

**S.E.I.U. LOCALS**

**250, 535 & 616**

**ON**

**STRIKE**

**AGAINST**

**ALAMEDA COUNTY**

From day one of the strike, at the sound of the bell  
You came out fighting, and gave 'em hell.  
You sacrificed sleep, home and pay  
You gave your all for fifty days.

"Bread and jobs, not crumbs and jail"  
United together, your strength did not fail.  
From dawn till dusk, carrying signs  
Then midnight sessions on I Walk the Lines.

Manning strike headquarters, answering phones  
Developing strategy and rarely getting home.  
With oratory and pen, leading rallies and clamor  
A day in Cooper's den, a night in the slammer.

In a trial by fire, a diamond in the rough  
You just got higher when the going got tough.  
Now this book records, chronologically,  
The history of the strike for all posterity.

*With love & respect,*

*Ellen & Kerry*

**\$7.6 Million in Raises**

# County's 'Last' Offer

# County Approves 'Last' Pay Offer

By GENE AYRES  
Times-Lex Writer

Alameda County supervisors today plan to give preliminary approval to a \$7.6 million package of county employee raises for next year.

That was the supervisors' last offer, made yesterday to the county's 4,000 workers, through employee bargaining in seven sets of contract negotiations.

The supervisors said they will ap-

prove the salary ordinance on first reading today, then give for approval, next Thursday, whether or not in agreement with the unions has been reached.

Meanwhile late yesterday afternoon, negotiators for Service Employees' International Union, Local 418, 250 and 330, representing about 7,000 workers, were putting together a counter offer to the supervisors' package.

"We will not accept the last offer," said Randall Prev, general manager of

3,000-member Local 418.

"I don't even want the cost of living."

Prev said the union would respond to the board before today's meeting.

"This forces us under great pressure to consider something that affects about 1,000 people," Prev said. "We've scheduled a ratification or a strike vote for Sunday at Fremont High School. I don't want much rather have it be a ratification vote." Prev said mass meetings of union workers will be at 1 and 4 p.m.

Alameda County has about 4,000 employees, with all but about 1,200 supervisory and professional workers covered in the labor contracts which expire June 30.

The supervisors contend they must give final approval to next year's salaries by next Thursday in order to have the state-required 30-day period elapse before the new salaries go into effect on July 1, the first day of the new fiscal year.

The state code does provide, however, that with a four-fifths majority vote, an "emergency" measure can be passed which goes into effect upon passage.

In its new \$7.6 million package, the county suggested that \$300,000 go to relieve manpower scheduling problems of the welfare and hospital departments.

Another suggestion was that \$900,000 of the money be used to increase by \$13.25 monthly, the county's contribution toward each employee's health and dental plans.

TRIBUNE - MAY 21, 1976

Alameda County supervisors today gave preliminary approval to a \$7.6 million package of salary raises for 3,900 county workers, using a formula that meant no raises at all for about 800 employees.

By a 5-0 vote the supervisors passed the salary ordinance on first reading, based on the last offer they made yesterday to unions taking part in seven sets of contract negotiations for the coming year.

TRIBUNE - MAY 21, 1976

local year.

Supervisors had hoped that package offer yesterday by \$2.3 million.

For about 4,000 county workers represented by Service Employees' International Union, Local 418, 250 and 330, the wage hikes averaged 3.7 per cent, according to county figures.

Those three unions had rejected but submitted a counter offer - signed by the supervisors - calling for wage hikes for their members of 1 per cent, or \$60 a month, whichever were greater.

One union spokesman today termed the supervisors' action on the ordinance "retrogressive."

Another, Randall Prev, general manager of the 3,000-member Local 418 said, union leaders will recommend rejection of the county offer at mass meetings of the union today at 1 p.m. and 4 p.m. on Sunday at Fremont High School in Oakland.

"We'll probably do the only thing we can do," he said, "vote with our hands to say the county for awhile."

Strike sanction for the three service unions this morning was released by the Alameda County Central Labor Council executive committee, into the hands of Labor Council Executive Secretary Richard Back Page, Col. 4

## County Offer Rejected

# June Strike Threat

Alameda County workers rejected a 1.5 per cent raise and threaten to strike sometime after June 1.

TRIBUNE - MAY 24, 1976

"We're giving the county 10 days to see if they really want to negotiate. If not, if they'll quit stonewalling and come up with a reasonable offer," said Owen Marmon, a spokesman for the unions.

Affected directly would be more than 8,000 hospital, welfare, professional and clerical employees represented by Locals 250, 330 and 418 of the Service Employees' International Union.

More than 2,000 union members met at Fremont High School yesterday and heard union leaders call for rejection of the offers. Union officials say \$2 per cent raises for the county.

A meeting is scheduled tonight for the 300 county crafts workers represented by the Alameda County Building and Construction Trades Council.

No meetings between county and union negotiators are scheduled. County Industrial Relations Director James Marshall met with union representatives yesterday morning and had no comment.

In a prepared statement, union leaders criticized the county for "misrepresentation" union demands to the press. "The total cost of our proposal, if extended countywide, would be about \$13 million," the statement said, "not the \$8 million the county alleges."

On Thursday, the board of supervisors will take its final vote on a \$7.6 million offer that would become law on July 1. Supervisors approved the measure on its first reading last Friday.

"We would hope that a strike can be avoided," said Marmon. "But the union hierarchy has overestimated the belief that they are not willing to accept the county's proposal and pump pumping offer."

Strike sanction for the three SEIU locals was released Friday by the Alameda County Central Labor Council Executive Secretary Richard Back Page.

Marmon predicted after yesterday's meeting other county unions will agree not to sign contracts until all unions have settled their disputes. He said support of the SEIU strike vote had been pledged by the Area Rapid Transit District, construction industry and Oakland city worker union leaders.

"The board of supervisors recognizes that many dedicated county employees are unhappy," said Marshall Griffin, county public information officer.

"The board only hopes, however, that further thought may bring a change of heart before a strike hurts everyone to the benefit of none," he said.

SEIU demands include a 10.5 per cent wage increase per month, fully paid health benefits covering dependents, "reasonable" welfare caseload standards, "human" scheduling of hospital night work shifts and continuing education opportunities for nurses not licensed vocational nurses.

The county offer specifies a 3.2 per cent pay increase, for wages of a joint retirement to finance scheduling and caseloads and a 10.5 additional county contribution to the health plan.

Union leaders say the union will not go the cost of coverage for dependents.

## Pay ordinance may prompt a county strike

By HARVEY MYMAN

A vote on Thursday by the Alameda County Board of Supervisors on a salary ordinance could touch off a strike by the county's 4,000 employees, as negotiators remain far apart on the major wage and benefit issues.

Members of Service Employees International Union, Locals 250, 330 and 418, representing approximately 6,000 clerks, welfare workers and nurses, voted this week to reject the offer by the supervisors, which has already passed its first formal reading.

The county's offer proposes a \$7.6 million package, with salary increases averaging 3.7 percent and an increase in health benefits.

Union officials, however, say the average, which includes no increases for some employees and 13 percent jumps for others, is actually 3.2 percent.

In any case, it falls far below the employee demands of 10.5 or 12 percent per month, fully paid health coverage and several other demands, including case loads for social workers, work schedules for county hospital employees and educational opportunities for nurses. The union projects the total cost at \$12 million, but county negotiators place the cost at \$8 million.

Although the union contract does not actually expire until June 1, the supervisors are supposed to approve the contract ordinance by this Thursday to meet the county's budget deadlines. The package, if it is approved, could still be amended.

The union has already received strike sanction from the county's central labor council.

There would be little direct impact of such a strike on the city of Berkeley, given that the county facilities here. Many city residents, however, are county employees or are recipients of welfare programs.

GAZETTE - MAY 25, 1976



# COUNTY SETS PAY UNIONS. WELL STRIKE

## Supervisor Vote Stirs Union Threat

By GENE ATYES and DEL LANE

The Alameda County Board of Supervisors adopted today a salary ordinance for the coming year containing raises averaging about 4 per cent for the county's 5,500 employees.

Declaring that the ordinance shows "blatant favoritism" towards higher-paid management workers, union leaders said it is unacceptable and will lead to a strike of county workers if not changed.

"Your decision to give management an average monthly increase of \$99 compared to \$28 for the low-paid folks is going to set this county on fire," John Bowers, chief negotiator for three Service Employees' International Union locals told the board.

The three locals, 614, 200 and 335, have in contract agreement with the county for the 5,500 workers they represent.

Earlier today the board rejected a new SEIU proposal which would have brought a 7.4 per cent wage-fringe package which unions say 5,500 management workers are getting, to SEIU workers as well.

The unions said that demand would cost \$2 to \$3 million more than the raises which are in the ordinance.

"We think we have found \$33 million

TRI-BUNE, MAY 27

squeezed away in Mr. County Administrator Loren Enoch's budget," Bowers said. He said the money is in the contingency and building funds.

Union leaders told the supervisors unless there is an agreement for their 5,500 members, picket lines will go up at midnight Tuesday at 85 county facilities.

No new talks were scheduled today between there is an agreement.

For SEIU employees, the county says the wage increases average 1.7 per cent. Unions contend it is only 1.2 per cent.

Today's ordinance did contain higher increases for other categories of worker, however. These raises were recommended in a survey conducted by the county's civil service commission, which determined median salaries paid in comparable jobs.

For about 1,200 managerial employees, the county says there will be salary increases of about 6.4 per cent with increased fringe benefits of about \$10 per year.

This ordinance also reflects a tentative negotiated settlement for 300 county craft workers, which discards an arrangement of about 20 years under which those workers have earned a parity amount based on private industry wages.

In recent years, those workers received 90 per cent of the wages in private industry.

But the county survey proposed increases for just 14 craft workers this year before negotiations two days ago brought a tentative agreement for slight increases for the other 800 workers. The settlement calls for a 1 per cent increase now and another 1 per cent after six months.

County officials say they must Tuesday meet at the Labor Temple in Oakland for a ratification vote on the agreement.

GAZETTE, MAY 28

By HARVEY MYMAN  
I-G Staff Writer

Approximately 5,500 Alameda County employees are set to go out on strike Wednesday in the wake of the board of supervisor's rejection of a compromise proposal before adoption of a salary ordinance.

The board yesterday approved the final reading and adoption of the ordinance with a 4.2 percent salary and fringe benefit package — with salaries averaging 3.7 percent — for clerks, welfare workers and hospital employees.

These employees, represented by Service Employees International Union, Locals 250, 335 and 616, presented a package shortly before the vote that totaled 7.4 percent, the same as is being given to manage-

ment employees, but it was rejected by the board.

The union negotiators had previously sought a seven percent salary hike, fully paid health benefits and several other demands involving case loads for welfare workers, work schedules for county hospital employees and educational opportunities for nurses.

The only change in the ordinance from the proposal approved at its first reading earlier this month was the inclusion for building trades employees of one percent in July and an additional one percent in January of next year.

While this proposal is reportedly acceptable to the approximately 400 craft workers, who were originally slated for no increase, they are ex-

pected to honor the picket lines of the SEIU employees, according to Edward Collins, assistant secretary of the county central labor council.

An additional 10 engineers and draftsmen are also expected to honor the lines, bringing the total of employees who would be out to nearly two-thirds of the county's total work force of 9,500 persons.

Although the contract does not actually expire until June 30, the county must approve the salary ordinance in advance because of budget requirements.

Strike sanction has already been granted to the union, but the Board of Supervisors could ostensibly amend the ordinance if a compromise is reached before the strike deadline at midnight Tuesday.

GAZETTE  
MAY 28, 1976

## County poised for big strike

## County Strike 'Likely'

TRI-BUNE, MAY 30

"I can't see any way to avoid it now," said a Jim Bowers, chief negotiator for Alameda County service employees, of the prospects Saturday night for a strike scheduled for 12:01 a.m. Wednesday.

Renewed "exploratory discussions," sought on Friday by Jim Marshall, chief county negotiator, never took place, and there were no joint talks on Saturday.

State conciliators were trying to set up more bargaining talks for today or tomorrow, but no plans for a meeting had been set.

Union members have scheduled a rally for 7 p.m. Tuesday at the Oakland Auditorium. Mr. Bowers said his negotiating team will meet just before then, to vote on what action to recommend.

They have already been authorized by the members to call a strike, he said, and the rally could be the forum for an announcement that the strike will go ahead as scheduled if no agreement is reached today, tomorrow or early Tuesday.

Union members were spending two days of the three-day Memorial Day weekend making strike preparations.

County officials said they are prepared to continue operating their 45 departments with 1,200 management employees and as many as the 5,500 union workers as choose to show up.

In their plans for a strike, officials of Service Employees' International Union Locals 614, 200 and 335 say they will place pickets at 85 facilities throughout

'Too Late'  
To Avert  
County Strike



# Vital count

## service

## per

### Midnight deadline on strike action

By JOHN ADAMS  
I-G Staff Writer

Many critical services such as welfare counseling will be cut off in Berkeley if the coalition of Service Employees Union strikes the county as scheduled at midnight tonight.

While more than 5,500 workers for Alameda County were scheduled to strike their jobs, the Alameda County Board of Supervisors was in constant session today attempting to avert the walkout.

Regular mail and phone services will be maintained at local welfare facilities but counseling (on an emergency basis only) will be referred to other offices if the strike occurs, as scheduled.

The threatened walkout is over pay issues, including a labor demand for a 7.5 percent increase for workers of Locals 250, 535 and 616 Service Employees International. Labor negotiators insist county pay increase already has been approved amount to only 3.3 percent while the county maintains it is 3.7 percent.

