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## AFL-CIO to Support Idea of Racial Quotas

### Will Ask High Court to Reject White Worker's Claim of Reverse Bias

BY JIM MANN  
Times Staff Writer

WASHINGTON—Important elements of organized labor are preparing to tell the Supreme Court that they support the concept of affirmative action and the voluntary use of racial quotas by employers and unions.

Laurence S. Gold, special counsel for the AFL-CIO, told The Times Thursday that his organization would file a friend-of-the-court brief, urging the justices to reject a reverse-discrimination case filed by a white Louisiana factory worker named Brian F. Weber.

Weber claims his rights were violated when his union, the United Steelworkers of America, and his employer, the Kaiser Aluminum & Chemical Corp., agreed in collective bargaining to guarantee racial minorities half of all positions in a nationwide training program for skilled craft jobs.

A spokesman for the United Auto Workers said Thursday that his union was also working on a draft of a proposed friend-of-the-court brief in support of affirmative action. But he stressed that the UAW had not yet decided whether to take part in the Weber case. "If we file a brief at all, it will be on the side of the steelworkers," he said.

Labor officials acknowledge that affirmative action is considered a "sensitive area" for unions—particularly skilled craft unions. In the past, some white rank-and-file union members have complained that their careers were being hampered by the use of racial quotas.

At times, union leaders have registered their own protests. Nine years ago, when the Nixon administration sought in its "Philadelphia plan" to try to obtain a 20% black work force on construction contracts, AFL-CIO president George Meany denounced the "quota system" as "illegal and un-American."

One high-level union official, who refused to speak for the record, said Thursday he was worried that organized labor's support of affirmative action at the high court might provoke "some hostile political reaction" from rank-and-file members in the skilled trades. "Most of the problems we have (about racial quotas) are in the skilled trades," this official said.

Gold, the AFL-CIO special counsel, said the AFL-CIO's legal brief would reflect the organization's position that "we're in favor of affirmative action but we're against government-imposed quotas." The federal government never ordered Kaiser or the Steelworkers to adopt the program Weber is challenging.

"We think this program was the kind of permissible private arrangement that employers and unions can work out by themselves," Gold said. "Unions can work out different solutions on affirmative action, based on their own perceptions of their priorities and needs."

The Steelworkers union, affiliated with the AFL-CIO, is a defendant in the suit brought by Weber. In papers filed with the high court earlier this year, the union suggested that "private, voluntary collective bargaining" could help bring about "a new generation of many thousands of fully trained black craftsmen."

Weber's lawyer, Michael R. Fontham, said Thursday he had expected that the AFL-CIO might come to the support of its affiliate in the Weber case.

The proposed friend-of-the-court briefs show that "blue-collar white workers don't have all the political power they once had," Fontham said. "They don't have a National Organization for Women or an NAACP to represent them. They used to be represented by labor unions, but the unions don't represent them anymore."

A-10 EVENING TRIBUNE

## Racial quotas in promotion win support

Chicago Sun-Times Service

WASHINGTON — The federal government says it supports racial quotas in hiring and promotion — declaring that in some cases the quota system is the only way to remedy past discrimination against minorities.

"Numerical remedies, in appropriate cases, may be essential to overcome settled patterns of discrimination," Solicitor General Wade H. McCree, Jr. and the Equal Employment Opportunity Commission said in a brief filed with the Supreme Court yesterday.

The government action came in the case of a white steelworker, Brian K. Weber, who charged that he was the victim of "reverse discrimination" when he was passed over for a position in an on-the-job training program at the Kaiser Aluminum and Chemical Corp.

The program, negotiated with the United Steelworkers of America, set aside half the plants craft training slots for minorities and women. Weber successfully challenged the program in lower courts, which ruled that affirmative action programs are illegal unless there is a previous finding of discrimination. Even then, a federal appeals court held, the remedy must limit its benefits to the particular individuals who suffered discrimination.

"This standard it is too narrow," the government argued yesterday, urging the court to uphold voluntary efforts by employers to remedy their past discrimination.

The government brief challenged the lower court findings, saying that companies attempting to comply with federal law and an executive order that requires federal contractors to take affirmative action in hiring minorities should not be required to admit and prove their past discrimination before launching programs to remedy race bias.

Defending Kaiser's voluntary training program, designed to increase the number of blacks holding higher paying skilled craft jobs in the plants, the government said the plan was aimed at curing "the basic evil" of failing to hire black craftsmen.

The case in question dates back to 1974 when Kaiser and the union developed the training program in an effort to head off anticipated discrimination suits by black workers and to comply with the executive order covering federal contractors.

At the time Weber challenged the plan, 13 training slots had been filled by seven blacks and six whites. In every case, court documents said, the blacks accepted had less seniority than rejected white workers.



# Hector Marroquin Defense Committee

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P.O. Box 843 Cooper Station New York NY 10003 (212) 691-3587

February 28, 1979

For more information:  
Linda DeRubeis  
(212) 691-3587

To Members of the Working Press:

We'd like to draw your attention to an event of national importance soon to take place in Houston, Texas.

On April 3, 1979, the U.S. government will move to deport Hector Marroquin to Mexico. On that day, his deportation hearing will open in Houston at the Federal Building. The hearing is expected to last through April 6.

Hector Marroquin has applied for political asylum in this country. This hearing is unique; Marroquin would be the first Mexican national granted political asylum by the U.S. government.

Marroquin is a twenty-five year old student leader, trade unionist, and socialist. Representative John Conyers said that "... the appeal for Hector Marroquin goes to the heart of America's human rights policy and presents a major test of the administration's commitment to that policy..."

## Background to Marroquin's case

Marroquin has been in this country since 1974. He is being sought by the Mexican government on charges of terrorism and "subversion," against which he proclaims his innocence. These charges against Marroquin have as a backdrop the student uprisings that swept the world in 1968. This movement hit Mexico as well. Thousands of workers and students demonstrated for increased civil liberties and democratic rights.

In October 1968, tens of thousands of university and high school students gathered peacefully in the plaza of Tlatelolco in Mexico City to demonstrate for greater political freedom and other reforms. Before the day was over, government troops had cordoned off the area, surrounded the crowd with tanks and other armed vehicles, and soldiers with automatic weapons fired on the unarmed demonstrators, killing more than 500 and wounding hundreds more. Scores of students were taken into custody by the authorities and have never been seen again. Many of the bodies of those who are known to have been killed were never returned to their families, but were taken to the outskirts of Mexico City where it is believed that they were cremated.

This event had an important impact on Hector Marroquin, who at the time was a 15 year old high school student. Several years later, a student at the University of Nuevo Leon, he became a leader of the movement for democratic rights on campus and for greater university autonomy. The movement attracted many students, but it also became a prime target of government repression. For example, on June 10,



1971, students demonstrating in Mexico City were attacked by a right-wing paramilitary group, the Halcones, and more than 100 students were killed.

#### Marroquin falsely implicated in terrorist acts

On January 17, 1974, a librarian in Marroquin's department at the university, Joel Roja, was murdered. Marroquin says that he was at home at the time of the killing, painting cabinets in his new apartment, when news of the murder came over the radio. The police labeled the librarian's death as due to a terrorist attack, and named several culprits, including Marroquin.

The local newspapers picked up the accusations of the police, and ran a series of articles under inflammatory headlines. These called Marroquin a terrorist, and said that he was "armed and dangerous." Fearing for his life, Marroquin went into hiding. However, he was determined to clear his name.

Knowing that he could prove his innocence in court, he met with a Mexican lawyer. In the lawyer's opinion, there was little chance that he could receive a fair trial. What was more likely was that the Brigadas Blancas (White Brigades) or the Halcones (Hawks) would kidnap, torture, and possibly murder Marroquin as they had many others. These paramilitary groups are trained and armed by government officials and are mainly composed of members of Mexican police forces. Their activities have been denounced by several prestigious international organizations.

