I want to remind you that what comes from all the deliberative bodies up until now are recommendations. And they're recommendations because you are the final say in this.

And that means that you have the responsibility and the right to look at the bigger picture, to look through a different lens on this. And we are asking you to look at a different lens. This is not a decision of two equal labor -- house-of-

labor candidates.

Mike has a history, and he has a record of standing with labor. I stand to support Michael Gibson because he comes from us. He's passionate about labor, he's worked for and with unions, and he's been on the streets in more campaigns than I can count. Well, I'm not a math teacher, but I can count a little bit. But Mike's been there.

He's worked for UTLA for many years. He was my first rep when I stood up to be a site representative at my school. And from that moment to now I and 34,000 UTLA members would walk through fire for Mike, because we know he would do the same thing for us and for public education and for workers in any other campaign that he's done it.

I ask you to support Michael Gibson, the recommendation of the exec to support Michael Gibson.

(Applause).

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 2.

DELEGATE SORENSON: Dale Sorenson, California School Employees Association.

I would just like to remind the delegation here that Prophet Walker -- just as it says, profit -- wants to make education a profit for people to get rich on our children. We can't allow these things to happen. So I stand in support of Mike Gibson.

PRESIDENT LEYVA: Thank you, Delegate. Delegate at Mic No. 3.

DELEGATE ACOSTA: John Acosta, American Federation of Musicians, Local 47, and I call the question.

(Applause and cheers)

PRESIDENT LEYVA: Do we have a second?

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor of calling the question signify by saying aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Motion carries. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair and Delegates, on behalf of the Executive Council I make this motion. They deliberated quite some time, and as a result of that deliberation, they needed a two-thirds majority vote to overturn the recommendation coming from the local labor council, which they did in a much larger than two-thirds vote. I urge a yes vote.

PRESIDENT LEYVA: All those in favor signify by saying aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Motion fails. Art?

BROTHER DELEGATE: Roll call.

(Laughter)

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, I move no endorsement.

DELEGATES: Second.

BROTHER DELEGATE: Division of the house.

PRESIDENT LEYVA: All right, Delegates. Take your seats, please. Sergeants close the doors. Hold on one second.

All right. Delegates, take your seats. Sergeants, close the doors, which you've done. Thank you very much. Tom, get your people ready.

Nobody wants to go home today.

All right. Delegates who voted in favor of calling the question and ending debate please stand. Oh, wait, wait, wait, wait. Okay, hold on, everybody sit back down.

Okay. Stand if you are in support of the motion to endorse Gibson. Please stay standing, Delegates.

Sergeants, do we have all the yes votes? Are there any other tallies that we don't have? Sergeants are all accounted for? Okay. Sit down. Thank you, Delegates.

Okay, Delegates. If you voted no on the motion, please stand. Stay standing. Sergeants, if you'll please count the no votes.

Sergeants, are there any more votes out there? Okay, we got it. One more sheet coming up. All right. Have all the votes been counted?

All right. Delegates, you may be seated.