Purser used has resulted from pay hikes already granted to managerial employees in the county amounting to \$60 per month, compared to \$28 per month for other employees.

County spokesmen reveal that Alameda Sheriff's personnel will stay on the job. But other labor personnel are expected to honor the service employees picket lines, according to spokesmen from the Alameda County Central Labor Council.

Some 95 key facilities were expected to be picketed tomorrow throughout the county if the strike occurs.

Some accord appears to have been reached between the unions and the county on such critical matters as the delivery of welfare checks, emergency food facilities, health care, court trials and the impending election June 4.

Non-union help and managerial staff are expected to pitch in to insure a smooth election count if no settlement is reached by June 3.

Alameda County spokesman Martha Gordon said last morning that differences appear to amount to a 3.3 percent pay increase. Supervisors are confronted with the issue of where to get additional monies to meet this demand. One possibility appears to be the Santa Rita Capital Improvement Fund but Gordon stresses that this is a matter of priorities which must be decided by the supervisors who met throughout the morning.



Franklin photo by RICHARD

Union members check some of the 2,500 picket signs ready for threatened county strike

## County Strike 'Unavoidable'

By RICHARD PAOLI

The chief negotiator for 5,500 Alameda County employees threatening to strike at 12:01 a.m. Wednesday said last night it is too late to avert the walkout.

"There just is not enough time for the county supervisors to act to avert a strike—assuming they want to," said John Bowers, spokesman for the coalition of Service Employees International Unions Locals 250, 535 and 616.

The board of supervisors was to meet today at 9 a.m. behind closed doors for a briefing on the situation from James Marshall, chief labor negotiator for the county.

Last night, Marshall admitted having had "exploratory talks with some individual union members" yesterday. He declined to comment further about the informal discussions.

The union negotiators contend that the wage hike that the supervisors approved for their members is not enough (the county says the increase averages 3.7 per cent, while the unions argue it is only 3.3 per cent).

"What we are ready to settle for is about 7.8 per cent," said Bowers.

Union members are also angered over the pay hikes granted to the county's non-union managerial employees (they say it will give management an average monthly increase of \$80 compared with \$25 for other workers).

"The board claims there are austere times, but they want rights ahead and gave some substantial raises," Bowers added.

The union coalition represents hospital, clerical and social service workers, more than half of the county's 5,500 workers. About 2,000 other workers, represented by different unions, are expected to honor the service union's picket lines.

"We don't expect the Alameda County Sheriff's personnel to honor the lines, but all other union men and women will," said Ed Collins, assistant executive secretary-treasurer of the Alameda County Central Labor Council.

Some trade and crafts unions have tentatively accepted county pay packages for the next fiscal year. Formal ratification meetings are scheduled for tomorrow.

Service employees union members worked all weekend preparing for the strike. More than 2,500 picket signs and thousands of leaflets are stored in a downtown labor office.

Coordination for the threatened strike said pickets will be placed at the 95 separate county buildings and facilities.

The unions have agreed, however, to allow the county to continue to work in the event of an emergency.

Money to support the strike was raised at bake sales held during the past several months, said one union official.

## County's Strike Battle Plan Bared

By LARRY SPEARS  
and BENIE COX

Alameda County officials announced a plan this morning for coping with a strike by 5,500 county employees, which both sides say seems certain to start at 12:01 a.m. tomorrow.

Meanwhile, union leaders prepared an agenda for a 7 p.m. talk at the Oakland Auditorium.

The negotiating committee for three locals of the Service Employees' International Union is scheduled to meet just prior to the rally to decide what action to recommend.

This morning, County Administrator Loren Enoch said medical emergencies will be handled "without interruption" at the county's Highland and Fremont hospitals.

Deputy sheriffs will keep public access open to county facilities, he said. Other groups in the plan:

- County hospitals will reduce the numbers of patients by discharging or transferring as many as can safely leave. Priority will be given to patients who cannot be transferred, to emergency drop-ins, isolation patients and other urgent cases, and to maintaining dietary care, the pharmacy, laboratories and X-ray facilities.

- Hospital facilities for stream and low priority medical care will be closed.

- Enoch said unions had agreed to allow their members to cross picket lines to maintain emergency medical care. Hospital supplies have been stored.

- At facilities, clinics, the Santa Rita alcohol program, methadone maintenance clinic and emergency community health services will be kept open.

- Welfare offices will remain open at North Oakland, Hayward, Oakland (downtown), Long Street and Fruitland. The Berkeley and Fremont offices will be closed, but management staff members made will handle phone calls.

- Food stamp purchases will continue at the regular outlets.

- Welfare checks are expected to be sent without delay.

- Priority will be given to low welfare benefits, emergency and authorized referrals. Minor changes in eligibility will have lower priority.

- Management personnel will try to pay payment for discontinued cases. Failure to stop the cases could cost the county \$100,000 in erroneous payments during the first month of a strike.

- The auditor's office will continue to process the payroll for work completed before the strike but not the unions to cooperate with the June 4 primary elections but had received no response.

- The union and the board's agreement, for all several million dollars spent, according to board chairman Fred F. Cooper.

- Enoch wants the management that has not been a threat for strike he said. James Marshall, the county's chief labor negotiator.



COUNTY EXECUTIVE LOREN ENOCH  
June 9 voting plans

# COUNTY STRIKE IS ON; PICKETS AT HOSPITALS

## County Strike Hits Courts, Hospitals

Striking Alameda County employees have forced a curtailment of county hospital operations, hampered courts and slowed or closed some other county operations.

But most county facilities continued to function.

The strike started at 12:01 a.m.

Roughly three-fourths of 5,000 county employees in the three striking unions left their jobs, said a union official.

"That is a rough estimate," said strike coordinator Shirley Campbell. "Our communications were disrupted for three hours this morning because our phones mysteriously went out of order."

County officials said between 2,800 and 2,900 of the county's 9,500 workers are absent.

More on Strike, Page 3

Groups of a dozen pickets each appeared immediately at county hospitals — Highland in Oakland and Fairmount in San Leandro — and at Santa Rita Rehabilitation Center.

Later in the morning, hundreds more formed lines at county facilities.

At a strike rally last night, cheering union members were told Teamsters Union delivery drivers would not cross their lines.

The walkout involves county clerical, hospital and social workers, members of Local 10, 290 and 332 of the Service Employees International Union (SEIU).

The strike was called after talks between the county and union negotiators failed over pay demands.

The picketing was "beautiful" to chief union negotiator John Bowers.

"We really do believe it is the wrong time" for a strike, Mr. Bowers conceded. He blamed the timing on the position taken by supervisors.

At Highland Hospital, 20 of 30 nurses reported for an 11 p.m. shift. Seven of 30 nurses were absent at Fairmount Hospital.

The Highland staff moved 30 acutely ill patients to other hospitals yesterday, leaving 120 patients in the care of doctors and monitoring staff members. Hospital officials said 13 more patients would be transferred today.

Some of 160 patients was transferred from Fairmount.

The strike created immediate havoc in the Alameda County superior court, so Presiding Judge Robert R. Barber asked supervisors to provide emergency replacements to relieve clerks and others qualified for the jobs could be hired to keep courts in operation.

Only 26 of 110 clerks appeared in court this morning despite Judge Barber's order, backed by the threat of contempt citations, that all stay in their jobs.

Judge Barber's own regular clerk was absent.

He was able to assign only five of eight jury trials and two of eight jury trials.

Some jurors announced they would not attend pickup lines to sit at trials, union officials said.

A judge told one clerk to go home from work after she was threatened by a picket, a court spokesman said.

Frank M. Krause, county tax collector, said only 3 of 47 employees in his office were absent, but they all were with the inheritance tax division.

Mr. Krause canceled inheritance tax, appointments and probate job openings until the end of the strike.

Five clerks from the 15 departments of the Oakland Municipal Court walked out. Presiding Judge Howard Schwartz said they were not covered by Judge Barber's order. Remaining clerks increased their work loads to keep all courts operating.

There was no disruption of operations at Santa Rita, although a half-dozen pickets appeared at the main gate. The Livermore-Pleasanton Municipal Court and the county health care center on Hayward Road in Pleasanton functioned normally.

Less than half of 32 employees showed up for work at the county's criminal identification agency, which serves all local police agencies.

At the strike headquarters at 18th and Jefferson streets, workers prepared signs and lunches for pickets. Some union members came off the early-morning lines to nap on cots in the headquarters.

The unions have divided the county into eight areas to organize picketing.

A wide range of Alameda County professional and trades groups rallied last night to support the strikers.

Pledges of moral, physical and financial help from Teamsters Local 70, the county public defender's office and a group of Highland physicians came during a raucous organizational meeting of about 2,000 of the county's strike-bound employees at the Oakland Auditorium.

News of the support brought cheers and standing ovations from the crowd of disgruntled clerical, hospital and social workers who repeatedly chanted their vow to "shut down" the county before the strike's end.

As the workers met, members of the county's Building and Trades Council voted to accept a pay raise offer from the county, which calls for a 2 per cent increase over a year. The 300-member craft workers group has a no-strike policy, so members were told they may use their own judgment in dealing with picket lines at various county facilities.

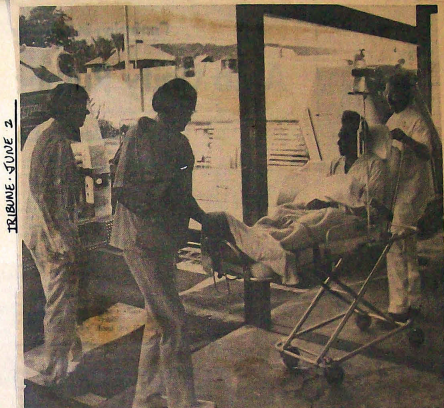
"It's your responsibility to set up picket lines and keep them there," Jim Mullis of the Teamsters local told last night's meeting. "I cannot speak for other locals, but Local 70 will respect your pickets. Our union has a history of respecting strikes."

Ed Collins, assistant executive secretary-treasurer of the Alameda County Public Defender's Office, said this morning picket lines would be honored by about 50 county engineers.

The engineers, he said, are members of Local 21, International Federation of Professional and Technical Engineers.

Mr. Collins said he had been assured all Teamsters Union locals would honor the lines. This would include Local 70, large, general union, and strikers, specialists, health care, vending machine and newspaper drivers and for chauffeurs.

Jack Davies, said Mr. Collins, will pick up and deliver emergency vehicles and persons when transportation is required in emergencies.



A Highland Hospital patient is loaded into ambulance for transfer to another hospital

Promises of financial contributions to the county workers' strike fund were relayed in memos to the workers' meeting from the public defender's office and a Highland doctors' group.

The public defenders, who recently won a 10 per cent pay increase, pledged to donate the increase proceeds to the emergency fund "for as long as the strike lasts."

The Highland physicians said they, too, would give 1 per cent of their salaries to the fund and told the strikers they had "just demands..." We doctors place the responsibility for the strike on the board of supervisors, not the unions!"

Dave Krauser, general manager of Local 316 of the county hotel workers, told the meeting talks about picketing BART and AC transit are being conducted between the strike committee and the Central Labor Council of Alameda County.

He urged pickets to discourage other union workers from crossing picket lines told to let the public pass freely.

"Don't keep the public out of county buildings," he said. "We want the public to demand the service you provide."

## Strike at a Glance

Here are the unions in the Alameda County employees strike.

most employees.

The board of supervisors has adopted a tax surcharge which is said to pay union members an average of 13 per cent more in addition to \$13 a month in increased fringe benefits.



# Letters to the Editor

## The Wage Controversy

EDITOR: In a May 25 letter to the Editor, county employee Betty Shields labeled her fellow employees "indulgent and childlike" in our demands for more than a 1-1/2 percent wage increase. While implying that we have not worked as hard as she has, she portrays herself as a longtime employee who is now willing to trade her belt along with other county taxpayers.

Shields overviews the tax drain that has resulted from the recent salary ordinance giving 1,231 management personnel an average monthly wage increase of \$88.39.

If she does not perceive this to be a tax burden, perhaps she will at least question the need for 1,231 managers to receive more than 3,384 employees represented by the Service Employees International Union. Who has been offered an average salary increase of \$2.75?

If Shields has been around as long as she says she has, she should worry more about opening up her mouth and less about tightening her belt.

**LYDIA LAVAGETTO,**  
Oakland.

(Editor's Note: \$324 check for \$394. Editor does seem a bit too hearty.)

EDITOR: I applaud Betty Shields' May 25 letter to you in which she, as a long-time employee of Alameda County, stated that as a person who has paid taxes, she or she should work harder and be promoted.

Because the basic work ethic, growth of our nation, has always advocated personal rewards in proportion to one's contribution to his job and his community.

With the advent of the ever-growing power of labor unions, this vital ethic seems to have changed drastically. The county, it now seems, owns union members, a living.

**OLIVER M. STAFFORD,**  
Orinda.

(Editor's Note: We would imagine the county does own union members a living.)

EDITOR: Re the two letters you published concerning the county strike. I canvassed many of my acquaintances, most of whom are former county employees, and it was unanimously agreed that Betty Shields is correct in stating that the County of Alameda is

inflicting a great employer and that the employees who are threatening to strike should not "bite the hand that feeds them."

Actually, the general public is not upset about civil service wages. It is venting their feelings toward unions and many are telling their elected officials not to be intimidated any more.