Amnesty International, for example, has described them in their documentation of repression in Mexico. And the International League for Human Rights released a report based on a fact-finding mission to Mexico in early 1978, detailing extensive torture, detention without charges or trial, and kidnappings of suspected political activists.

While in hiding Marroquin learned through the news media that the police had killed several members of his academic department at the university. One was a teacher whose body was found on the streets of another city, bearing all the tell-tale marks of torture. National magazines carried government-inspired smears against Marroquin, and his face appeared on "wanted" posters. Fearing for his life, he fled to the United States, and crossed the border at Eagle Pass, Texas, on April 9, 1974.

#### The fate of other student activists

His fears proved to be well-founded. Two of the students accused along with him have been murdered; one was gunned down while passing out leaflets. Jesus Piedra, another of the students accused of terrorism, was arrested and has not been heard from since. Two years ago a political activist who had been detained by the authorities and then released said that he recognized Piedra while being detained at Military Camp #1, a reputed torture center outside of Mexico City. In January 1979, five years after Piedra disappeared, the attorney general of Mexico, Oscar Flores Sanchez, claimed that Piedra had been killed in a shoot-out with the police. He didn't



explain how this could be possible since he had last been seen in the custody of the authorities. The attorney general also gave what many experts see as unconvincing details of what has happened to 314 other missing political activists, most of whom he claimed were dead.

Few if any of these victims were charged with specific crimes. Not one of them was brought to court and given the opportunity to defend himself. This is why Marroquin and his supporters in the United States, Mexico, and other countries feel that he could not receive a fair trial if he were deported to Mexico.

Piedra's mother, Rosario Piedra, has become of leader of the human rights movement in Mexico. She has also spoken out for Marroquin.

#### Application for political asylum

Marroquin worked without papers for several years after he entered the United States. He became involved in a Teamster organizing drive at the Coca-Cola bottling plant in Houston, where he worked. He was also involved in the movement against deportations of undocumented workers, and joined the Young Socialist Alliance and the Socialist Workers Party.

In September 1978 he returned to Mexico one weekend, despite his fears, in order to meet with a lawyer and see if it would be possible to clear his name. The lawyer was ill, the meeting fell through, and upon his return he was arrested at the border by U.S. Immigration officials. He was sentenced to three months in jail, and then released on \$10,000 bail, three times the amount usually fined immigrants without proper documents. It was at that time that he applied for political asylum.

According to the immigration statutes, this country accepts political refugees who can prove that, if deported, they would "suffer persecution because of race, religion, or political opinion." Marroquin and his lawyers feel that he has proven very clearly through 350 pages of documents submitted to the immigration authorities that he is in this category.

The INS, however, has turned down Marroquin's asylum request. Their ruling was based largely upon an advisory opinion issued by the U.S. State Department. In June 1978 the State Department wrote to the INS that "it appears likely that he would receive a fair trial," ignoring the fact that Jesus Piedra, and hundreds of other students, were given no trial at all. In December 1978, the INS told Marroquin, "You have failed to establish that there is likelihood of your being persecuted in Mexico due to your political opinion." But Marroquin has in fact proven in considerable detail that repression awaits him, and that the security of his person is in serious jeopardy. The INS did not respond to any of his specific points; it only stated its conclusions.

In fact, just 8 weeks after the INS rejected Marroquin's asylum request, the State Department submitted to Congressional subcommittees a new report on human rights, including in Mexico. The new report, unlike last year's report, upon which the INS decision was based, admits that there is political repression in Mexico.



They now report that the Mexican authorities use "arbitrary arrest, detention, and disappearance" against "suspected political subversives." They report that the regime, which earlier denied holding political prisoners, now admits to holding hundreds of people for "politically-inspired acts."

In response to the new report, Marroquin's attorney Margaret Winter sent a letter to the INS in which she stated that "The new State Department human rights report contradicts its advisory opinion of June 1978, which was relied upon by you in making your determination." She asked the INS to reconsider its decision because of this new information. The INS has not yet responded.

#### Deportation hearing--April 3

At the April 3 deportation hearing in Houston, Marroquin will resubmit his asylum request. Witnesses will back up his request, testifying to his absolute innocence of all charges brought against him by the Mexican government. Amnesty International is preparing a deposition for the hearing on behalf of Marroquin. Mrs. Rosario Piedra will testify, as will a number of prominent scholars and human rights activists.

Those familiar with immigration policy, in discussing this case, feel it will set a precedent in particular for political refugees from countries like Chile, Haiti, the Philippines, and Nicaragua, whose appeal for safety in the United States has been turned down because these countries are allies of the United States. To date, refugees claiming political asylum have been accepted only from the so-called communist countries.

For these reasons, the eyes of many people in this country and around the world will be on Houston, Texas, on April 3.

#### Support for Marroquin

Support for Marroquin has grown steadily since his case began. The one-and-a-half million member National Education Association endorsed his case at their convention in July 1978. Mickey Leland, U.S. Representative from Texas, along with John Conyers, Parren Mitchell, and Ronald Dellums, has come out in support of Marroquin's right to asylum here. The Council on Hemispheric Affairs (COHA), a human rights organization with significant trade union backing, sponsored a press conference for him. This growing support was reflected in an article in the Washington Post, which said Marroquin's case "has become an international cause celebre" (a copy of this article is enclosed).

Between now and the hearing, Marroquin will be touring the country, speaking at rallies, meeting with supporters, and talking to the media. His whirlwind tour will take him to Pittsburgh, Philadelphia, Washington DC, Detroit, Chicago, Los Angeles, San Diego, and the Bay Area before spending a week in Texas preparatory to the hearing.



# MECHA

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SAN DIEGO STATE UNIVERSITY

AZTEC CENTER

5402 COLLEGE AVENUE

SAN DIEGO, CALIFORNIA 92115

(714) 286.6541

## Chronology of erosion of Chicano Studies under College of Professional Studies

1. Move to CPS (76)
2. Loss of G.E. courses (76 - 77)
3. Limitation of 304 Narcotics class - enrollment limited to 60 per class (77)
4. Loss of full time position (77)
5. Stalling on facilities for Ballet Folklórico (3 years)
6. Cut in Supply and Service budget/ Cut in funds for student assistants/ Loss of another full time position (78)
7. Rejected in application of department for a tenure track position to fill chairmanship
8. Refusal of dean to hire most preferred candidate for Bilingual position
9. Move of department office from Hardy Avenue to basement of Hardy Tower (78)
10. Setting of arbitrary FTE goals for department despite repeated requests for review and readjustment
11. Non-action on department report (Fall 78) which was to be forwarded to the central administration
12. Non recognition of faculty members for grant activities and professional growth by Dean
13. Freeze on Tenure Track position
14. Mandel states that MAS would be cut even if there was not a budget cut
15. Mandel reports that MAS would be the first on his hit list of faculty
16. Report cut of two positions for Fall 1979
17. No direction from school
18. No support in passing courses through curriculum

19. CUT 2 POSITIONS, originally, = 9 part-time staff.  
Presently, CUT HAS BEEN FOR 1 FULL-TIME POSITIONS





## SOUTHEAST INTERDENOMINATIONAL MINISTERIAL ALLIANCE

3032 53<sup>rd</sup> STREET . SAN DIEGO, CALIFORNIA 92105  
Telephones: (714) 264-7240...264-8880...231-7901

March 1979



Dear Sisters and Brothers,

The case of Weber Vs. Kaiser Aluminum and United Steelworkers of America is now before the Supreme Court. This case threatens the very existence of affirmative action programs for minorities and women in industry. In addition, it is an assault on the entire labor movement because it infringes on collective bargaining rights and seeks to block unions from representing their women and minority members.