122 yes, 129 no. Motion failed. So we will again go to the Executive Secretary-Treasurer.
EXECUTIVE SECRETARY-TREASURER PULASKI: Chair and Delegates, I move no endorsement.
DELEGATE: Second.
PRESIDENT LEYVA: You have a motion and a second before you of no endorsement. All those in favor aye.
DELEGATES: Aye.
PRESIDENT LEYVA: Opposed no.
DELEGATES: No.
PRESIDENT LEYVA: Motion carries. Thank you.
(Appause)
EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, I now move the endorsement as a whole of the assembly as amended.
DELEGATES: Second.
PRESIDENT LEYVA: You have a motion and second before you. All those in favor aye.
DELEGATES: Aye.
PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.
(Appause)
EXECUTIVE SECRETARY-TREASURER PULASKI: I heard somebody say “what.” That was really to affirm the as-amended conclusion, the totality of that.
So now we move on. California State Senate, page 2. There are only even-numbered districts this year so we’ll go through them quickly. But stand up and be heard if you want to interrupt us.
District 2, McGuire. District 4, Jawahar. District 6, Pan and Dickinson, dual endorsement. District 8, no endorsement. District 10, Wieckowski. District 12, Cannella. District 14, Chavez. 16, no endorsement. 18, Hertzberg. 20, Connie Leyva.
(Cheers and applause)
22, Ed Hernandez. 24, Kevin de Leon. 26, no endorsement. 28, no endorsement. 30, Mitchell. 32, Mendoza. 34, Solorio. 36, no endorsement. 38, no endorsement. 40, Ben Hueso.
I move the endorsement of all candidates as listed and moved.
DELEGATES: Second.
PRESIDENT LEYVA: Seeing no delegates at the mics, all those in favor aye.
DELEGATES: Aye.
PRESIDENT LEYVA: Opposed no. Motion carries. Thank you.
(Appause)
EXECUTIVE SECRETARY-TREASURER PULASKI: One more time for the endorsement of Connie Leyva.
Oh, yeah.
(Delegates stand, cheer and applaud.)
PRESIDENT LEYVA: You guys are great. As I said on the night of the primary, this isn’t going to be my seat, it’s going to be our seat.
(Cheers)
EXECUTIVE SECRETARY-TREASURER PULASKI: Right on, Sister.
Okay. We move quickly now to Congress. We’ll move quickly. District 1, Hall. 2, Huffman. 3, Garamendi. 4, no endorsement. 5, Thompson. Matsui, Bera, Cook, McNerney, Eggman, DeSaulnier, Pelosi, Lee, Speier, Swalwell, Costa, Honda, Eshoo, Lofgren.
If anybody wants to speak on these, get up.
Farr, Renteria, Aguilera-Marrero, no endorsement, Capps.
25, set aside, please. We’re setting 25 aside.
26, Brownley. 27, Chu. 28, Schiff. Cardenas, Sherman, Aguilar, Napolitano, Lieu, Becerra, Torres, Ruiz, Bass, Sanchez, Anderson, Roybal-Allard, Takano, Sheridan, Waters, Hahn, Leavens, Sanchez, Lowenthal, Savary, Peiser, Kimber, Vargas, Peters, and 53, no endorsement.
With the exception of 25, which we have set aside, I move the endorsement of all candidates as listed.
DELEGATE: Second.
PRESIDENT LEYVA: You have a motion and second before you. All those in favor aye.
DELEGATES: Aye.
PRESIDENT LEYVA: Opposed no. Motion carries.
EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair and Delegates, 25, Lee Rogers was given

to us in error by the labor council. He did not make the final running, so he is not a candidate. The two remaining candidates are both unacceptable Republicans in this Republican district.

So therefore we would move no endorsement for any candidate. We strike the name Lee Rogers who is not on the ballot any longer, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: A motion and a second before you. All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: And Brothers and Sisters, before we get to the excitement of the ballot measures, we have the Board of Equalization on page 4. District 1, Parker. District 2, Ma. District 3, Horton. District 4, no endorsement.

I move as listed the Board of Equalization.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: Superintendent of Public Instruction, Tom Torlakson, and I so move.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Insurance Commissioner Dave Jones. I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Treasurer John Chiang, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All in favor.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: For State Controller, Betty Yee. I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Attorney General, so moved.

PRESIDENT LEYVA: Seeing no opposition.

EXECUTIVE SECRETARY-TREASURER PULASKI: Kamala Harris.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: I'm trying to expedite here. Secretary of State Alex Padilla, so moved.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed? Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Lieutenant Governor Gavin Newsom, so moved.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Governor Edmund "Jerry" Brown, so moved.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Madam Chair, Delegates, we now enter into the final actions of the day for us and the evening.

You have attached the detailed outline of each of the ballot measures, which we hope you have reviewed. We're now going to go through them.