**A. P. LERONE,**  
Oakland.

(Editor's Note: Lerone is a retired county employee after 47 years' service and former wages and hours committee chairman.)

EDITOR: In response to Sharon Taylor's remarks (Letters, May 29) about me, I would like the opportunity to correct her statements.

My raise in the current salary ordinance is 4 per cent, not 10 per cent. The management package is not \$1,500 and covers our dental, health plan coverage, and little else. Nonmanagement receives free dental coverage and a portion of medical. I feel I have achieved my position in management always doing my best on a job, by my loyalty, and by always remembering that the taxpayers pay my salary.

**BETTY SHIELDS,**  
Castro Valley.

(Editor's Note: Anyone who remembers the taxpayer can't be all bad.)

## Bread & jobs, not crumbs & jails

The Alameda County Board of Supervisors, following the scenario of the counterparts in San Francisco and New York, are trying to make public employees the scapegoats for Alameda County's financial problems.

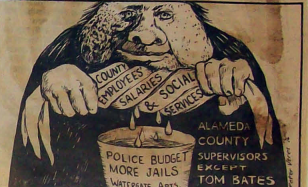
In current negotiations with County employees, the Board of Supervisors has used some familiar tactics: mislead, distorted statistics about employee wage levels, stonewalled union negotiations for one month, bought out the union's proposal only after a large union demonstration, and then unilaterally passed a salary ordinance with dozens of different raises ranging from 0-13% and averaging 3.2% for rank-and-file employees. County employees have rejected these tactics and voted to strike.

While it seeks to blame public employees for causing property tax increases, the Board plans to spend more than \$100 million over the next few years (without voter approval) for pre-trial detention facilities and correctional programs.

Alameda County has the highest unemployment rate in California. Yet the Board uses "science" to justify giving the largest increase in its \$533 million budget to law enforcement departments. At the same time, hospitals, police offices, and libraries remain underfunded and their services are being quietly trimmed.

While it increases property tax assessments to homeowners by an average of 12%, Alameda County grants the Western Association of Public Administrators an \$26 million assessment. The shrill nationwide chorus against public employees and their unions is brought used to cover up the real sources of the financial crisis in government. To maintain the economic stability of corporations and businesses, and to protect their interests at home and abroad, working people are being taxed more and provided with less education and schools are being cut back in favor of B-1 bombers and jails.

The Alameda County Board of Supervisors would rather join the clown than fight.



## Alameda County Strike Hits Social Services

By Ed Doversky and John Henswells

The first major strike by Alameda County employees thumped health and welfare facilities hard yesterday but left substantial services at most other county centers.

Some 3000 office, hospital and welfare workers—about one-third of the county work force—struck to demand raises more than double the 1975 per cent average granted by the Board of Supervisors.

Picketing at the 95 county buildings had a heady first-day joviality to it that gave a good-natured ring to the strike. "We're 'scab' at workers crossing the lines," County Administrator Loren Enoch said after two-thirds of the nursing staff of Highland Hospital was absent, as were 1300 of the 1900 social services department employees.

Clerks, dietary and public health employees called by phone to bolster the hospital's emergency staff.

The hospital continued to release or transfer patients, cutting to a total from 144 to 100. "We're under the gun," said one of the remaining patients at Highland. "One of the 56 who is in the intensive care unit is a 'day-today' matter."

Enoch said that this has led to close three mental health institutions in Oakland that it had hoped to keep open for a total of two months.

son John Murky and Joseph Bort, who are seeking reelection next Tuesday.

"Murphy and Bort are making points off our backs," he said.

Strike leaders said they are willing to meet with any county negotiator, not just the Board of Supervisors, as was reported yesterday.

Sherriff's deputies, who have approved a seven per cent wage offer from the supervisors, were put on 12-hour shifts for the duration of the strike to help maintain order and public access at the county buildings.

Pickets were urging the public to enter buildings and demand the services their taxes are supporting.

County officials said that the varied raises granted to different bargaining units attempted to give each group four per cent above the average rise surveys of other large government agencies.

The rates range as high as 13 per cent for some of the six strikers as low as 1.5 per cent for the public block, the 800 welfare eligibility technicians.

Professional and clerical workers, who are not members of the Service Employees International Union, got raises of exactly 13 per cent and 15 per cent respectively.

The craft workers, who were about 16 per cent above average, according to county officials, voted Tuesday night to accept the small raise and a moratorium, effectively for now, on any further raises.

## Stepped-Up County Picketing Threatened

By BICK MALASPINA and LARRY SPIARS

Stepped-up picketing of county facilities was threatened last night as striking Alameda County employees increased pressure on county hospitals, courts and social services.

Yesterday, pickets blocked an on-call flood control and storm drain project in Union City. Privately contracted construction workers and Teamsters Union drivers refused to cross the lines set up at the Whipple Road site by about 30 county employees.

"The project was shut down and it will stay down," said Owen Martin, general manager of Locel 68, one of three striking locals of the Service Employees International Union (SEIU).

"Our strike committee is taking under consideration escalating the tactic of sit-downs," he said. "Mr. Martin told the Tribune last night.

These other developments occurred in the without-strike sit-in at the county court. The board of supervisors authorized the emergency hiring of temporary security court clerks to fill vacancies left by striking clerks on the county's staff of 22.

• The county asked the striking locals to provide emergency services to operating nursing homes for Highland General Hospital.

• A strike coordinator disrupted counts by County Administrator Loren Enoch that the strike was "fairly small" and that county employees, except for a small number, came to work in larger numbers yesterday than at the first day.

Picketing had an indirect but strong effect on private construction on the county. Yesterday, work was reduced to about 50 percent at a \$4.5 million school center expansion project in Castro Valley and at a \$1.5 million school because county building inspectors did not show up to approve the construction.

The supervisors' unanimous action providing already overloaded courts with clerical help was taken after the county agreed to about the vote outcome.

The supervisors' unanimous action providing already overloaded courts with clerical help was taken after the county agreed to about the vote outcome.

The call for emergency help came as strike headquarters about 6 p.m. Highland Hospital Administrator Lawrence Hahn explained that the nurses were turned on a standby basis to fill in for nurses tied up as emergency support.

The union provided phone numbers of two nurses willing to assist, but the hospital phoned later to say the nurses were not required.

"I don't think that's" said strike coordinator Shirley Campbell in response to Hahn's SEIU's comments that the hospital phoned absenteeism apparently declined yesterday.

"It seems that just when things look like they're going to escalate, management starts rounding up positive figures and says things are getting better," said a county spokesman who has helped organize other SEIU strikes throughout the state.

Mr. Enoch maintained the strike will not affect vital counting in next Tuesday's primary election, but he acknowledged there is "high absenteeism" in the county's daily social services programs, the nerve center of the vote tabulation process.

Campbell said strike leaders plan a news conference "sometime before next Tuesday" to announce "what we're going to do about the vote counting."

She refused to elaborate.

In discussing strike-related problems, Mr. Enoch said Highland Hospital is not a strike-related facility.

About two-thirds of the hospital's 60 nurses are on strike, and an entire shift of 40 nurses, who are not on strike, is at the hospital for a swing shift. Attendance, noon, dietary, housekeeping and x-ray staffs also are down.

Mr. Campbell said Teamsters drivers who pick up garbage and drive food boxes to hospitals and health centers are not on strike. They are however, picket lines, and vehicles are subject to civil disobedience. They are allowed to pass picket lines.

EAST BAY VOICE - JUNE, 1976

# EDITORIAL



## Public Employees Imperiled

*"They are not strikes against the people who now pay most of the taxes and are rewarded with inadequate services."*

Across the country, state and local governments are busily cutting back social services and public jobs, and refusing wage increases for public workers, all in the name of financial necessity. In response, public workers are going on strike.

In Alameda County, welfare, hospital and other service workers struck on June 2 for adequate pay increases and an improved workload. In Oakland, city workers have received the Central Labor Council's sanction for a possible strike for better wages this summer.

The outcome of these strikes is crucial, because they raise basic questions of whose interests local governments will serve. The financial crisis faced by local governments is real, but its impact is shaped by distorted priorities that affect the way the money local government does have is raised and spent.

In both Oakland and Alameda County, big corporate interests get off with relatively low taxes, while city and county officials complain about the lack of money. In Oakland, the biggest offender is the Port of Oakland, which reaps several million dollars in profits every year, pays insignificant city taxes, and owes the city several million dollars. In Alameda County, property taxes are rising for small homeowners, while big properties like the \$26 million Watergate apartment complex see their taxes reduced.

The same bias operates when it comes to spending local money. The county can find over \$100 million to build new jails and courthouses, but only \$2 million for new health care centers and nothing for decent wage increases for low-paid service workers. The City of Oakland spends the biggest part of its budget on police, including tens of thousands of dollars for its helicopter program, but it can't find the money to keep several hundred city workers from joining the unemployment lines.

The economic problems of local government cannot be solved at the local level. In the long run, making enough money available to provide adequate local services and decent wages for public workers means changing the way money is gathered and spent at the national level—creating an equitable tax system, cutting military spending, and developing a massive program for full employment. But in the meantime, campaigns to turn local government priorities around can make a difference. For all of us, by shifting local spending toward improved social services, and by forcing corporate interests to pay their share of local costs.

This is what the strikes of county and city workers have been about. They are not strikes against the people who now pay most of the taxes and are rewarded with inadequate services. If their demands for decent pay and a reasonable workload are won, the result will be to improve the quality of social services in the Bay Area.

## Alameda supervisors' side of strike by county workers



Alameda County workers on the picket line

By Fred F. Cooper

HOW much is a fair wage, and what constitutes proper working conditions?

Alameda County Supervisors, as concerned employers and responsible public representatives, started with the mandated County Charter requirement to provide "prevailing wages" and then went one step beyond.

The salary ordinance adopted May 20 puts all non-management workers at least four per cent above the median pay for comparable jobs in the Bay Area, as determined by a Civil Service Commission Salary Survey.

A similar survey of private employment and public jurisdictions for management workers resulted in an ordinance putting those employees at least two per cent above prevailing Bay Area pay.

Survey results showed that Service Employees International Union S.E.I.U. employees—about 6,000 of the county's 8,000 workers—were already slightly ahead of their Bay Area counterparts.

For the clerks, nurses, social workers and others represented by S.E.I.U., the average wage increase

Fred F. Cooper is chairman of the Alameda County Board of Supervisors. A graduate of the University of California, he is an attorney and has been a supervisor since 1971.



of 3.7 per cent puts them four per cent or more ahead of Bay Area averages.

For the roughly 1,200 management workers, salary survey results showed them about four per cent below the prevailing Bay Area rates. To catch up to a level of two per cent ahead of Bay Area pay, management was granted a 6.4 per cent pay increase.

In addition to wages, fringe benefit increases amount to an additional \$13.20 monthly for health and dental plans—both of which are competitive in the Bay Area.

For those who argue that management is getting more this year than rank and file, the answers are in the salary survey which shows the need to catch up.

Many overlook the fact that rank and file received 13 per cent last year while management got only seven per cent. S.E.I.U. did not complain then that its percent

increase should be lowered to coincide with management.

Because of lower increases to management last year, a number of rank and file workers made more than their immediate bosses.

Little mention is made by the unions that they operate on a 37.5-hour work week while most other public jurisdictions still have the 40-hour week. The differences between the two, while seemingly slight, is a hefty 6.7 per cent margin.

The history of negotiations this year has shed some light on the current labor dispute.

1. On Feb. 5, a letter was sent to the S.E.I.U. telling them that the Board would have to adopt the salary ordinance on May 20. They were asked to come in early with this year's demands to meet the May 20 negotiating deadline.

2. On March 26, the S.E.I.U. brought in a demand package that would cost \$90 million countywide, requiring a tax rate increase of .0160. The county asked that the demands be reduced for a negotiating level.

3. On May 15, five days before the deadline, S.E.I.U. reduced its demands from \$90 million to \$56 million countywide. Again they were asked to come in with a manageable figure.

4. In an effort to get S.E.I.U. to reduce to a negotiating level, the county offered two per cent across the board, but the S.E.I.U. made no reduction.

5. Recognizing that the union could not get to negotiating really, the Board of Supervisors announced May 19 that a maximum of \$7.5 million would be available this year for wages and fringe benefits. Unions were given one day to indicate how the money should be spent. There was no response.

and file four per cent above the salary survey. Those already receiving six per cent above the hourly median did not receive a raise.

The union has complained about the cost of living, however. During the past ten years the Consumer Price Index rose 17 per cent, wages for county employees increased an average of 97 per cent.

Most years county employees received more than the cost of living, and never once did the union complain that wages should be pared down to meet the Consumer Price Index.

During the same 10-year period, fringe benefits increased 234 per cent.

The union has further complained that the county is planning to spend millions of dollars on jails and detention facilities, but those issues are irrelevant.

The county has made a fair offer and has never once asked the union to accept less than a fair offer.

The county regrets that many of its dedicated employees feel compelled to strike.

The hope is that eventually people will realize the fairness of the salary ordinance which places them four per cent above comparable pay throughout the Bay Area.



# COUNTY WORKERS ON STRIKE

GAZETTE, JUNE 2

## 'Emergency services to be kept operating'

EATRE



Photo by the HONORABLE DEER

TRIBUNE, JUNE 2

## 5500 County Workers Begin Alameda Strike

By Jackson Rannells

Alameda county government was struck early today by 5500 lower-paid clerical, hospital, professional and welfare workers.

County administrator Loren Enoch said emergency services and many others as possible will be kept open by non-striking workers.