Across the country, unions and organizations have decided to launch a campaign to defeat Weber. Some of these unions and groups are: United Steelworkers of America; National Education Association; United Mine Workers; United Farm Workers; United Electrical Workers; International Union of Electrical Workers; Oil, Chemical, and Atomic Workers; American Federation of State, County, and Municipal Employees; Coalition of Black Trade Unionists; National Organization for Women; and the National Association for the Advancement of Colored People.

In San Diego, we are initiating an educational campaign to alert the labor movement, civil rights and women's organizations to this new threat to minorities, women, and labor. We are discussing the idea of a Labor/Community speakout against the Weber decision and in defense of Affirmative Action. This would be a broad public meeting open to the active participation of anyone interested.

In order to help build such an authoritative meeting, we are establishing a Labor/Community Affirmative Action Task Force which is open to all and which will make the decisions regarding this speak-out and future activities. We want to take this opportunity to invite you, or a representative of your union/or organization to attend the first meeting of this task force. It will be held on Saturday, March 10, 1979 at 11:00 a.m. at the United Auto Workers Union hall, 2266 San Diego Avenue--San Diego.

If you would like to work with us in this educational campaign or want more information, please contact Mark Friedman at 234-1995.

In Solidarity,

Charles J. Maudlin--President  
International Association of Machinists,  
Local 685

Tom Johnson - President  
National Association for the  
Advancement of Colored People

Robert C. Ard - President, Southeast  
Interdenominational Ministerial Alliance

Ambrose Brodus-Vice President,  
San Diego Urban League

Temille Porter--President  
Black Student Council, SDSU

Bernard Ashcraft--President,  
Action Interprises Development

Estelle Ricketson--President,  
Coalition of Labor Union Women

Elizabeth Reed--So. V.P., Social  
Services Union, SEIU 535

Joe R. Alvarado - Business  
Manager, Laborers' International  
Union of N.A. Local #89

Larry Schwartz--Past President  
Community College Guild Local 1931

Alleyne - President.  
Black Student Union, SDCC

José Moreno--Executive Director,  
Chicano Federation

Earl Davis Jr.  
Publisher, Voice News and Viewpoint

Rita Gillmon--Vice President,  
Newspapers Guild; Central Labor Council  
delegate

\*Organizations for identification only (does not mean organizational endorsement)



## LABOR-COMMUNITY AFFIRMATIVE ACTION TASK FORCE

c/o United Auto Workers-2266 San Diego Ave., San Diego, Ca. 92110 - #234-1995

March 19, 1979

### Coordinators

- Robert Ard, Pres.,  
Southeast Interdenomina-  
tional Ministerial Alliance
- Joe Alvarado, Business  
Manager, Laborers' Interna-  
tional Union Local 89\*
- Ambrose Brodus, Vice Pres.,  
San Diego Urban League
- Mark Friedman, member  
International Association of  
Machinists Local 685\*
- Pat Hrycyszyn, Pres., San  
Diego National  
Organization for Women
- Elizabeth Reed, Southern  
Calif. Vice Pres., Service  
Employees International  
Union Local 535
- Estelle Ricketson, Pres.,  
San Diego Coalition of  
Labor Union Women

\* (Organizations listed for identification only)

Dear Sisters and Brothers,

On March 10 the LABOR/COMMUNITY AFFIRMATIVE ACTION TASK FORCE was formed in San Diego. More than thirty labor unions and community organizations gathered to launch an educational campaign to alert labor, women's and civil rights organizations about a new threat to their rights. That threat is the Weber case now before the Supreme Court. This case threatens the existence of 30,000 affirmative action programs across the country. If the Supreme Court upholds Weber, it will be a tremendous setback for labor as well. It will set the precedent whereby any union member can sue and break a union contract-- thus taking away the collective bargaining power of the unions and their ability to represent their members.

Nationally, the AFL-CIO and organizations like the National Organization for Women (NOW) and the National Association for the Advancement of Colored People (NAACP) have filed friend of the court briefs against Weber and have launched an educational campaign to alert the country to this new threat to our rights.

The LCAATF voted on an action proposal and a statement of purpose. Both resolutions were passed unanimously. We made it clear that the sole focus and demands of the LCAATF are:  
DEFEAT WEBER! DEFEND AFFIRMATIVE ACTION!

The LCAATF voted to have as it's first activity a press conference and informational picket line at 12:00 (noon) on March 28 at the Federal Building, Broadway and Front St., downtown. This is the same day that the Supreme Court will be hearing the oral arguments on the Weber case. Enclosed you will find a leaflet announcing this event. Please speak to your co-workers and members of your union or organization about attending this important event.

We would also like to inform you and to invite your union/organization to send a representative to the open steering committee of the LCAATF. It will be held Monday, March 26, at 7:30 p.m. at the YWCA at 1012 C St., S.D. The meeting will discuss the upcoming press conference and informational picket line. We shall also discuss the April 29 mass, community/labor speak out, and other future activities.

Hope to see you at the steering committee meeting and at the press conference/picket line.

In Solidarity,

*Mark L. Friedman*

Mark L. Friedman  
for the coordinators

Funds and Volunteers Urgently Needed



# press conference and picket line against the 'WEBER DECISION'

On March 28 the U.S. Supreme court will hear oral arguments in the case of WEBER VS. KAISER ALUMINUM AND UNITED STEEL-WORKERS OF AMERICA. Weber, a white male employee of Kaiser contends that he was a victim of "reverse discrimination," because of a special union-negotiated training program that sought to remedy years of discrimination against women and minorities. Minorities and women had previously been kept out of skilled trades. If the Supreme Court upholds Weber it will set the stage for the elimination of 30,000 affirmative action job and training programs across the country. It will also cripple the power of unions to represent their members at the bargaining table. It will set a precedent where any individual union member can break a union contract. THIS PRESS CONFERENCE AND INFORMATIONAL PICKET LINE WILL INITIATE A PUBLIC CAMPAIGN IN SAN DIEGO TO DEFEAT WEBER AND DEFEND AFFIRMATIVE ACTION.