Proposition 43, this is the clean-water bond for water infrastructure. And the recommendation of the Executive Council is -- because the legislature has indicated that it intends to redo this, modify it and put it on the ballot in a modified way, we don't yet know what that looks like. So the recommendation is we refer this to the Executive Council for action once we see what comes out of the legislature in this regard, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: And after some discussion on each one of these, Prop 44, recommendation is a neutral position, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Proposition 45, recommendation is a neutral position, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATE: No.

PRESIDENT LEYVA: Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: 46, Medical Negligence Lawsuits, recommendation is a neutral position, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no.

DELEGATES: No.

PRESIDENT LEYVA: Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: 47, changing criminal sentencing. Recommendation is support, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Please note this is a referendum. This has been put on by the people who oppose the law that was passed that we supported. The law that was passed that we supported included an Indian gaming -- PLAs for the trades and a card-check neutrality for the union. And so we supported the law.

This referendum is to undo the law. But the way referendums of course are always written is the question is shall the law be upheld. We want the law to be upheld. Urge a yes vote.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Thank you.

EXECUTIVE SECRETARY-TREASURER PULASKI: Proposition 49, advisory on constitutional amendment to change undue Citizens United is advisory only, but we recommend support, and I so move.

DELEGATE: Second.

PRESIDENT LEYVA: All those in favor aye.

DELEGATES: Aye.

PRESIDENT LEYVA: Opposed no. Motion carries.

EXECUTIVE SECRETARY-TREASURER PULASKI: So Madam Chair, Delegates, that concludes endorsement procedures. You are part of history, but we haven't talked about it for a long time.

But most importantly, the next time the possibility of this comes up again, make sure you kick that delegate out of the room.

(Laughter)

We like democracy, but that's extra democracy. So anyway. Just kidding of course. Anytime you want to -- we're here to accommodate the delegates. Anytime you want to vote, call a vote. We'll do it. We'll be prepared.

Madam Chair and Delegates, we thank you for your good work. We thank the good Chairwoman for her terrific work. We thank the staff again, thank the delegates.

(Applause and cheers)

Thank the crew in the back. And remember this. Please follow that Blueprint. If we all do the same thing to mobilize our members, we're going to kick ass again in November.

Are you ready to fight?

DELEGATES: Yeah!

EXECUTIVE SECRETARY-TREASURER PULASKI: Are you ready to fight?

DELEGATES: Yeah!

EXECUTIVE SECRETARY-TREASURER PULASKI: Are you ready to charge?

DELEGATES: Yeah!

EXECUTIVE SECRETARY-TREASURER PULASKI: Are you ready to win?

DELEGATES: Yeah!

EXECUTIVE SECRETARY-TREASURER PULASKI: I move adjournment. Thank you very much.

PRESIDENT LEYVA: Thank you, Delegates. We stand adjourned.

(Convention adjourned at 2:52 p. m.)

ROLL CALL VOTE PROCEDURES

In the event of a roll call vote at a California Labor Federation Convention, the following course of action will be taken:

1. ANNOUNCEMENT 1: The President must announce that s/he determines that 30% of the delegates present and voting had voted in favor of a roll call vote.
2. ANNOUNCEMENT 2: “Will the Sergeant-at-Arms at the doors please call into the hall all the delegates who are outside for a very important announcement about the per capita vote we are about to hold. Will the other sgts please gather in front of the podium for special instructions on the per capita vote. The delegates may phone any of your delegation who are not present in the hall. Delegates please give us a few minutes to allow the other delegates to join us and to prepare for the per capita.”
3. ANNOUNCEMENT 3: “Please listen carefully”. “To make this process as efficient as possible, we encourage each local union to caucus and appoint a representative charged with the authority to vote on behalf of your entire delegation called (block voting) as per Article XIV-B, Section 5 of the Constitution.” It requires that each delegate of your local to authorize one representative to cast all your votes. The Sergeant-at-Arms will circulate forms which may be completed to authorize Block Voting. The Sergeant-at-Arms will help you to do this.”
4. ANNOUNCEMENT 4: “Any delegate registered for the convention whose votes have not been cast by the time the result of the roll call vote is called by the chair you have lost your vote. Be sure you are present when we get to you.”
5. ANNOUNCEMENT 5: “As we begin, I will call delegates to the microphones in the order in which your union appears on the final Official Delegate Roster as submitted by the Credentials Committee.”
6. One Sergeant-at-Arms will be stationed at each posted Official Delegate Roster.
7. While the President announces the roll call vote procedures as outlined above, Sergeants-at-Arms will circulate Authorization Form for Block Voting for delegates to sign giving permission to a representative of their union to vote on their behalf.
8. One Sergeant-at-Arms will be stationed at each microphone.
9. ANNOUNCEMENT 6:
 - a. “I will read off the name from the stage of each union as listed on the Official Delegate Roster submitted by the Credentials Committee and then, after calling each union’s delegation forward, will read the name of each delegate in the order listed on the Official Delegate Roster.
 - b. Delegates must line up behind floor microphones as soon as their union is called and be ready to present themselves to the Sergeant-at-Arms when their name is called.
 - c. As each delegate is called, please approach a floor microphone, announce your name and organization and verbally register your vote (yes or no).
 - d. A delegate may recant and change your vote up until the close of the roll call vote as announced by the President.
 - e. If a union is voting as a block, the one authorized delegate from your local must present the Authorization Form for Block Voting to the Sergeant-at-Arms, affixed with the original signature and printed name of every authorized delegate from your local prior to voting.

- f. That one authorized representative will be allowed to cast their vote once the Authorization Form for Block Voting has been given to the Sergeant-at-Arms.
 - g. “ARE THERE ANY QUESTIONS?”
10. Roll call votes will be registered and tabulated in the following way:
- a. TEAM A: One person will record each vote manually onto a paper copy of the Official Delegate Roster submitted by the Credentials Committee. This person will only record votes (yes’s and noes) and is the official record taker for the roll call vote. This person will be California Labor Federation staff acting on behalf of the President.
 - b. TEAM B: One person will input each vote electronically onto the computer version of the Official Delegate Roster as submitted by the Credentials Committee. That person will be California Labor Federation staff (acting on behalf of the President) or their surrogate. The computer will also automatically tabulate number of votes and the ongoing record produced will be used to provide preliminary vote counts to the President as needed. This person will sit on the stage at the dais. This record will act as back up to the official record unless there is a power interruption or outage to the computer during the roll call vote period, in which case this record would be disregarded.
 - c. TEAM C: One person will record each vote manually on a paper copy of the Official Delegate Roster. This person will sit on the stage at the dais. A team of two people will then take each sheet of the Official Delegate Roster as it is completely filled in by the record-taker and use calculators to add the votes (yes’s and noes), adding one union block at a time. The record produced will be the back up to the official record. All members of this team will be California Labor Federation staff acting on behalf of the President.
11. ANNOUNCEMENT 7: Once all delegate names have been called, the President will ask “ARE there are any delegates present who did not get the opportunity to vote?”. Repeat three times.
- ANNOUNCEMENT 8: Once all delegates who present themselves have voted, the President will announce “The roll call vote has been closed. No more votes may be accepted or recorded or changed that are not _____ in the possession of the Sergeants. ” No votes will be recorded after this point.
12. Confirmation: IF THE VOTE COUNTS PRODUCED BY TEAM B (computer) AND TEAM C (back up) DIFFER, THE OFFICIAL RECORD WILL BE TALLIED FOR CONFIRMATION. The official record taker (TEAM A) will read from the Delegates Roster onto which s/he has recorded votes each vote (yes’s and noes). 2-3 people with calculators will tabulate these votes, union by union. This record will be the official record of the roll call vote.
13. The President will read the official count from the stage and it will be recorded.
14. All tapes from calculators used to tabulate the official record of the roll call vote will be retained as part of the permanent record of the Federation.
15. Sergeant-at-Arms will give all Authorization Form for Block Voting that they have been given to the Chief Sergeant. The Chief will then give them to the President to be retained as part of the permanent record of the Federation.