The strike was formally declared at 6:00 p.m. yesterday by three locals of the Service Employees International Union. Picket lines went up at 12:01 a.m.

A rally of more than 2000 striking workers started during the evening at Oakland Municipal Auditorium, Theater, Tenth and Fallon streets. A band played, and sports were high.

The three union locals are protesting a 3.2 per cent raise granted by the Board of Supervisors last week and are demanding the 6.8 per cent raise granted to management employees.

Four attempts at negotiations over the holiday weekend failed to produce any compromise, according to Ed Collins, assistant secretary of the Alameda County Labor Council.

"The people are left with the same package they rejected with an 8.2 per cent vote two weeks ago," Collins said.

As in the San Francisco strike earlier this spring, the unions are seeking direct negotiations with the board of supervisors instead of a negotiator, James Marshall.

"We will have a strike until they are ready to meet with us," said union coordinator Shirley Campbell.

The union will provide workers for emergency services, she added.

County officials said they do not have the time budget to seek court orders against the agency.

Administrator Enoch said the sheriff's department will not be involved in the strike and will be used to ensure free public access to county buildings.

OAKLAND—About 5,500 clerical, hospital, professional and welfare workers struck a minute after midnight today against Alameda County over demands for higher pay.

At a rally last night, labor leaders called for a shutdown of the county's 96 facilities, although they are promised to provide workers for emergency services.

County Administrator Loren Enoch said supervisory employees and nonstriking workers will keep open emergency services and as many offices as possible.

He did not see a major disruption in public services, Enoch said at the news conference Tuesday. The news conference was held at this time will be causing picket lines.

But the strike by three locals of the Service Employees International

Union was expected to disrupt services at county facilities, including two hospitals—Fremont and Highland. The three today against Alameda County over demands for higher pay.

Emergency services at the hospital will remain open, and the county will either discharge or transfer other patients if there is inadequate care, Enoch said.

The unions have requested a 12.3 percent raise. The county has offered a 3.2 percent raise. Supervisors last week they are demanding a pay and fringe benefit package totaling 7.8 percent.

Ed Collins, assistant secretary of the Alameda County Labor Council, said four attempts at negotiations over the weekend failed to produce a compromise.

The people are left with the same package they rejected with an 8.2 percent vote two weeks ago," Collins said.

The labor council has said it expects virtually all union members, including county craft workers, to honor picket lines.

Union coordinator Shirley Campbell said the strike would go on until the supervisors are ready to meet directly with the union rather than sending their negotiator, James Marshall.

Supervisors Chairman Fred Marshall said the board would not consider a standstill number of union members to

## STRIKE

(Continued from Page 1)

crack picket lines. "These employees will be well-served by the county," he said.

County officials say welfare offices in Berkeley and Fremont will be closed. The county said that food stamps will be available at normal speeds.

Enoch said the county would avoid "walk and see" policy at the juvenile hall, emergency psychiatric clinic, the Santa Rita Alcoholism Center, the county mental health maintenance clinic and county emergency health services center.

The strike will not affect treatment of the garbage workers, not county services.

Both sides have said the Alameda County Board of Supervisors will be unaffected.

CHRONICLE, JUNE 2

County officials said the supervisors are not lower rates for other workers because wage surveys showed that they were being paid higher than the average for other workers.

Crafts workers were granted only 1.3 per cent raises.

The other four main count firefighters, professional employees, probation officers, employees and public defender. None of them has a contract for the next year.

Individual employees who do not cross the picket lines.

The public defender's office to challenge the county wage survey as a law suit.

Spokesman for the striking union said that a 6.8 per cent increase would give rates average for the county.

Approved by the Board of Supervisors averaged 6.8 per cent. The county has offered a 3.2 per cent raise, and the 400 deputy sheriffs, who are seven per cent.

## 7 Sets of Negotiations

## Issues in the County Strike

By GENE AYRES  
Tribune Labor Writer

Alameda County has about 9,000 employees, of whom about 1,500 are "management." The working conditions and salaries of the remaining 7,500 are covered in a series of understandings which are worked out in negotiations between representatives from the county and from those workers who are divided into seven bargaining units. These seven units are:

The largest bargaining unit is the institution formed by Lewis 100, 200 and 320 at the County Jail, and the State Prison. These two local unions represent more than 1,500 clerical and medical personnel who work there.

It is the SEIU members who work in clerical jobs throughout the county, including for all county departments. These two local unions represent more than 1,500 clerical and medical personnel who work there.

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In February, the county is a strike against the interest in their proposals to raise wages. The county is a strike against the interest in their proposals to raise wages. The county is a strike against the interest in their proposals to raise wages.

On April 1, the first meeting of the county's emergency services committee, which is composed of representatives of the county's emergency services committee, which is composed of representatives of the county's emergency services committee.

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such meetings occurred in mid-April, and after April 10 a series of sub-committee sessions took place to discuss working conditions, transfers, civil service rules, etc.

On April 12, John McCarthy, a state mediator, was called in. He delivered a county 2 per cent wage hike offer to the unions. The unions declined to respond.

The county announced a negotiating deadline of May 15, to which day officials said, the board of supervisors must take the first response to a wage survey initiative in order for it to go into effect by July 1.

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Sheriff's Association voted to accept the 7 per cent raise. The county county back with a new offer for all county employees. The county county back with a new offer for all county employees. The county county back with a new offer for all county employees.

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When the salary increase came up Thursday for its first session, the board of supervisors quickly adopted it, but not before rejecting still another SEIU proposal.

This was the third time the SEIU called for a 7.4 per cent package raise, identical with that the county offered to 1,500 management employees.

The county, pointing out that its survey had raised management workers to only 2.1 per cent above statewide averages, said the management hike was only 6.4 per cent plus plan plus cost of living.

Supplies, unions said, was 1.3 per cent with increased figures. The county county back with a new offer for all county employees. The county county back with a new offer for all county employees. The county county back with a new offer for all county employees.

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## Strike Slows Construction In County

By RICK MALASPINA and LARRY SPARS

Alameda County's public employees is holding up private construction as well as disrupting the county's hospitals, courts and other services.

As the strike enters its second day, some construction foremen said this morning county building inspectors are not arriving to approve work at private building projects.

As a result, they said, work has been reduced to "bite and piece" at a \$3.5 million shopping center expansion project in Castro Valley and two nearby subdivisions.

No negotiations are scheduled over

### More on Strike, Page 3

the striking union's demand for a 7 1/2 per cent increase in wages and fringe benefits.

The board of supervisors voted 3 to 1 this morning to give County Administrator Loren Enoch power to hire temporary personnel as necessary.

The daughter, Thomas Bates, first voted for the resolution and then changed his mind. The resolution calls for "bringing in scabs," Mr. Enoch said, demanding a report from Mr. Enoch on how the plan would be carried out.

Board chairman Fred Cooper told Mr. Bates, "We have no intention of just going out and hiring people to replace strikers."

Mr. Cooper said the majority intended that Mr. Enoch would find ways for jobs for which temporary help has been used traditionally or for emergency services.

Union strike coordinator Shirley Campbell said she was furious.

Yesterday afternoon, she said, two union representatives and members of Mr. Enoch's staff discussed the entire effort to provide emergency services "at my father's" requested by the county.

At the strike headquarters, the union leaders set up a 24-hour emergency phone line so the county can call for emergency help.

"We do not limit our offer," said Mr. Campbell. "We simply laid this out that we would provide services anywhere they feel they need an emergency. They indicated that this was fine."

Since the strike began, she said, the union has called the emergency line once, to call for a medical procedure.

Withing with Mr. Cooper were supervisors Jim Murphy and Joseph Holt.

"There is a limit to the help we can continue services without adequate

staff," Mr. Enoch said last night.

This morning, the county reported that 3,106 of 7,027 regularly assigned nonmanagement workers were absent yesterday at three levels of the Service Employees International Union (SEIU) employees the strike.

County officials had no estimate of how many normally would be ill or on vacation.

Of the county's 1,288 management employees, 67.6 per cent showed for work. Of 9,800 contract workers, 4,117 regularly work full-time.

Handed out so far are the county hospitals, municipal and superior courts and welfare offices.

Some of 30 nurses showed up yesterday for their 3:45-11:45 p.m. shift at the county's Highland Hospital. Hospital officials held other nurses over on 16-hour shifts.

Today, the hospital is keeping 30 nurses on duty for working hours on 12-hour shifts. The hospital has 31 patients, one third the normal figure, and 10 more will be transferred today, officials said.

Handed out, 36 of 50 showed up of the hospital's housekeeping, clinical and clerical staff members.

Assigned to 70 per cent of the staff is working at Fairmont Hospital in San Leandro, where administrators say "there is no real problem."

Mr. Enoch said the decision by Transwestern Local 70 drivers to honor strikers' pickets will cut back stocks of food and supplies at hospitals and detention facilities.

Garbage pickups by Transwest drivers have stopped at the hospital and Santa Rita Rehabilitation Center.

Two thirds of the county's computer capacity was lost to a network outage at 10 p.m. yesterday, creating a backlog of county paperwork. The computers still had not been repaired by midmorning today.

A separate, small computer broke down early this morning but was quickly repaired.

County officials said 100 litters have been displaced from electric typewriters in the welfare and probation offices and others are missing at the county's health finance office, both in Oakland.

Officials reported finding water in the bar tanks of the county water park behind the welfare office building at 401 Broadway, and pickets pointed an ear entering the same parking lot.

Mr. Campbell said picket lines will be set up at all county facilities on a selective and secret basis, hitting meetings in the morning and another in the afternoon, or possibly even forcing mass picket lines at one site.

The county has 55 facilities, a moving list of picket names 63.

Mr. Enoch said the county is not "intentionally" by legal action, although it is under consideration.

Mr. Campbell was concerned about the county's office of social services developing to guard picket lines and the oversight gap involved.

"When I showed up at one location there were 10 deputies and only one picket," she said.

Shirley Thomas L. Houston angrily refused to comment.

Heavy picketing at court buildings throughout the county kept 22 of 32 superior court clerks and 28 of 116 municipal court clerks away from courtrooms.

County Clerk Rene Davidson reported that 36 of his work force of 110 deputies came to work, and Registrar of Voters James A. Riggs said 49 of his staff were out.

Welfare offices in Berkeley and Fremont are closed to the public because of the strike. Also satisfied are the county's Crisis Intervention Service office and a 24-hour psychiatric unit at Highland Hospital.

The psychiatric patients were transferred to other facilities, along with 20 seriously ill Highland patients. There were no transfers from Fairmont Hospital.

In Hayward, pickets marched in front of the Hayward Hall of Justice, a \$12 million project under construction. Work continued at the site despite picketing.

Only a few county road department workers disrupted a picket line at the Hayward Turner Court corporation yard. But construction inspectors and grounds men who tend landscaping on county properties are not reporting to work, according to supervisors.

Picketed also have shown up at two water treatment plants operated by Sonoma of the Alameda County Water Conservation and Flood Control District in the Livermore Valley. The plants are being operated by supervisory personnel, and a two-week supply of chemicals is on hand.

No pickets have appeared at the county fairgrounds in Pleasanton, but fair manager Les Hall said work on four construction projects totaling \$200,000 could be hampered if employees of private contractors leave possible picket lines.

The missing ones were part of about 1,000 county employees who did not report over 195-73 wages offers.

County Clerk Rene Davidson reported a head count showed 36 of his staff of 116 deputies were present, missing 80 per cent of his force was out.

County Clerk Rene Davidson reported that the district attorney's office was operating at full strength, although the public defender had only 18 of his staff of 170 performing court functions.

Registrar James A. Riggs said more than half of his staff of 90 deputies were out preparing for Tuesday's primary election.

County administrator Andrew Schultz said all trials "are hurting."

Judges, short of help, kept their own minutes in some instances and contacted with court reporters to transcribe them for the clerk's report.

Presiding Judge Robert C. Barber found himself without a clerk despite a notice to "all employees of the county clerk's office" of their "duty and responsibilities under the contempt section of the Code of Civil Procedure to keep the court open for business."

The judges of the 17 departments operating, which were short 18 clerks one after 11th, asked the board of supervisors to enact emergency legislation creating extra court positions in an effort to encourage retired clerks to return for temporary duty.

Probate commissioner David Le had been handling the clerking and swearing of witnesses on the regular calendar of Judge John P. Sparrow. County treasurer Frank M. Arnesen announced that because the five members of his inheritance tax staff were absent their inability to process the filing of bank safety deposit books "was the end of the strike."

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## Negotiate With Unions, Judge Urges

By HAVLOCK HUNTER

A Superior Court judge who says he sympathizes with striking Alameda County workers is urging the board of supervisors to begin negotiating with the unions.

Superior Court Judge James J. Wilson went to strike headquarters yesterday, obtained a permit to pass through picket lines, and left this signed note in a bulletin board:

"I strongly support the right of public employees to organize and to engage in collective bargaining. I hope that this legislative session will pass that (this) legislative session."

"It also would urge the Alameda County Board of Supervisors to engage in meaningful negotiations toward a satisfactory settlement of your problems."

The strike by members of the Service Employees International Union has interrupted the already troublesome handling of civil and criminal cases in the county.

The immediate result of picketing around court buildings was a paucity of experienced court clerks.

Twenty-one of the staff of 17 regular superior court clerks failed to report yesterday. About 40 of the total staff of 116 in the six municipal court districts 77 reported for work.

The missing ones were part of about 1,000 county employees who did not report over 195-73 wages offers.