**Federal Bldg. Broadway & Front**

**Noon**

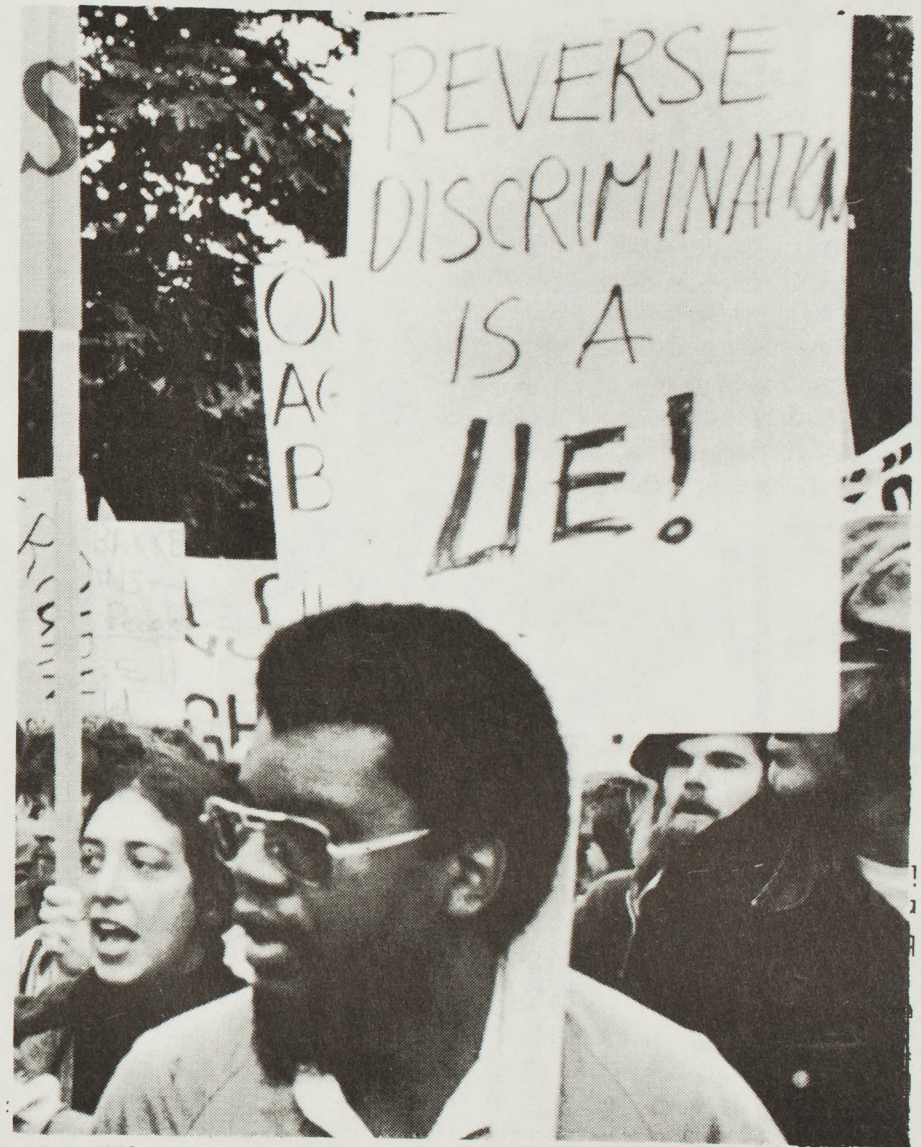
**Wed. March 28, 1979**

## PRESS CONFERENCE SPEAKERS:

Ambrose Brodus (Vice President, Urban League)  
Estelle Ricketson (President, Coalition of Labor Union Women)  
Nick Hernandez (Director, AFL-CIO Human Rights Dev. Institute)  
Pat Hrycyszyn (President, National Organization for Women)  
Elizabeth Reed (So. Ca. V.P., Local 535, Service Employees  
International Union)

Ken Msemaji (NIA)

Representative from Action Interprises Development, and others



Sponsored by:

LABOR/COMMUNITY AFFIRMATIVE ACTION TASK FORCE

c/o United Auto Workers - 2266 San Diego Ave. 1995

San Diego, Ca. 92110-- 234-1995



# CHARTER AMENDMENT FOR CITIZEN CONTROL OF CITY GOVERNMENT

PETITION FOR SUBMISSION TO VOTERS OF PROPOSED AMENDMENT TO THE CHARTER OF THE CITY OF SAN DIEGO. To the Honorable Council of the City of San Diego, California:

We, the undersigned registered voters of the City of San Diego, pursuant to the requirements of the Government Code of the State of California, present to the Council of the City of San Diego, this petition and request that the following proposed amendment to the Charter of the City be submitted to the registered voters of the City for their adoption or rejection at an election on a date to be determined by the Council.

The Charter section and proposed amendment read as follows:

Section 23. INITIATIVE, REFERENDUM AND RECALL. (As amended April 22, 1941. Effective May 8, 1941.) The right to recall municipal officers and the powers of the initiative and referendum are hereby reserved to the people of the City. Ordinances may be initiated; and referendum may be exercised on any ordinance passed by the Council except an ordinance which by the provisions of this charter takes effect immediately upon its passage; and any elective officer may be recalled from office. The Council shall include in the election code ordinance required to be adopted by Section 8, Article II, of this charter, an expeditious and complete procedure for the exercise by the people of the initiative, referendum and recall, including forms of petitions; provided that the number of signatures necessary on petitions for the initiation of an ordinance for the consideration of the Council shall be three per cent of the registered voters of the City at the last general City election; that for the direct submission of a measure to the people it shall require a petition signed by ten per cent of the registered voters of the City at the last general City election; that for a referendum upon an ordinance passed by the Council it shall require a petition signed by five per cent of the registered voters of the City at the last general City election; and that for the recall of an elected officer it shall require a petition signed by fifteen per cent of the registered voters of the City at the last general City election.

## PROPOSED CITY CHARTER AMENDMENT

### Section 23. INITIATIVE, REFERENDUM, AND RECALL.

The right to recall municipal officers and the powers of initiative and referendum are reserved to the people of the City. Any elective officer may be recalled from office, an ordinance may be initiated, and referendum may be exercised on any ordinance or resolution passed by the Council. Such measures after their qualification, shall be submitted to vote of the people at the next election or elections for any purpose at which all the voters of the City are entitled to vote or any specially called election. Council action which by provision of this Charter takes effect immediately or before a proposed referendum qualifies, shall remain in effect pending vote of the people.

The following ordinances and resolutions shall automatically be subjected to referendum: salary changes of elected officials in excess of 7 percent annually; redevelopment projects utilizing tax funds or tax credits; lease purchase agreements involving land; joint powers agreements which authorize the issuance of bonds; revenue-producing measures which are new or which increase an existing revenue measure by more than 5 per cent annually; sale of city land exceeding a value of \$100,000; franchises for periods over 10 years; any ordinance, contract, or resolution which creates a new one-time expenditure or obligation for a designated purpose in excess of \$5 million, or for which purpose there will be an annual operating expense in excess of \$1 million.

An initiative shall qualify upon petition of 10,000 registered voters. Any ordinance or resolution shall be subjected to referendum upon petition of 10,000 registered voters. The recall of an elected official shall require a petition signed by 20,000 registered voters. An initiative petition, a petition for recall of an elected official, or a referendum petition must be circulated and filed within 180 days following the date when the first signature is affixed thereon. The Council shall by ordinance, according to Section 8, Article II, of this Charter, adopt complete procedures and provide necessary forms to facilitate and expedite the initiative, referendum, and recall by the people, and shall refer such ordinance or ordinances to vote of the people.

If any section, part, clause, or phrase hereof is for any reason held to be invalid or unconstitutional, the remaining sections shall not be affected but remain in full force and effect.

## REASONS FOR THIS PETITION

It is time to regain citizen control over the San Diego City Council, which is often indifferent to the needs of citizens. In an election, we hire the Council as our employees to run city government. As our employees, we rightfully expect them to do their work in an efficient and responsible manner. But when they fail to act responsibly, we are powerless to control them or to dismiss them until another election comes.

Between elections, the only tool we have is the process of the initiative, referendum and recall. But the City Council has written the ordinance for this process in such a harsh and oppressive way and harasses petitioners so effectively that only two petitions have qualified in the last twenty-four years. In 1978 more than 120,000 signatures were gathered on four different petitions and all petitions failed because of unreasonable signature requirements.

Insulated from public control and safe from threat of dismissal, the Council does as it pleases and comes to citizens only when it is time to raise more tax monies to pay for the programs that the Council alone decides upon.

A reduced signature requirement for petitions will restore our power over city government when the Council fails to act in a responsible manner.

A requirement for voter approval of new and of very large expenditures will restore control over city spending and will ensure that our tax monies are spent for programs that have widespread citizen support rather than for projects which are pet ideas of the City Council and the people who have their ear.

## SPONSORS

The following registered electors of the City of San Diego sponsor this petition: Floyd Lee Morrow, 7132 Belden Street, San Diego, California 92111 and Laura S. Tallian, 3639 Grape Street, San Diego, California 92104, co-chairmen; Mignon Scherer, 3851 Centraloma Drive, San Diego, California 92107; James F. Harrison, 5161 Cole Street, San Diego, California 92117; Virginia W. Taylor, 2520 San Marcos Ave, San Diego, California 92104, Simon Casady, 6924 Caminito Pacheco, San Diego, California 92111, Florence M. Vermilyea, 3526 Park Boulevard, Number 7B, San Diego, California 92103; Marguerite E. Schwarzman, 1855 Lyndon Road, San Diego, California 92103; Leo P. Mulcahy, Sr., 3883 Forth-seventy Street, San Diego, California 92105, Alberto R. Garcia, 2707 E. Beyer Boulevard, San Ysidro, California 92073; Lilia G. Lopez, 211 S. Pardee Street, San Diego, California 92113, Sonja R. Reid, 6132 Tooley Street, San Diego, California, Ken Msemaji, 5053 Churchward Street, San Diego, California 92113; and Vernon Sukumu, 5114 Bevner Court, San Diego, California 92105.

## INSTRUCTIONS

1. The circulator of this petition must be a registered voter. Failure to vote in the election for Governor cancels registration. If in doubt, call the Registrar of Voters (565-5800).
2. Signers must be registered voters in the City of San Diego, and the circulator must witness each signature. Get each signature as the person is registered: usually first name, middle initial, and last name. Women must sign their own given name. Eg. Jane D. Smith not Mrs. John Smith.
3. Use your ingenuity for places to gather signatures: special events, sidewalks, campuses, post offices, libraries, theater lines, parks or supermarkets. Walk the block near your home.
4. Get your signatures, as petition circulator, notarized at your bank, city clerk's office or at real estate offices.
5. Mail completed and notarized petitions to: COALITION FOR DIRECT DEMOCRACY, 2242 Morley St., San Diego, CA 92110

(714) 279-6084



CHARTER AMENDMENT FOR CITIZEN CONTROL OF CITY GOVERNMENT

NAME SIGNATURE AS REGISTERED	PRINT NAME	ADDRESS STREET & NUMBER -- ZIP	DATE OF SIGNING	PCT.
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**DECLARATION OF CIRCULATOR** (to be completed after above signatures have been obtained):  
I am registered to vote in the County (or City and County) of \_\_\_\_\_. I circulated this petition between the dates of \_\_\_\_\_ and \_\_\_\_\_, inclusive. Each of the signatures to this petition was signed in my presence. Each signature of this petition is, to the best of my knowledge and belief, the genuine signature of the person whose name it purports to be. I circulated the petition in the above County (or City and County) and no other. I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE AS REGISTERED	DATE	PRINT YOUR NAME
ADDRESS AS REGISTERED	CITY	ZIP



# Weber Case: Threat to Affirmative Action

The case of *WEBER vs. KAISER ALUMINUM AND UNITED STEELWORKERS OF AMERICA* is now before the Supreme Court. At issue is an on-the-job training program for skilled jobs at Kaiser Aluminum. The program was negotiated by United Steelworkers in 1974 and covers all Kaiser plants.

Before this program, Blacks and women were effectively excluded from skilled jobs by Kaiser's requirement that craft workers have many years of prior experience.

Under the plan, half of all trainee positions would go to minorities or women until a goal was reached on the proportion of minority workers in the area of each plant. Kaiser's Gramercy, Louisiana, plant had one of the highest goals—39 percent. At all plants the goal for women was 5 percent of the skilled jobs.

Brian Weber, a white male worker at Kaiser Gramercy sued to overturn the plan. He said it was "reverse discrimination."

A federal district court and the Fifth Circuit Court of Appeals have ruled in Weber's favor. If upheld by the Supreme Court, the *WEBER* ruling would be a devastating blow to equal rights for minorities and women in industry. It would prohibit unions from negotiating affirmative-action plans.

It would also nullify the affect of Executive Order 11246, the strongest affirmative-action order ever issued by the federal government.

## WHAT'S AT STAKE

Brian Weber's lawsuit against affirmative-action at Kaiser Aluminum is the most dangerous challenge today to equal job rights for all minorities and women.

By attacking the right of the United Steelworkers of America to negotiate an affirmative-action plan in its contract, Weber's suit is also an assault on the entire labor movement. It infringes on collective bargaining rights and seeks to block unions from representing their Black, Chicano, and women members.

Can Weber be defeated? If so, How?

The Fifth Circuit Court of appeals ruling in Weber's favor rested on the claim that Kaiser "never discriminated" against minorities or women.

For years the company kept its Louisiana plants segregated. It excluded Blacks from all of the more desirable jobs. It paid Blacks less than whites for doing the same work. Kaiser not only refused to train Black (or white) employees for skilled crafts positions, but it refused to hire experienced Black craft workers for these positions.

## A STRATEGY TO LOSE

But no testimony on Kaiser's record of discrimination was heard in the *WEBER* case. The only witnesses Kaiser called to "defend" the affirmative-action plan were two of its own personnel officers, who assured the court—naturally!—that the company never discriminated.

Kaiser's "defense" is designed to lose the case, which should come as no surprise. After all, the company fought against putting the affirmative-action training program into effect in the first place. It agreed to the plan only because of pressure from the union and federal civil rights laws. Weber has boasted that top company officials are secretly cheering for him.

If all the evidence is presented, the legal case against Weber is powerful; but the courts do not hand down rulings solely—or mainly—on legal grounds. They make political decisions.

The Civil Rights Act of 1964 was a product of a political struggle. The provisions of the law itself are contradictory. Their interpretation and enforcement has been determined by the political pressure exerted by the forces for and against minority and women's rights.

## 'GRIGGS' DECISION

The court's strongest ruling ever against job discrimination was issued in 1971, under the Nixon Administration, by Chief Justice Warren Burger. In the case of *GRIGGS vs. DUKE POWER COMPANY* the court unanimously declared that the civil rights law prohibits "not only overt discrimination but practices that are fair in form but discriminatory in operation."

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The *GRIGGS* decision obviously did not stem from good will on the part of the court or the Nixon administration. Rather, it was one aspect of the government's response to the ghetto uprisings of the 1960's, student protests, and a barrage of lawsuits and protests by Black and women workers.

In the past several years, the top court has been steadily whittling down this sweeping mandate for affirmative-action. In some cases it has ruled that the victims of racial or sexual oppression seeking legal redress must prove not only a pattern of discrimination but also "intent" to discriminate. The court has also upheld seniority systems that perpetuate the effects of past discrimination.

The most serious legal blow was the Supreme Court's *BAKKE* decision last summer, which legitimized the concept that affirmative-action is "reverse discrimination" against white males.

In making these rulings, as well as others restricting the rights of women, minorities, unionists, and workers in general, the Supreme Court is simply responding to the overall government and employer offensive against working people.

## EDUCATION

Of course, the movement to defend affirmative-action (and defeat Weber) has a long way to go before it can mobilize thousands of people. Right now the main job is education, and gathering support from any organizations willing to take a stand in defense of minority, women's and labor rights.

Many organizations are beginning to see the importance of defeating Weber. The National Organization for Women, at its October 1978 convention, voted to oppose the Weber decision and to file a court brief against Weber and to "immediately begin a national educational campaign." The National Association for the Advancement of Colored People (NAACP) has also announced plans to file the anti-Weber brief before the Supreme Court. The Coalition of Black Trade Unionists and the National Education Association have adopted anti-Weber resolutions.

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The key part of this campaign is education; and in doing this we must keep two things in mind.

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Now is the time for defenders of human rights to take the offensive back from the racists. We need to pound away at the facts and figures that show how anti-Black, anti-woman, and anti-Chicano discrimination today is getting worse in many respects. How the gap between minorities' and whites' income and employment is increasing. How the schools are becoming more segregated, and how this hurts all workers.

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All working people face these threats—from unemployment, inflation, unfair taxes, social service cutbacks, union-busting. But it is not the aspirations and demands of minorities and women that are responsible for the problems of white male workers. Minorities and women suffer the worst from these economic and social evils.