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### TRIBUNE, JUNE 3

## Supervisor Shifts His Office

By LARRY HUBMAN

Alameda County 36th District Supervisor Tim Bates yesterday moved his official county seat into Assemblyman Ken May's office at 1833 Broadway.

As for the duration of the county employee strike.

Bates, a candidate for Assemblyman May's 13th District seat, for which Assemblyman May is not seeking reelection. Assemblyman May has indicated that, which is opposed by law.

May's office is at 1833 Broadway, a few blocks from the county administration building.

"We're doing this because the staff has a philosophical problem with growing picket lines," Ken Kolinsky, Bates' administrative assistant, told the Tribune late yesterday.

"Some of us just don't believe in doing that. We're municipal employees, we're not on strike and we'll continue to do our jobs—but we'll do our jobs in a different way," said Bates.

Ken Meade has been kind enough, Kolinsky continued, "to allow us to find a new office space during the strike."

Kolinsky said Bates' staff is "conducting its normal business" and that Bates will continue to attend all public and executive sessions of the board of supervisors at the county administration building.

Bates was accused early of May by appointing Tim Bates of "support money" of public employees' union.

Bates had meetings in Assemblyman May's district office to discuss the relocation of a campaign headquarters.

Answering the charges at the time, Bates said he was every effort to improve his government's operations, but he was not involved in any meetings were reportedly held.

Dave said that at least one meeting went on to a local police station where a "county employee" said that a phone number listed in Bates' county offices was for a local politician.

The use of his office number in the press, Bates said, "was a mistake which wasn't my fault. I don't want to do anything that would be in any way violate the trust of the public."

"I hope Ken Bates is really a good man and that he will be a campaign supporter by Mr. Bates, continuing from the office of all," Ken Cline, Assemblyman May's legislative assistant, said.

The Tribune.





# ALAMEDA COUNTY GENERAL WORK

## New Picketing Threat

By RICK MALASPINA and LARRY STEARS

Step-up picketing of county construction projects was threatened last night as striking Alameda County employees threatened pickets on county hospitals, courts and social services.

Yesterday, pickets blocked work on a county fiscal control and storm drain project in Union City. Privately contracted construction workers and Transfers Union drivers refused to cross the lines set up at the Whipple Road site by about 30 county employees.

The project was shut down and it will stay down," said Union Marine, general manager of Local 618, one of three striking locals of the Service Employees International Union (SEIU).

"Our strike council is taking under consideration escalating the type of action taken today," Mr. Maroon said. The Tribune last night.

This strike and all others by California public employees are illegal, according to Alameda County Council Richard Moore.

Mr. Moore based his conclusion on numerous court decisions.

State law giving workers in private business the right to strike adds that the law "shall not be construed" as being "applicable to public employees."

The Alameda County Board of Supervisors has not indicated whether it will take legal action. If the board were to decide to take legal action, the employees, Mr. Moore said, could take two courses.

- Invoke a county ordinance's "three-day rule" which says that any employee who fails to appear for work for three consecutive days without a valid reason may be considered to have resigned.

- Proceed to obtain a court injunction against union leaders to prohibit them from picketing.

Many court injunctions have been obtained against union leaders in public employee strikes but none have been very effective, said Mr. Moore.

Civil contempt actions used against union leaders did not stop the recent San Francisco public strike.

Public agencies usually have preferred to pursue negotiations with striking unions rather than trying to stop the strikes in court. Typically, court actions are undertaken as a last resort action.

A court cannot order striking employees back to work, said Mr. Moore, because the law awards them the right to withdraw their services. But public employees do not have the same collective bargaining rights as private employees. They "meet and confer" rather than negotiate and thus "negotiations are considered" instead of labor contracts.

The courts can order picket lines to be cleared of violating the number and other conditions on picket lines.

These other developments occurred in the wake of the county's recent emergency hiring of temporary nurses and clerks to fill vacancies left by striking nurses and clerks, staff of

The county asked the striking locals to provide emergency aid with two operating room nurses for Highland General Hospital.

Eight of 11 county libraries closed today, leaving only those in Dublin, Hayward and Fremont.

A strike coordinator disputed comments by County Administrator Loren Enoch that the strike has "fairly stabilized" and that county employees, especially social service workers, came to work in larger numbers yesterday than on the first day.

Yesterday, Oakland police officers arrested a person they said was disturbing the peace while heckling pickets outside Highland Hospital. And sheriff's deputies gave speeding tickets to two juvenile ball employees for allegedly driving their cars too fast through picket lines.

A strike bomb was set off between midnight and 4 a.m. in San Leandro's Fairmont Hospital facility.

Seeking better security, the county registered private guards at three of its facilities with sheriff's deputies.

Picketing had an indirect but strong effect on private construction of the county. Yesterday, work was reduced to "his and pieces" at a \$5.5 million shopping center expansion project in Castro Valley and at two nearby shopping centers because county building inspectors did not show up to approve the construction.

The supervisors' unanimous action providing already overworked county clerical help was taken after the board rescinded an earlier resolution which would have allowed the hiring of temporary employees in all classifications.

Supervisor Thomas Bates voted for the first resolution, saying it would pave the way for the hiring of strike-breakers. Two hours later, the board majority switched its votes.

The call for emergency help came to county headquarters about 8 p.m. Highland Hospital Administrator Lawrence Johnson said the nurses were needed in a standby basis to fill in for nurses tied up in emergency surgery on a staffing "crisis."

Mr. Johnson complained that he waited 20 minutes for the name of the first nurse and 20 minutes after that for the second nurse's name. The hospital phoned the union emergency "hotline" later to say the nurses were no longer needed.

"I don't think that's true," said strike coordinator Shirley Campbell in responding to Mr. Enoch's comments that strike leaders are releasing optimistic figures and says things are getting better. Mr. Campbell said she has heard opinions from SEIU strike leaders that things are

improving. She said that things look better.

Mr. Enoch said Highland Hospital is the most critically affected area.

About 40 beds of the hospital's 110 are for obstetrics. The hospital is

← TRIBUNE, JUNE 4

## County strike disrupts service to poor people

OAKLAND — The second strike of municipal employees in the San Francisco Bay Area this spring is disrupting health and welfare services in Alameda County, neighbor of the earlier strike victim, San Francisco.

Alameda County officials said 3,100 of the 5,500 members of three Service Employees International Union locals were off the job in the second day of the walkout Thursday. A union spokesman put the figure at 3,600.

In San Francisco's 36-day strike, which ended May 8, 1,800 of the city's 18,000 workers left their jobs. As members of crafts unions such as plumbers and electricians, they are among the highest-paid of nonmanagement employees.

The Alameda County strikers, many low-paid clerks, began their walkout Wednesday in a dispute over pay and work rules. Union negotiator John Bowers says the union wants a 7.6 per cent increase in wages and fringe benefits to match the "best" granted management, while the county is offering a 3.2 per cent package.

Reports of sabotage include water found in the fuel tanks of two county vans, more than 100 typewriter fuses missing in welfare and probation offices and pickets pounding on cars trying to park near administration offices.

The most serious impact is being felt in health and welfare services, whereas in San Francisco the major inconvenience was in public transportation, which was halted when bus and trolley drivers honored picket lines.

Less than one-third of the nurses at Highland Hospital have shown up for work and only emergency services are available at the facility. About 40 of the hospital's normal complement of 150 patients were being treated, the rest having been transferred to private facilities.

Three mental health units in Oakland, Alameda and Contra Costa counties are closed, and many health offices in Berkeley and Fremont. Pickets appeared at most of the county's 26 facilities.

Only 10 of 52 Superior Court clerks appeared for work, but court business proceeded. The county registrar of voters said the walkout would not have a serious effect on Tuesday's primary election.

Drivers to hospitals and jail facilities, to city-owned and garbage collection, delayed when a Transamerica Express bus honor the strike.

The board voted to authorize hire temporary and part-time workers to take the place of strikers, then clerks, janitors and maintenance staff to replace only court clerks.

Opposing to the first resolution came from Supervisor Tom Bates, who also cast the only no vote to the emergency hiring of the strikers. Bates moved his staff out of the administration building so they won't have to cross picket lines.



Registrar James A. Riggs and Assistant Registrar Janice Katter check ballot cases

## Strike Won't Halt Voting

By HAVELOCK HUNTER

Next Tuesday's primary election at Alameda County apparently will be smooth enough for the public employees against a government that is oversteering the voting.

Register James A. Riggs predicts a 70 to 75 per cent turnout of the county's 86,367 voters at 134 precincts.

There will be no collection points for the completed ballots. Nonstriking county messengers will transfer the precinct ballot packages to Election Central at the County Administration Building, one of 43 facilities being picketed.

Union spokesmen have announced they will call a press conference before election day next Tuesday to reveal their plans for the election operation.

County Administrator Loren Enoch requested a meeting with officials of Locals 298, 484 and 483 of the Service Employees International Union (SEIU) to work out procedures on election scheduling. He said he received no re-

sponse.

Riggs has his "fingers crossed" for smooth conduct of the first primary.

New Vote System, Page 10

County Voting

lection he has supervised since taking the job in 1975. He joined the office in 1975 (Voluntary) voting system," Riggs said. "The first is accuracy, the second is making voting easier and the third is economy."

He has 8,700 of the new Voluntary and 1,300 demonstration machines in instruction purposes for which the county paid \$97,000.

Before 1968 the county registrar's office had to hand-count ballots. It officials had to find reasons from the system to Voluntary, which was impossible to use in computation, it expected to be paid off in four years.

## County Voting

Continued from Page 1

temporary election employees for the day.

The regular staff of 90 has been cut in half by the strike, as has the member staff of the Data Processing Center.

"We have the first results from the above ballot at 8:30 or 9 p.m., and later in the evening we should get the first precinct results,"

he said. "I think the strike could have a significant effect on the time it takes to process the ballots."

← TRIBUNE, JUNE 4

← GAZETTE, JUNE 4





# Stickers Cause Disruption County Tunes Down Union's Counter Offer

TRIBUNE - JUNE 7

By DOUG LATON

Striking Alameda County workers have agreed to withdraw pickets from polling places and ballot return centers tomorrow so as not to disrupt the primary election.

In a letter which strikers said was hand delivered to County Administrator Loren Ench yesterday, the unions also asked that he did not know whether the Registrar of Voters offered to work for one day to help in the tabulations.

Ench said he would have no objection to the union's offer until members of the board of supervisors discuss it later today. However, county spokeswoman Marshall Grodin said the county was very grateful for the union's position.

"I think it is a wise position," Mr. Grodin said. "The public wouldn't have stood for a disruption of the election."

He added that he did not know whether he would not the registrar needed additional workers to help in the ballot counting.

A union spokesman said no negotiations were held during the weekend and none are scheduled for today. He said picketers were removed from all but 34 hot facilities during the weekend to give them a rest.

Mr. Grodin said supervisors didn't meet this weekend, but he expected them to meet today to discuss the union offer.

The strike began at 12:01 a.m. Wednesday when more than 1,000 clerks, medical personnel and social workers belonging to Service Employees International Union Local 418, 750 and 533 placed picket lines around 14-hour facilities such as hospitals, Santa Rita Rehabilitation Center and juvenile hall. Later in the day SEU pickets were placed at more than 80 facilities all over the county.

In their letter to Mr. Ench, the unions said they would remove pickets from those county facilities where polling places are located, facilities being used as a ballot return center and the county courthouse.

The letter also said the registrar of voters' work would be given union passes for election day primary voting. County said the unions no intimidation or harassment will be directed at striking labor. The union said they will be directed to the strike line.

The unions asked in return that the county enter into meaningful negotia-

tions with the strikers. A union spokesman said the pickets will be removed regardless of what the county decides.

David Kramer, field representative for Local 533, said the unions had received several complaints from polling places.

about harassment by Alameda County sheriff's deputies. He said most of the complaints were coming from the Hayward wildfire office, Hayward Hospital and the Alameda parking garage near the courthouse.

Kramer also accused lower level management personnel of phoning strikers at home in the middle of the night and threatening them with the loss of their jobs unless they returned to work.

Denying each accusation, a county spokesman said that strikers are calling nonstriking employees at home and using them not to go to work. "We have no information about who those calls are being made, though," the spokesman said.

Paula Thompson, chairman of the union provided six operating room nurses for emergency operations at Highland Hospital yesterday.

The 11 union libraries are open today. Short of staff, they closed last Friday, normally a slow day, to put together enough staff to be open the next day and this week.

SABOTE - JUNE 7

## Strike won't halt election

OAKLAND — Alameda County's Registrar of Voters, James Riggs, declared that tomorrow's election would take place — even if election workers are still on strike.

"We have 60 percent of our normal staff at work," Riggs said. "All that's remaining now is taking care of absentee voters, help people to find their polling places, and continue the delivery of voting materials to the polling places."

Riggs said some precautions were taken in advance of election day to make sure that the election runs smoothly. "We got all the voting booths loaded on trucks and polling places are already being set up."

If the strike goes on into Tuesday evening, the vote count might be slower than usual, Riggs said. "But we don't expect any appreciable slow-down."

going about without major problems and the walkout would not affect Tuesday's California primary.

Six months of chinking gas were halted last year by the strike. Alameda County building Sunday and Monday workers who reported to their jobs. Workers were greeted by a sign. A sheriff's office spokesman said the strike broke was "strikingly isolated."

A union spokesman, an official of the United Transportation Union in Springfield, Mo., said the UTL has authorized a strike of its members. It was in an agreement with the Public Employees Association that the strike would be "strikingly isolated."

A railroad spokesman said the railroad had "received no notice of a strike."