**The companies are the ones who profit from discrimination**—by paying less to minorities and women and keeping them in the worst jobs. They profit from keeping workers divided and thereby driving down wages and working conditions for all. They are the only ones who stand to gain by pushing Blacks, Chicanos, and women down even further.

## SOLIDARITY

If white workers are tricked into joining the attack on minorities, they will end up worse off than today, not better; because they will be making it impossible for working people to carry out a united fight to improve their conditions of life and work.

Growing numbers of unionists are coming to recognize that solidarity is the key to their own self-defense. Solidarity is not only respecting picket lines of other workers. Solidarity means that the unions must represent all their members. Solidarity means that when a section of workers has been victimized and oppressed, the unions stand up for them and put real muscle behind their demands. Only when the labor movement is united **in defense of genuine equality for the victims of discrimination** can it win full employment. Only then can it defend and win gains for all workers—Black, Chicano, white, men and women.

That's what Weber and his corporate backers are trying to prevent. And that's why Weber's suit is a dagger pointed at the heart of the union movement. Defeating Weber and turning back the offensive against affirmative-action will not be easy, but it can and must be done. The group of people who really benefit from such anti-minority, anti-woman, anti-labor attacks is very small. The forces that can be rallied to oppose them are very large, including the majority of white male workers once they know the facts and hear an explanation of what it really means for them.

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# LABOR-COMMUNITY AFFIRMATIVE ACTION TASK FORCE

c/o Reed • S.E.I.U. Local 535 • 732 F Street • San Diego, CA 92101 • Phone: 234-1995

March 19, 1979

## Coordinators

- Robert Ard, Pres., Southeast Interdenominational Ministerial Alliance
- Joe Alvarado, Business Manager, Laborers' International Union Local 89\*
- Ambrose Brodus, Vice Pres., San Diego Urban League
- Mark Friedman, member International Association of Machinists Local 685\*
- Pat Hrycyszyn, Pres., San Diego National Organization for Women
- Elizabeth Reed, Southern Calif. Vice Pres., Service Employees International Union Local 535
- Estelle Ricketson, Pres., San Diego Coalition of Labor Union Women

\* (Organizations listed for identification only)

For more information:  
Mark Friedman - 234-1995

## ~~FOR IMMEDIATE RELEASE:~~

A news conference and picket line called by the Labor/Community Affirmative Action Task Force against the Weber decision will be held Wed., March 28 at 12 noon at the Federal Building between Broadway and F on Front Street.

Speakers will include:

Ambrose Brodus, vice-president, Urban League; Estelle Ricketson, president, Coalition of Labor Union Women; Nick Hernandez, director, AFL-CIO Human Rights Dev. Institute; Pat Hrycyszyn, president, National Organization for Women; Elizabeth Reed, So. Ca. V.P., Local 535, Service Employees International Union; Ken Msemaji, NIA; representative from Action Interprises Development and others.

The Labor/Community Affirmative Action Task Force was founded March 10 by representatives of more than 30 labor and community organizations. It has taken on the task of mobilizing public opinion against the Weber decision.

The U.S. Supreme Court will hear oral arguments on March 28 in the case of Weber vs. Kaiser Aluminum and the United Steelworkers of America. A finding for Weber will be more destructive to affirmative action than the Bakke decision.



# press conference and picket line against the 'WEBER DECISION'

On March 28 the U.S. Supreme court will hear oral arguments in the case of WEBER VS. KAISER ALUMINUM AND UNITED STEEL-WORKERS OF AMERICA. Weber, a white male employee of Kaiser contends that he was a victim of "reverse discrimination," because of a special union-negotiated training program that sought to remedy years of discrimination against women and minorities. Minorities and women had previously been kept out of skilled trades. If the Supreme Court upholds Weber it will set the stage for the elimination of 30,000 affirmative action job and training programs across the country. It will also cripple the power of unions to represent their members at the bargaining table. It will set a precedent where any individual union member can break a union contract. THIS PRESS CONFERENCE AND INFORMATIONAL PICKET LINE WILL INITIATE A PUBLIC CAMPAIGN IN SAN DIEGO TO DEFEAT WEBER AND DEFEND AFFIRMATIVE ACTION.

**Federal Bldg. Broadway & Front**

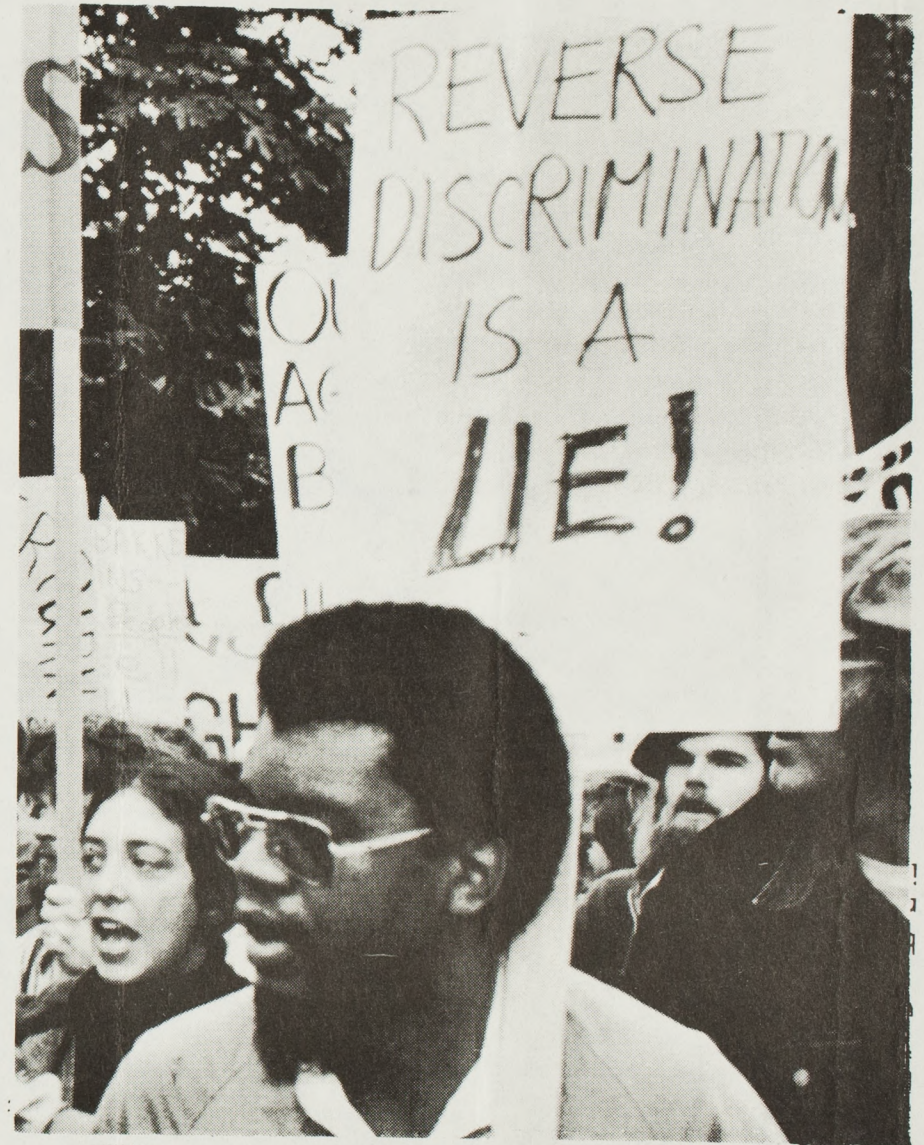
**Noon**

**Wed. March 28, 1979**

#### PRESS CONFERENCE SPEAKERS:

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Sponsored by:

LABOR/COMMUNITY AFFIRMATIVE ACTION TASK FORCE

c/o United Auto Workers - 2266 San Diego Ave. 1995  
San Diego, Ca. 92110-- 234-1995



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Dear Sisters and Brothers,

On March 10 the LABOR/COMMUNITY AFFIRMATIVE ACTION TASK FORCE was formed in San Diego. More than thirty labor unions and community organizations gathered to launch an educational campaign to alert labor, women's and civil rights organizations about a new threat to their rights. That threat is the Weber case now before the Supreme Court. This case threatens the existence of 30,000 affirmative action programs across the country. If the Supreme Court upholds Weber, it will be a tremendous setback for labor as well. It will set the precedent whereby any union member can sue and break a union contract-- thus taking away the collective bargaining power of the unions and their ability to represent their members.

Nationally, the AFL-CIO and organizations like the National Organization for Women (NOW) and the National Association for the Advancement of Colored People (NAACP) have filed friend of the court briefs against Weber and have launched an educational campaign to alert the country to this new threat to our rights.

The LCAATF voted on an action proposal and a statement of purpose. Both resolutions were passed unanimously. We made it clear that the sole focus and demands of the LCAATF are:  
DEFEAT WEBER! DEFEND AFFIRMATIVE ACTION!

The LCAATF voted to have as it's first activity a press conference and informational picket line at 12:00 (noon) on March 28 at the Federal Building, Broadway and Front St., downtown. This is the same day that the Supreme Court will be hearing the oral arguments on the Weber case. Enclosed you will find a leaflet announcing this event. Please speak to your co-workers and members of your union or organization about attending this important event.

We would also like to inform you and to invite your union/organization to send a representative to the open steering committee of the LCAATF. It will be held Monday, March 26, at 7:30 p.m. at the YWCA at 1012 C St., S.D. The meeting will discuss the upcoming press conference and informational picket line. We shall also discuss the April 29 mass, community/labor speak out, and other future activities.

Hope to see you at the steering committee meeting and at the press conference/picket line.

In Solidarity,

*Mark L. Friedman*

Mark L. Friedman  
for the coordinators





## SOUTHEAST INTERDENOMINATIONAL MINISTERIAL ALLIANCE

3032 53<sup>rd</sup> STREET • SAN DIEGO, CALIFORNIA 92105  
Telephones: (714) 264-7240...264-8880...231-7901

March 1979

Dear Sisters and Brothers,

The case of Weber Vs. Kaiser Aluminum and United Steelworkers of America is now before the Supreme Court. This case threatens the very existence of affirmative action programs for minorities and women in industry. In addition, it is an assault on the entire labor movement because it infringes on collective bargaining rights and seeks to block unions from representing their women and minority members.

Across the country, unions and organizations have decided to launch a campaign to defeat Weber. Some of these unions and groups are: United Steelworkers of America; National Education Association; United Mine Workers; United Farm Workers; United Electrical Workers; International Union of Electrical Workers; Oil, Chemical, and Atomic Workers; American Federation of State, County, and Municipal Employees; Coalition of Black Trade Unionists; National Organization for Women; and the National Association for the Advancement of Colored People.

In San Diego, we are initiating an educational campaign to alert the labor movement, civil rights and women's organizations to this new threat to minorities, women, and labor. We are discussing the idea of a Labor/Community speakout against the Weber decision and in defense of Affirmative Action. This would be a broad public meeting open to the active participation of anyone interested.

In order to help build such an authoritative meeting, we are establishing a Labor/Community Affirmative Action Task Force which is open to all and which will make the decisions regarding this speak-out and future activities. We want to take this opportunity to invite you, or a representative of your union/or organization to attend the first meeting of this task force. It will be held on Saturday, March 10, 1979 at 11:00 a.m. at the United Auto Workers Union hall, 2266 San Diego Avenue--San Diego.

If you would like to work with us in this educational campaign or want more information, please contact Mark Friedman at 234-1995.

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Alleyne - President.  
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Earl Davis Jr.  
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Many organizations are beginning to see the importance of defeating Weber. The National Organization for Women, at its October 1978 convention, voted to oppose the Weber decision and to file a court brief against Weber and to "immediately begin a national educational campaign." The National Association for the Advancement of Colored People (NAACP) has also announced plans to file the anti-Weber brief before the Supreme Court. The Coalition of Black Trade Unionists and the National Education Association have adopted anti-Weber resolutions.

While the *BAKKE* case was before the Supreme Court last spring, students took the lead in rallying opposition to Bakke, including a march of 10,000 in Washington. We must bring together the forces that defended affirmative-action against Bakke's challenge, and build on that. We can build bigger and broader actions that can make certain that the Supreme Court rules against Weber.

The key part of this campaign is education; and in doing this we must keep two things in mind.

First, the facts about Kaiser's discrimination should serve as the jumping-off point to refute the whole myth of "reverse discrimination." The amount of miseducation that must be overcome is staggering.

Now is the time for defenders of human rights to take the offensive back from the racists. We need to pound away at the facts and figures that show how anti-Black, anti-woman, and anti-Chicano discrimination today is getting worse in many respects. How the gap between minorities' and whites' income and employment is increasing. How the schools are becoming more segregated, and how this hurts all workers.

Second, the question must be squarely faced, does the call for affirmative action mean that white males have to give up something? Are white males being asked to sacrifice jobs or other gains in order to give minorities or women a fair chance? The answer is no. White male workers have nothing to lose and everything to gain by standing up for the rights of minorities and women.

All working people face these threats—from unemployment, inflation, unfair taxes, social service cutbacks, union-busting. But it is not the aspirations and demands of minorities and women that are responsible for the problems of white male workers. Minorities and women suffer the worst from these economic and social evils.

**The companies are the ones who profit from discrimination**—by paying less to minorities and women and keeping them in the worst jobs. They profit from keeping workers divided and thereby driving down wages and working conditions for all. They are the only ones who stand to gain by pushing Blacks, Chicanos, and women down even further.

## SOLIDARITY

If white workers are tricked into joining the attack on minorities, they will end up worse off than today, not better; because they will be making it impossible for working people to carry out a united fight to improve their conditions of life and work.

Growing numbers of unionists are coming to recognize that solidarity is the key to their own self-defense. Solidarity is not only respecting picket lines of other workers. Solidarity means that the unions must represent all their members. Solidarity means that when a section of workers has been victimized and oppressed, the unions stand up for them and put real muscle behind their demands. Only when the labor movement is united **in defense of genuine equality for the victims of discrimination** can it win full employment. Only then can it defend and win gains for all workers—Black, Chicano, white, men and women.

That's what Weber and his corporate backers are trying to prevent. And that's why Weber's suit is a dagger pointed at the heart of the union movement. Defeating Weber and turning back the offensive against affirmative-action will not be easy, but it can and must be done. The group of people who really benefit from such anti-minority, anti-woman, anti-labor attacks is very small. The forces that can be rallied to oppose them are very large, including the majority of white male workers once they know the facts and hear an explanation of what it really means for them.

Our task is to educate and organize working people to make sure that the Weber decision is overturned by the Supreme Court. We must mobilize support to insure that affirmative action programs are maintained and extended and we must combine this with the demand of jobs for all.

Typesetting and graphics donated by a member of San Diego Typographical Local 221.



# SOCIALIST WORKERS CAMPAIGN

Monday, March 26, 1979

FOR IMMEDIATE RELEASE  
Further Information:  
George Chomalou  
234-4630

## CHICANO, LABOR ACTIVIST TO RUN FOR MAYOR ON SOCIALIST TICKET

The San Diego Socialist Workers 79 Campaign Committee will formally announce the candidacy of Raul Gonzalez for Mayor of San Diego at a news conference at the campaign headquarters, 1053 15th Street, Thursday, March 29, at 11 AM.

Present at the news conference will be Gonzalez' campaign manager, George Chomalou, and Mr. Gonzalez.