Representatives of 1,000 striking members of the Hanford (Cal.) Atomic Material Production Employees Association are negotiating for four contractors. Tuesday is a key day in the strike. It is the day that the union will be able to elect a new leader.

At the events and measures headquarters at 333 30 St., three gas pad locks and the front door were jammed with a hardened tar-like substance.

A county employee in Union City reported that a threatening letter had been received in his front door. A Highland Hospital employee living in Oakland said that all three on his car had been flattened and that he had received threatening phone calls.

There was a burglary between 3 p.m. Saturday and 3 a.m. Sunday at 3 p.m.

County officials said this morning they may not need in take advantage of a strike by striking county employees to return to work for one day and help with tomorrow's elections.

In a letter to County Administrator Loren Ench yesterday, the unions offered to withdraw pickets from polling places and the centers for counting ballots so as not to disrupt the primary election.

The unions offered to let strikers return to work in the registrar of voters' offices as well as with ballot counting.

County officials said they were very pleased by the offer, but Mr. Ench added that they were needed.

"We think we're fully staffed for the election at this point."

"We've substituted management personnel from other departments and at this point James Riggs (the registrar) believes the emergency plan we instituted five or six days ago will take care of the elections."

County spokesman Marshall Grodin said the county would pull for help by strikers if they were needed.

But, he said, substitute workers have been trained. And, he said, there might be some "interim" forcing. In the department if strikers were called back for one day.

Mr. Grodin said the unions had taken a "wise position."

The public wouldn't have stood for a disruption of the election," he said.

County officials reported several acts of vandalism over the weekend.

San Francisco were barred from passing cars into the basement of the County Administration Building, 1221 Oak St., between 3 and 4 a.m. Sunday, said an officer in the sheriff's department. The offices were carried to all five floors.

Through the weekend, the county building was being served out this morning.

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county welfare office at 2041 Amador St., Hayward. About 118 was taken from a cash drawer by a police officer and a supervisor. The supervisor was a supervisor and calculator and 108 was taken from a supervisor.

Three desks were piled open. Employees' job attendance cards were taken from the desk of a supervisor.

A union spokesman said no negotiations were being held during the weekend and none are scheduled for today. He said picketers were removed from all but 34 hot facilities during the weekend to give them a rest.

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## Strikers pledge an election moratorium

By The Associated Press

Striking Alameda County employees pledged to withdraw picket lines from key county facilities today to avoid interfering with the California primary election.

County Administrator Loren Ench said Monday that he was confident the seven-day-old walkout would not disrupt election balloting.

Unions representing about 5,500 of the county's 9,500 workers said they would pull back pickets at voting booths and allow certain striking employees to return to work one day only to handle election duties.

The unions offer, however, applies only to employees whose work directly affects voting.

Such as the registration in the salary dispute may resume Wednesday. About 100 Transamerica Union members struck Los Angeles Armored Car Service in a contract dispute today. John McCarthy, prompted his spokesman, he said, he did not elaborate.

Three Service Employees International Union locals are demanding a 7.6 percent raise and fringe benefits raise. The county has offered 1.2 percent.

Meanwhile, there were three other strikes underway in the San Francisco Bay Area.

About 100 Transamerica Union members struck Los Angeles Armored Car Service in a contract dispute today. Neither the company nor the union would comment on what was in the walkout.

Picket signs went up at Los Angeles Union Station, San Francisco, Oakland and San Jose. Food stamp deliveries in San Francisco were halted by the strike, and company executives handled deliveries of money, stocks and bonds normally handled by the union.

About 8,000 members of the Teachers Union and International Longshoremen's Association and Warehousemen's Union continued to halt shipments to warehouses owned by 100 Southern California companies. The union said it was in a dispute over the company's new contract. The union said it was in a dispute over the company's new contract. The union said it was in a dispute over the company's new contract.

## Plot thickens in strikes

Union employees of the nation's 10 largest trucking firms are today Wednesday, N.Y., but striking Transamerica Union members returned to work. The members of the nation's 10 largest trucking firms are today Wednesday, N.Y., but striking Transamerica Union members returned to work.

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# Still no progress in county strike

Today is day six in the strike by some 1,100 employees of Alameda County.

Both sides report progress to every area except negotiations. Striking employees are the farthest out on an enthusiastic afternoon rally on Monday. County officials point to the growing work attendance by rank and file union employees.

Picketing is continuing as normal," said Kay Elenbaugh, spokesperson for the striking union members.

She added that several hundred striking county employees showed up for a rally at the County Administration Building Monday afternoon.

"We had some singing, a few speeches, and then everyone went back to their homes," Elenbaugh said.

She also reported that striking employees of the Voter Registrar's office refused to voluntarily return to work.

Today to aid with Election Day proceedings.

In a letter sent to County Administrator Loren Enoch, the unions offered to have employees of the registrar's office return to work on a voluntary basis with union leaders' supervision to facilitate the orderly process of the election and the county's "election day."

Marshall Grodin, Public Information Officer for the county, reported that the registrar would probably not take advantage of the offer.

"We're glad that they've decided not to disrupt the election process and I hope their help will be sure to ask for it," Grodin stated. "Right now, however, we don't anticipate needing help."

Grodin added that 40% of the rank and file employees were back on the job Monday. This compares with a 37% attendance figure Friday.

Alameda County Supervisor Tom Bates stressed the county today of hiring arbitrators, but he failed to get the full board of supervisors to approve the practice.

Mr. Bates said at a board meeting this morning that during a discussion of the union's demand for a 7.4% per cent wage raise for the hospital, clerical and social service workers.

He said this year due to staffing problems arising from the strike by Alameda County employees, and he called the strike "union-breaking."

"We have also tried to dignify technicians (in the welfare department) and this is the same thing," he said.

Mr. Bates moved that the board instruct County Administrator Loren Enoch not to hire therapists, but the motion failed 2 to 1. Charles Lammie also voted for the motion, and supervisors John Port and John Murphy voted against it.

Board chairman Fred Cooper abstained, saying only that he would "wait to Ench."

After the vote, Mr. Ench was contacted and said that although he believed he had the authority to hire the therapists, he will not do so without at least some input from the board.

At a press conference, Mr. Cooper said the clerks would be hired partly because of strike conditions, but he also said some of them are part-time employees who are called in from time to time throughout the year "when needed."

Striking union leaders have contended for some time that the county has been hiring "scabs."

The county employee office entered its sixth week today, with no progress toward a settlement.

Union and county spokesmen said no negotiations are planned in the wake of the county's renewed rejection Tuesday of the Service Employees International Union's demand for a 7.4% per cent wage raise for the hospital, clerical and social service workers.

"As far as I know we are where we were Tuesday," said county spokesman Marshall Grodin.

San SUIU strike coordinator Shirley Campbell urged on developments in court - "union-breaking."

She accused County of "using unaided things about strikers in private and publicly" causing a negotiating session scheduled for Tuesday before the meeting.

Her association attorneys dropped contempt of court proceedings Tuesday against Jim McElroy and Owen Martin, the last of six pickets who had been served with contempt hearing citations.

The order action stemmed from a temporary restraining order issued by Presiding Superior Court Judge Robert K. Barlow, who in a separate hearing found the strike to be illegal.

Of the estimated 3,000 county workers who walked off jobs June 2, about 70 have returned to work. The others are estimated about half of the county's 3,500 member work force.

Pickets remained at the county fair in Fremont, virtually ensuring that horse racing will be scratched this year. The fair's executive board nevertheless agreed yesterday to continue taking race action until the season's scheduled start Sunday.

ALAMEDA TIMES STAR - JUNE 8

## Talks in Alameda Strike May Resume After Election

Alameda County Administrator Loren Enoch said yesterday he thinks direct discussions with striking unions are a good bet to start Wednesday, the day after Alameda supervisors' election.

If they occur, the negotiations would be the first between county management and the more than 300 striking county employees since members of three local of Service Employees International walked out last Wednesday.

Enoch also said the number of employees who showed up for work yesterday was 404 higher than the 5100 who reported the first day of the strike. The county employs about 8000 persons.

Those on strike include clerks, social workers, appraisers, nurses and other hospital workers.

Enoch did not specifically state they he thought talks would resume tomorrow.

As he spoke, all windows remained open at the county administration building at 1221 Oak street.

Sheriff's deputies said that early Sunday morning, stick bombs were hurled into the building's basement. The fumes, and attendant strong odor, spread through the ventilating system into all four floors.

Workers arriving yesterday were unpleasantly greeted by the still powerful smell.

County officials cited several other weekend incidents that they thought were strike related.

A burglary Saturday night at a welfare office in Hayward carried strike overtones, officials said, because employee attendance cards were taken from the desk of a supervisor.

A county employee who has not participated in the strike reported receiving a threatening letter on his home's front door.

A Highland Hospital employee reported that his car's four tires were punctured.

TRIBUNE - JUNE 8

GAZETTE - JUNE 8

CRONICLE - JUNE 9

TRIBUNE - JUNE 9

## Impact of the Strike

## Alameda's Pickets Spare the Polls

"This is not a picket line," read the signs carried yesterday by Alameda county's striking employees in front of the county courthouse - "We urge you to vote."

The two striking locals of the Service Employees International Union withdrew pickets from county buildings where polling places were located. And they offered to send 20 strikers back to help count votes in the registrar's voters office.

But county administrator Loren Enoch declined the offer, saying enough management people had been borrowed from other offices to handle the tally - based on 12,000 registered voters. A 1976 registered voters list of 124,000 registered voters in Alameda County's 100,000 registered voters in 124 precincts.

Federating continued at 100 locations by some 2700 strikers - another 90 were on duty - representing about a third of the county work force.

If it was the seventh day of the walkout. No negotiations were scheduled. Although both sides have expressed optimism that talks will begin this week.

On strike are clerks, social workers, appraisers, and hospital workers and nurses.

Marshall Grodin warned that the Alameda County fair, scheduled to open June 17, may have to be canceled if the strike isn't settled by June 22, which is the deadline to prepare the Fremont Fairgrounds.

Alameda County's illegal strike of public employees has had these effects:

- The Elks Chapter's Center, an outpatient medical clinic at Fairmont Hospital in San Leandro, has been moved to 4201 Sunland Drive, Hayward.
- The duration of the strike is uncertain.
- Traffic's duration of the strike is uncertain.
- Sherriff's deputies and some hospital personnel are working related shifts.
- Members of some negotiating union such as the Teamsters Union are refusing to cross picket lines at county building projects, the county fair.

ground, hospitals and detention facilities.

- Nurses and other medical personnel are absent from Highland and Fairmont hospitals, and an alcohol detoxification center is closed at Fairmont.
- Welfare offices are closed at 250 St. John Ave. Berkeley, and 4400 Sunset Blvd. Fremont.
- The East Oakland Medical Health Rehabilitation Center, 3410 E. 14th St., is closed.
- The Crime Intervention Service Ofc. 40 Broadway, is closed.

## Strikers pledge an election moratorium

By The Associated Press

Striking Alameda County employees pledged to withdraw picket lines from any county facilities today to avoid interfering with the California primary election.

County administrator Loren Enoch said Monday that he was confident the seven-day walkout would not disrupt election balloting.

Union representatives about 5,500 of the county's 3,500 workers said they would pull back pickets at voting booths and allow other county employees to return to work (or the day to handle election duties).

The strikers' offer, however, applies only to employees whose work directly affects election balloting.

Enoch said negotiations in the last few days had been resumed from their earlier state.

Members that have been passed back and forth to state mediator John McCrory, pledged by the union, he said. He did not elaborate.

Three Service Employees International Union locals are demanding a 7.4 per cent wage and fringe benefits raise. The county has offered 4.5 percent.

Meanwhile, there were three other strikes in the San Francisco Bay Area.

About 100 Teamsters Union members struck Lodi's Armco Steel Service in a contract dispute Monday. Nailing the company near a union, would comment on what could happen.

Picket lines were up in Los Angeles, San Francisco, Oakland and San Jose. Food stamp deliveries in San Francisco were halted by the strike, and company executives handed out parcels of money, snacks and bottle partially donated to the striking strikers.

About 800 members of the International Union of Marine, Shipbuilding and Ship Repair Workers (IUMS) and the International Longshoremen's and Warehousemen's Union continued to picket ships at San Francisco docks by 800 Northern California companies. However, there has been reports of some dockworkers since the strike began to return to work, but no word on whether to resume the strike.

A strike by 100 drivers of the Golden Gate Transit District entered its eighth week, with no return in sight. The strike is by the drivers and the district's school bus drivers. Both sides are scheduled to resume Thursday.

At a strike by 100 drivers of the Golden Gate Transit District entered its eighth week, with no return in sight. The strike is by the drivers and the district's school bus drivers. Both sides are scheduled to resume Thursday.

No new negotiations have been scheduled.



# County Strikers See Talks Ahead

By RICK MALASPINA

Leaders of Alameda County's illegal public employees strike say negotiations to end the walkout could begin this week but insist the strike is as strong as ever.

"We do expect to meet some time with the supervisors," said spokeswoman Kay Eshenbarger. "We think they are waiting until the primary election is over."

Strike coordinator Shirley Campbell said the union has received reports that supervisors would meet union emissaries in the beginning table after the election.

County Administrator Loren Egan also predicted Monday that talks in the eight-day walkout would start in the week. He admitted that an "hard word" on negotiations from the strike union.