Raul Gonzalez, 25, is an active member of International Association of Machinists and Aerospace Workers Local Lodge 685, in San Diego. He has been active in the Chicano, labor and socialist movements in the Southwest for several years.

The Socialist Workers Campaign Committee has participated in San Diego politics for many years. With this campaign, they are introducing a new element into the coming election. This will be the first time an active trade-unionist will campaign for the mayor's position.

The issues raised by the socialist candidate will range from inflation and the war budget, to the transit crisis in San Diego, to the situation faced by the Black and Chicano communities regarding school desegregation and bilingual, bicultural education, to the need for organized labor to break once and for all with the Democratic and Republican parties, and form a labor party, based on the trade unions and community organizations.

Mr. Gonzalez will be available for interviews immediately following the news conference.

-30-

1053 15th St., San Diego, CA 92101 Phone: (714) 234-4630

Campaign Chairperson: George Chomalou

Treasurer: Richard Lesnik



the I.A.M. Local

Union  
Pres.  
Charles  
Mandel  
298-9301

# 685 NEWS



PRODUCED BY THE EDUCATION COMMITTEE OF L.L. #685

## ELECTIONS

477-3749  
Fucy

From 2:00p.m. Tuesday, December 12, until 2:00a.m. Wednesday, December 13, the polls will be open for voting in our local's annual election. Members can vote at either the Pacific Highway hall or the Kearney Messa hall. It is hoped that a large number of you, the membership will get out to vote during the 12 hour period when the polls are open. Although many of the officers are running unopposed, there are several important contests for committee positions and the executive board.

In addition to the election--don't forget to attend the regular monthly union meeting!

### DECEMBER UNION MEETING SCHEDULE

First & Third Shift Meeting:

TUESDAY, DECEMBER 12  
7:30 p.m.

Second Shift Meeting:

WEDNESDAY, DECEMBER 13  
12:30 a.m.

The change in the 2nd shift meeting time is due to the holidays. There will be no meeting of the committeepersons in December.

## Short Changed Again!

In our latest cost-of-living increase which took effect Nov. 6, Solar short changed each of us 6 cents an hour. Six cents may not sound like much but, over the life of the contract, this amounts to over \$340 from each of us. The company justified this rip-off by claiming that the SPECIAL cost-of-living increase of 6 cents we got when we ratified the contract should be deducted from the 20 cents an hour we were due to receive on Nov. 6.

Solar's maneuvering on this one does the old bait-and-switch advertising con one better. The company offered us a special increase of 6¢ an hour to make up for the cost of Kaiser medical insurance which some of our members are now forced to pay. Our negotiating team had made it clear that we would not buy a contract which required our members to pay for any part of our medical coverage. As a compromise, the company offered the special 6¢ cost-of-living increase to make up for the cost of paying for the Kaiser coverage. Now that the contract has been signed, Solar is claiming that the 6¢ wasn't a special increase--only an early increase.

At this time the union has filed a grievance on behalf of the entire membership. The union requested that the matter go directly to arbitration.

(continued on the back page)

## WARNING!

At the most recent California Conference of Machinists, delegates were warned of a very scary plan by some of the anti-labor forces in this state. The plan is a ballot initiative which would eliminate state unemployment compensation and state disability insurance.

For people who make a living by working, being laid-off or disabled can be a serious problem. Without unemployment compensation and disability insurance, lay-offs and disability could mean disaster instead of belt-tightening. Both of these programs are positive reforms which working people in this country won during the depression years of the 1930's. Without unemployment insurance, a period of high unemployment could easily find working people in situations like the 30's when millions lost homes, were kicked out of rentals, and had to rely on soup lines to eat. We must not let this happen.

The anti-labor forces hope to pull off this monstrous attack on working people by playing on the opposition to high taxes which is sweeping California and the country. They plan to sell the initiative by emphasising the elimination of payroll taxes for disability insurance. Additionally, the initiative would require employers to pay a one-time wage increase equal to the employer's payment to the unemployment insurance. That bait may sound good, but, PLEASE DON'T BE FOOLED! Working people, all of us, would be harmed by this initiative.

Right off the top this initiative would rip us off in several ways.

1) Inflation, which is not about to stop, causes the company's contribution to unemployment insurance

(continued on the back page)



## SHORT CHANGED AGAIN!

However, so far, the company has refused to co-operate in this move to speed up the grievance. It is difficult to know for sure why the company is delaying things. Some people think that Solar just wants to keep our money as long as possible. Others suggest that Solar wants to find out as much as possible about the union's evidence so the company can come up with some defense of their rip-off.

Many union members can not understand why Solar would pull this sort of stunt. Perhaps this should serve to remind us just how much we need a union to protect us from a company which seems to prefer finding ways to rip us off instead of finding ways to treat us right.

## Affirmative Action

(article submitted by Mark Friedman)

WEBER vs. KAISER ALUMINUM and UNITED STEELWORKERS is shaping up as the biggest court battle yet over equal rights for Blacks, minorities, and women. The Weber case challenges the right of unions to negotiate affirmative action programs to overcome employer discrimination in hiring and advancement.

At issue is an on the job training program for skilled jobs at Kaiser plants. Under the plan, half the trainees would be minorities and women in order to help overcome years of race and sex discrimination. Brian Weber, a white male worker, sued to overturn the plan, charging "reverse discrimination."

The local court ruled in favor of Weber, but the decision has been appealed. If upheld by higher courts, the Weber ruling would devastate affirmative action programs in industry. This case is all the more upsetting because if up-held, the ruling seriously limits the right of unions to negotiate programs which the union believes are needed to fight discrimination.

Nationally, unions--especially the United Steelworkers of America--and civil rights groups have taken the lead in organizing opposition to the Weber ruling. They recognize the need for affirmative action programs to make up for past discrimination and prevent future discrimination.

Locally, our union has recognized the importance of this case and the need to defend the rights of the most oppressed in order to preserve and strengthen the union. The Weber ruling is an attack on the entire labor movement. AN INJURY TO ONE IS AN INJURY TO ALL. Our local has passed a resolution opposing the Weber decision and is now "investigating the possibility of organizing public protests with other IAM locals, the Central Labor Council, community groups, and women's organizations." Union members interested in helping with this task should contact Mark Friedman at 234-1995.

## WARNING!

to rise regularly. Under this initiative we would never get a thing as the cost-of-living goes up.

2) In times of lay-offs, companies are required to pay a substantial portion of the money we receive in weekly unemployment benefits. Under this initiative the companies would pocket this money and we would never see a penny of it.

3) The requirement that companies pay a part of our unemployment benefits tends to discourage companies from laying-off workers. Eliminating the company obligation to pay part of the unemployment benefit would make laying-off workers an even more attractive way of cutting costs. Passing such an initiative would increase the danger of being laid-off.

In addition to these direct rip offs, this initiative would hold wages down while causing crime to rise. Right now a machinist laid-off by Solar is not likely to run out and take a job at minimum wage. If unemployment compensation were eliminated, non-union job shops could offer jobs at minimum wage and have laid-off workers fighting for the jobs. It is all too easy to imagine a place like Solar subcontracting out huge portions of their work and then sitting back laughing as the laid-off workers were forced by economic necessity to take jobs doing their old work at minimum wage. If that sounds far fetched, remember that you work for a company that will risk generating bad feelings in order to rip you off for 6¢. Imagine how thrilled they would be to get you working for minimum wage!

All in all, this initiative adds up to a nightmare for working people and a pipedream for companies. What makes it even more frightening is that, once on the ballot, corporate interests could afford to spend millions in advertising (mis-leading) and still laugh all the way to the bank. The best way to stop this brutal attack on all working people is to keep it off the ballot! **BE WARNED!** Don't sign any petition to put this criminal attack against our well being on the ballot.