About 1,000 hospital personnel, clerks and social-service workers walked off jobs and halted public night shifts days ago in protest over a county offer of a 3.3 percent pay increase, plus \$13 monthly fringe benefits. The Service Employees International Union (SEIU), which says the county's offer is only a 3.1 percent increase, demanding a 7 per cent increase for the 1,500 county workers it represents.

But Kay Eshenbarger and Campbell denied Egan's report. They said that a growing number of employees began returning to work this week. County leaders indicated that about 200 more workers were on the job this week compared with last week.

"They're picking the old numbers again," Ms. Campbell estimated. "They acknowledge figures like this. We deny it. We know the facts and we haven't seen anyone go back."

## Is County on the Outlook Legal?

In the strike by Alameda County employees legal? Do public employees in California have the right to strike?

Public employee strikes are a fact of life. A recent sampling likely would include:

- San Francisco city workers in 1974
- Los Angeles teachers and firemen last year
- San Francisco police and firemen last year
- San Francisco city crafts workers several weeks ago
- And new the walkout by Alameda County clerical, hospital and social services workers, including the Service Employees' International Union (SEIU), \$13 and \$13.

County leaders invariably argue that such strikes are legal. City and county lawyers invariably argue they are not.

In the opinion of Alameda County General Counsel Richard Moore, such Alameda County strikes are illegal.

While Moore and several other public entity attorneys concur that it is not Supreme Court rulings on the matter.

Editorial, Page 22

Hospital Editors, Page 8

They point out that the high court never has ruled on the issue. They also note that the high court has ruled in favor of public employees who support the "illegal" pickets.

"And there just a case that says they have a legal right to strike," Henry says.

Support for the Alameda County employees' union comes from the fact of the strike. On July 5, Egan of the San Francisco Board of Supervisors announced that he was withdrawing support from the strike.

Mo Eshenbarger said union county workers are joining the strike and called the county's optimistic report a "news article" aimed at persuading striking employees to return to work.

As an indicator of the strike's impact, he pointed to an "in principle" vote by the Alameda County Building Trades Council yesterday to support the union's position. A county spokesman, however, said the labor group has adopted a policy not to ally with the union.

Backing of the strike also has come from Teamsters Union Local 70 and Local 200 of the United Public Employees, whose contract with BART expires July 1.

Strike leaders had asked the Amalgamated Transit Union (ATU) to join the ATU as ATU Local 1 in a sympathy with the strike, but drivers and mechanics voted against the proposal, 197 to 50.

On another front, strike leaders kept their promise to refrain from picketing police agencies as BART expires July 1.

Instead, striking employees were placards encouraging county residents to vote and distributed leaflets at 34 precincts in Fremont, asking voters not to vote for incumbent supervisors John D. Murphy and Joseph P. Bert, accused by strike leaders of causing the strike.

Mr. Bert and Mr. Murphy, along with Board Chairman Fred F. Cooper and Superior Tom Hahn, have said they are opposed to initiating legal action against the strikers. Supervisor Charles Santana has not made any comments publicly on the issue.

County Counsel Richard Moore last week described the strike as illegal and said supervisors could, if they desired, seek a court injunction against union leaders or force "resignations" of employees who remain off their jobs for more than 30 days without valid reasons.

After weighing a list of points, and authorities submitted in support of the strike for an injunction, Judge Benson ruled that "strikes by public employees are illegal unless authorized by statute" and specifically enjoined the San Francisco unions from doing what they were doing and continued to do—strike.

In the county's list of legal precedents are two which are considered key cases. One is *Niemeyer vs. University of California Regents*, issued by a three-judge panel of the First Appellate District in San Francisco in 1959.

That ruling, which was not appealed to the Supreme Court, upheld an Alameda County Superior Court finding on an issue of lock-out employees, granting out of a 1944 strike.

In this case, it is elsewhere, a strike against a public entity is unlawful if the public entity is a government.

If added, if the plaintiffs are entangled by the amount of discretion and power in the matter of wage policy given to the defendants, and in the fact that the county employees are not protected by existing statutes, so as to the fact that as public employees they do not have the right to strike and to bargain collectively as their counterparts in private industry, and if they were entangled by the plaintiffs' remedy by with the legislature, not with the county.

Alameda County of Sacramento, issued in the late 1950s, is considered the second key case. During a strike of social workers, the county notified them it intended to fire them under civil service rules for being in unauthorized absence. Some workers went back to work but many others did not and were fired.

## OAKLAND In July 9, 1974 TRIBUNE EDITORIAL

### A Lesson on Strikes

The Alameda County Board of Supervisors, particularly Board Chairman Fred Cooper, could learn a lot by negotiating other public agencies' negotiable contracts.

While the Bay Area Rapid Transit District negotiated long and hard to avert a strike, Cooper petulantly called off a session planned with striking county workers because he found out the news about it.

Big deal. What the news media's knowledge has to do with settling a strike somehow escapes us. Richard Gools, executive secretary-treasurer of the Alameda County Central Employees' Union, called it a "very egg kick," and we have to agree with that assessment.

Contrast that with the City of Oakland, which settled its labor negotiations without a strike and without giving away the city to the trespassers.

The BART settlement was even more remarkable.

Without a strike, both sides negotiated a contract that gives the employees a hedge against inflation and at the same time gives the county a chance to plan a program for the next three years without the financial gyrations that labor unrest sometimes brings.

Both sides made concessions. The BART workers agreed to relax rules so that BART can run more rush hour trains and they made concessions on sick leave. BART management gave a little on vacations and approved cost-of-living increases.

Paul Varacall, executive secretary of Local 390 and the chief negotiator for the BART workers, said labor and management both worked to avoid personal clashes and to continue the talks. The unions stayed on the job because both sides were interested in good faith.

They kept politics out of the negotiations. This is something BART has not done in the county strike.

### TRIBUNE - JUNE 9

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CZETTE - JUNE 10

## Impact of The Strike

The Alameda County public employees strike has done three things:

- Picked lines at county facilities are preventing garbage collection, construction work and other services.
- Extended delays for deputy sheriffs and hospital personnel.
- A misunderstanding of clerks, including court clerks.

• Reduction of nurses and other medical personnel of Highland General and Fairmont hospitals.

• Relocation of the Edm Childers' Center, from Fairmont Hospital to 2400 Southland Drive, Hayward.

• Closing of an alcohol detoxification center at Fairmont, and one of two Highland psychiatric units, west of offices at 2400 San Pablo Ave., Berkeley and at 4243 Haines Ave., Fremont, the East Oakland Mental Health Rehabilitation Center, 1218 E. 14th St., and the Crisis Intervention Service office at 4th Broadway.

TRIBUNE - JUNE 11

TRIBUNE - JUNE

## Letters to the Editor

### The Union Answers

EDITOR: This is in response to a letter published in the June 14th issue from P. Emerson, Oakland. Emerson makes several allegations about the current strike by Alameda County workers.

It should be pointed out that the striking workers are not on strike against the people of Alameda County. We are on strike against high paid county management who treat themselves so much better than they treat low-paid workers who actually render the services.

We are on strike against politicians who feel they can solidify their own political positions by forcing us not to strike. We are on strike for reasonable working conditions in social services and hospitals so that we may provide better services to the citizens who need them.

Finally, Emerson alleges that "union leaders" still collect a paycheck while the members strike. None of the staff of the unions involved in this strike is collecting a paycheck. All paid staff (who are workers too) are donating their paychecks to the strike fund.

DAVID KRAMER, Business Representative, SEIU Local 331, Oakland.

(Editors Note: We like to know all sides to a story.)

JUNE 7 - PHOTO BY BOA

There is no question that public employees have a right to strike. "We said 'You can't force a person to work against his will. No court injunction can force anyone back to work."

Van Buren said the state Supreme Court refused to rule the 1973 San Francisco public employees' illegal and ruled in favor of Highland and Fairmont Hospitals' employees who went back to work in 1967.

King Anderson, attorney for the third union, Local 318, could not be reached by The Tribune yesterday.

With an agreement with Van Buren on one point. "With an agreement, the court can't order them back to work and make it 'quick,' Moore said.

### TRIBUNE - JUNE 11

# Alameda County Strike Sit-in —17 Leaders Are Jailed



Leaders of Alameda county employees strike gave clenched-fist salutes as they were led from Tribune building under arrest.

## Sit-In at Supervisor's Office

# 17 County Strike Arrests

By RICK MALASPINA

Seventeen striking Alameda County employees and negotiators were jailed yesterday after they refused to break up a sit-in they staged in the downtown Oakland law office of Board of Supervisors Chairman Fred F. Cooper.

The demonstrators moved into the

third-floor Tribune Tower suite Cooper

shares with four other attorneys shortly before noon. They vowed to stay until "meaningful" negotiations were started and the 10-day walkout by some 1,000 clerical, hospital and social service workers of the Services Employees International Union (SEIU).

Mr. Cooper, at a supervisors meeting union representatives were invited to for

public negotiations, never appeared at his office. Other attorneys allowed the demonstrators to occupy the suite throughout the afternoon but finally asked police to disperse the demonstrators at 6 p.m.

Officers warned the demonstrators to leave before making the arrests, but they refused. They were cited and booked into

Oakland city jail on charges of failure to

vacate.

Chief union negotiator John Bowers, among those arrested, said the group would remain in jail overnight to reject the county's handling of the strike.

"We'll spend the night in jail so Cooper can be sure to find us," said Mr. Bowers, as police led him in a paddy wagon.

Police escorted the demonstrators to waiting paddy wagons on 13th Street where they were greeted by about 50 strikers, applauding, chanting and waving signs urging Mr. Cooper to "Come join us—we're here to negotiate."

This strike and all others by California public employees are illegal, according to Alameda County Counsel Richard Moore.

Mr. Moore says this conclusion is based upon numerous court decisions.

He has said that the county could seek an injunction against union leaders or invoke an ordinance which says that any employee who fails to appear for work for three consecutive days without a valid reason may be considered to have resigned.

Others arrested in addition to Mr. Bowers were:

David Paul Kramer, 34, of 2331 Womley St., Berkeley, business representative of Local 267, David C. Watkins, 27, of 824 Taylor St., Albany, business representative of Local 330, Jerry Anthony Zellhofer, 28, of 929 Panama Ave., Albany, business representative of Local 341, Donna F. Cox, 25, of 73 Mantel St., Oakland, Jerry Jacobs, 26, of 1130 Madison St., Oakland, Jay Talbot Levine, 34, of 8027 Sayre Drive, Oakland.

Paul Victor Demehak, 27, 2886 Carlsbad Court, Pleasanton, Alameda Branch 27, 3028 18th St., Oakland, Gaby Tolby, 25, 1808 Santa Maria Ave., Castro Valley, Carole Smith, 34, 7801 Buford St., Oakland, Mildred Moore, 50, 1045 Irving Avenue Ave., Oakland, John E. Soren, 42, 4028 MacArthur Blvd., Oakland, Fred Paul Neal, 28, 540 96th St., Oakland, Irving E. Kozin, 31, 34 Stevens Way, Berkeley, Peter H. Albert, 34, 441 Shreveport Court, Alameda, and social worker Sharon B. Stevenson, 36, of 5839 Telegraph Ave., Oakland.

Seventeen leaders of the Alameda county employees strike were jailed last night after they first refused to end a sit-in and then declared misdemeanor citations that would have freed them until their court appearances.

They were scheduled to appear in Oakland Municipal Court this morning to answer misdemeanor trespassing charges.

The sit-in, conducted with enough food for an overnight stay, began yesterday in the law offices of Fred Cooper, chairman of the Board of Supervisors.

Alameda County attorney James Kennedy asked the strikers to leave the site of the sit-in at the Tribune building in downtown Oakland because he feared for the safety of various lawyers' files in the suite.

John Bowers, a union officer, said the county payroll, declined on behalf of the demonstrators.

About 25 police officers were called in, and the protesters were taken away in a paddy wagon without incident.

Of the 17 arrested, four were on union payroll and 13 were striking county employees, including one blind woman social worker.

Earlier, Bowers said the sit-in was a reaction to the board's hard-line posture in negotiations. Wednesday, the first talks since the strike began June 2.

Cooper, angered by the sit-in, interrupted the board's regular meeting to announce that officers' presence in his office were being inconvenienced.

He called for public negotiations at 4 p.m. in the supervisors' chambers. "I want to see who will or won't talk," Cooper added.

But Bowers told reporters he would not cross picket lines and enter the courtroom. He proposed meeting at the Lexington Hotel instead.

Cooper convened a special negotiations meeting at 4:40 p.m. in the supervisors' chambers, but union negotiators failed to appear.

Supervisor Tom Bates said he agreed with the strikers that the courthouse was not neutral ground.

"You have a pass to get through the lines," Cooper shot back. "There's no reason why they can't give themselves passes or remove the picket lines. Obviously, they don't want to negotiate."

"We will negotiate only here," Cooper added with finality.

Supervisor Joseph Bort told, however, that the union could meet with county labor relations director Jim Marshall in private at any time.

About 300 office, hospital and welfare workers are on strike to protest the 3.2 per cent pay raise granted them by the board.

They were to appear in court on July 8. All the others under arrest were to be arraigned today.

Strikers, tenants and police officers were quiet and unaffiliated. Members of the well-behaved, negotiating union quipped in the general line of good humor: "Never can find a police officer when you need one."

Police Lt. Edward Strito, urging the strikers to reconsider their decision, praised their peaceful approach and addressed the team as "ladies and gentlemen." The union people said "sir" when they talked to attorneys and officers.

A policeman said: "March better this way. No no throwing rocks."

At the confrontation ended, one union member basked a senior of the law office for "your hospitality, which we realize was reluctant, and for your patience."

Mr. Cooper angrily accused the union of staging a "public spectacle" at his office and called the sit-in a "media event."

"As far as I'm concerned, this board is not going to negotiate any time but in this board room and in public from now on," Mr. Cooper declared. "We can only conclude that the reason they (the union) are not here is either they don't want to negotiate or they didn't want to know their demands, which are outrageous, is comparable."

Mr. Bowers and strike coordinator Shirley Campbell called the offer to negotiate in public in a county facility a "grandstand play" by the supervisors.

"It would mean we would have to cross our own picket lines, nobody does that," Mr. Bowers said. "It's really stupid to do this in the county. People have no services because those foods at down there and talk to themselves."

Mr. Campbell added that the union has rented rooms at the Lexington Hotel for private negotiations. She said the county has not offered to negotiate in private.

While the demonstrators were in Mr. Cooper's office, Superior Court Judge Lytle E. Cook issued an injunction barring the county from making deductions from paychecks of 500 striking employees as time-payments for salary advances paid in 1975 when the county went from a monthly to bi-monthly pay system.

The SEIU sought the injunction to block the deductions. Auditor-Controller Donald Packer said such suits were made to assure payment of the advanced money in case workers did not return to work.

Judge Cook granted the injunction on the condition that the SEIU post a \$400 bond to guarantee payment of the county's advance obligation.

Judge Cook based his ruling on records that the county's initial statement regarding the deductions gave no notice of "an issue like this (the strike)."

"Here it is needed," the judge said. "The people are without food. There are rent and food installments. They are going to have a problem in two weeks but that is their problem."

The county's last offer to the union was for a 1.7 per cent pay raise plus \$10.20 in monthly fringe benefits increases. The SEIU, however, contends the offer actually represents only a 1.2 per cent pay increase.

TRIBUNE - JUNE 11



Photograph taken by ROBERT STURMST

Union negotiator John Bowers (plaid sportcoat) leads arrested pickets from building

Ball for each of the five arrested was set at \$100.

Of the arrested, five persons were on union payroll and 12 were striking county employees.

Mr. Broudford, Mr. Zellhofer and Mr. Demehak were released on bail.



# County strike leaders tailed

By The Associated Press  
Seventeen leaders of 3,000 striking Alameda County employees have been jailed in negotiating charges because of a sit-in at the law office of the president of the Board of Supervisors.

Police arrested the 15 union negotiators and two social workers late Thursday afternoon after they refused to closing time leave the law office. The employees were held in five minims, including Board of Supervisors President Fred Cooper, 67, refusing to sign petitions for misdemeanor (negotiation) or paid bonds, they said they would spend \$200 bonds, which they would need

the night in jail. A court appearance was scheduled for 2 p.m. today.

One of those arrested was chief union negotiator John Flowers, who termed a negotiating session Wednesday "a complete bust." He said the sit-in was intended to illustrate our demand that meaningful negotiations begin immediately. To end the 11-day-old strike for higher pay.

Cooper, who was presiding over a board meeting four blocks away at the county administration center, was notified and ordered to leave the building.

He said the union "made a public spectacle of themselves by staging a media event."

Supervisors offered to negotiate privately, in their chambers, with representatives of the three staff unions, local of Service Employees International Union.

But the union negotiators refused to cross picket lines at the administration center, asking instead that talks be held at a downtown hotel.

The striking social workers, clerks and hospital employees are demanding pay hikes of 7.5 percent. The county has offered 3.2 percent.

← GAZETTE, JUNE 11

## Strike threatens to cancel fair

OAKLAND — The strike of 3,000 Alameda County workers may force the closing of the Alameda County Fair season at Pleasanton.

Pickets showed up at the fairgrounds yesterday stopping some workers preparing the facility for June 17 fair opening.

Fair officials said they will decide next Friday whether to cancel the event.

Lee Hall, secretary-manager of the Alameda County Fair Association, said canceling the fair would affect about 6,000 exhibitors and some 4,000 sell and Food Farmers of America youngsters who have worked the fair for years preparing projects for exhibit.

← GAZETTE, JUNE 12

# Strike may Slow Welfare Payments

← TRIBUNE, JUNE 13

Alameda County's public employees strike remains stalled on the issue of where and how to conduct negotiations.

Union and county representatives are negotiating through a state mediator on a "format" for negotiations, if possible, said the county negotiator, James McCall Saturday.

Mr. Marshall said that both sides talked Saturday through John McCarthy of the state conciliation service.

Supervisors want the meetings held in the county board room and unions are holding out for a neutral site where the Executive Hotel room they are renting.

As the strike entered its second week, county machinery was showing signs of beginning to crack.

County officials said 2,000 members of the three striking Service Employees International Locals were off the job Friday out of 7,500 non-management persons assigned.

Hardest hit departments continued to be welfare, where fewer than a third of the 1,500 rank-and-file workers were working in health care, where about 800 out of 1,000 rank-and-odds were staying away from work.

This strike and all others by California public employees are fatal, according to Alameda County Council Richard Moore.

Mr. Moore said his conclusion is based upon numerous appellate court decisions which the state Supreme Court several times has refused to reverse.

Superior Court Judge John E. Benson recently granted an injunction against any striking public employees in San Francisco. Today that "strikes by public employees are illegal unless authorized by statute."

Having reviewed the primary reason is that the county has no money, problems in the upcoming week should the strike continue.

—Although there has been a five-day minimum period for 1978-1980 Alameda County "who get some form of welfare assistance about 70,000 get aid for dependent children, general assistance or relief aid, about 10,000 get food stamps and about 11,000 receive Medi-Cal aid. Colonel H. Adams, director of the Management Department, says his management employees working over time have lost up with their pay. The meeting clerk has day was a peak had any period could cause problems.

Union coordinator Kay Easchlower charged Saturday that some welfare clients claim all welfare offices are closed because management persons on duty are not answering the phone.

The only offices closed are the ones at 200 San Pablo Ave., Berkeley, and 433 Hansen Ave., Fremont, she noted. "We urge people to go to the other offices even if the phone don't answer," she said.

—The Alameda County Fair set to begin June 15, could be in jeopardy. County officials say construction at the Pleasanton fairgrounds must be done by Friday to meet the opening date. But strikes Friday extended their picket lines a 12-hour-a-day three after most employees said trucks had been making night deliveries. Earlier in the strike, daytime picketers had kept away construction workers. Trainers, telephone installers and other workers. The Alameda County Fair Board says its meet Friday to decide the fate of this year's fair.

—Superior Court and the county clerk's office have shown signs of a new round of banking problems.

No criminal trials have been interrupted and verdicts have continued to come forth. But strike and all others by county department, only six have their regular clerks. County Clerk Peter Davidson has except to sit after temporary court clerks, recruited from among managerial employees in other county departments.

Among the judges, only Superior Alameda has declined to accept a temporary clerk and is continuing to do his minutes in longhand. Judge Akester and Judges Richard A. Bancroft, David P. Phillips Jr. and J. and L. Lane Wilson, continue to do their minutes obtained from strike headquarters.

Andrew Schultz, court administrator, said some potential jurors are refusing to come picket lines but he has been able to fill jury panels by summoning additional people.

Clerk trial clerks are handling the paperwork generated by 11 superior court criminal proceedings. In the county clerk's office, staff is being called in morning mail to handle the red book. There is a day to be handling the return of jury checks.

Mr. Easchlower said Saturday his pickets have been treated or struck

cars driven by nonstriking workers and in one case by a doctor at a county hospital. One picket was treated at Kaiser Hospital and several have filed complaints, she said.

Seventeen strikers and union officials filed arguments on charges from their picket line Thursday outside the downtown Oakland law office of supervisors Chairman Fred P. Cooper.

To appear in court, Wednesday, are 14 picketers, who were released on their own recognizance Friday after spending the night in jail. Three others, released from jail last Thursday night on \$100 bond each, will be arraigned July 8.

On Friday, a regular county payday, a salary delayed for two hours \$16,000 in pay checks for 50 striking employees after a SEIU representative showed up to post a \$100,000 bond in the form of a cashier's check drawn on Olympic Savings and Loan Co. in San Francisco.

The bond had been ordered payable at 2 p.m. in either cash or variety bond but by Superior Court Judge Lyle E. Cook before the 500 could be paid. Judge Cook earlier had granted the unions a preliminary injunction prohibiting the county from making payroll deductions from the affected 58 workers.

The county sought the deductions to repay salary advances made last year when the county went from a monthly to a bi-monthly pay system. The workers were instructed to pay the advances either allowing the acceptance of the cashier's check at the later time.

The union's last proposal was for a 7.4 percent pay package hike, which they contend is what about 120 management employees getting from the court: The county's last offer was for a 3.2 percent pay package hike. The SEIU pays average increases of about 3.7 percent but says that places these workers at least a 1 percent above the median wage paid in the Bay Area. The similar job.

← TRIBUNE, JUNE 14

# First Talks in 9-Day County Strike

By RICK MALASPINA

Union representatives and two Alameda County supervisors met yesterday for the first time since the county's illegal public employees strike began nine days ago.

Richard Groulx, executive secretary, treasurer of the Alameda County Central Labor Council, told The Tribune the meeting was called at his request in an attempt to resolve the dispute between the county and the Service Employees International Union (SEIU).

"The labor council is not interested in getting into a death struggle with the county," Groulx said. "We're anxious for a settlement but at this point, I don't know how we're going to get one."

Superior Judge Joseph P. Bart described the 45-minute meeting as a "negotiation session" and a serious step toward more productive talks.

It said nothing substantial resulted from the meeting and added he was "not at liberty to say" whether the county has made a contribution to the SEIU's demand for a 7.4 percent pay increase for the 3,000 hospital employees, clerks and social service workers it represents.

The county's last offer was for a 3.2 percent pay hike plus \$12.25 in monthly fringe benefit increases. The SEIU's counter offer represents only a 3.7 percent pay increase.

Fred P. Cooper, chairman of the board of supervisors, and John Bowers, chief union negotiator, also attended the talks but refused to comment on them. Several other union representatives also were present.

Union leaders filed a complaint in superior court seeking a restraining order, but the county is making payroll deductions from striking workers' checks.

Judge Robert K. Barber refused to issue orders but set a "show cause" hearing for July 8.

County Auditor-Coroner Donald Parkin said the deductions from checks to be distributed tomorrow are to make up for advance pay given during the transition last year from monthly to biweekly pay.

Employees had faced a big period in which they would work four weeks before getting pay for two weeks' work. Since accepting the "transition pay" established in advance to ease them through the hic.

Confirmed Bank Pans. Col. I. agreeing to have the money paid out from paychecks when they have been.

The money will be taken from strikers' paychecks now. Parkin said, as a precaution in the event strikers do not return to work, the money would not return to work because of voluntary or forced terminations.

County Council Richard Moore has called the strike illegal and suggested that the county could ask for an injunction against union leaders or invoke "resignation" if employees remain off the job for more than three days without valid reasons.

County job alternatives (futures) showed workers on the job yesterday compared with earlier in the week. Approximately 67 percent of management and nonmanagement employees were on the job.

The percentage of management employees at work is much higher than for nonmanagement workers.

It remains difficult to determine how the strike is affecting job attendance, however, because the county has provided no breakdown of the number of employees called in or vacation leave and other leave. Some employees are away of keeping track of how many employees have joined the walkout.

Most serious effects of the walkout have been a hospital, nursing home and several services provided by the county, according to county officials.

# County to Reopen Welfare Office

Alameda County officials tomorrow will reopen one of two welfare offices closed since county public employees struck June 2.

Linda Perez, social services director, said today he has shifted staff to find workers for the welfare office at 403 Harrison Ave., Fremont.

Still closed is a welfare office at 2530 San Pablo Ave., Berkeley.

Despite talks related between the sides by a state mediator over the weekend, there are no prospects of direct negotiations.

The sides are still trying to agree on a plan and format for talks.

This strike and all others by California public employees are illegal, according to Alameda County Counsel Richard Moore.

Mr. Moore said his conclusion is based upon numerous appellate court decisions which the State Supreme Court several times has refused to review.

Superior Court Judge John E. Benson recently granted an injunction against striking public employees in San Francisco, finding that "strikes by public employees are illegal unless authorized by statute."

Pickets from the three striking locals of Service Employees International Union maintained 24-hour lines at the Pleasanton fairgrounds over the weekend, hoping to block the scheduled June 2 start of the Alameda County Fair.

Strikers today went door to door in Pleasanton and Livermore, handing out leaflets explaining why the unions are picketing the fairgrounds and other county facilities.

Leaflets outline union demands and blame the strike on supervisors' refusal to meet them.

Critics are urged in the leaflets to ask their district supervisor, John Murphy, to support direct private negotiations with the unions at a neutral site.

Supervisors want the negotiations held publicly in the county board room.

Two stickbombs were thrown sometime last night into the history Alcopark garage across from the County Administration Building, said Chief Harold C. Walker of the Sheriff's Department.

The strike remained an unending employees arrived for work this morning.

At the county's last count, count, 2,600 members of SEIU locals were off the job out of 7,240 nonmanagement persons assumed.

Hardest hit by the county departments are the courts, welfare, health care and social services.

The fair has its own employees but county employees who inspect fairground projects are union members.

Ms. Campbell said the fairground pickets have turned away all delivery trucks but one which is bringing in carnival ride equipment.

That truck, Ms. Campbell said, accelerated while approaching the gates, endangering the pickets.

TRIBUNE · JUNE 16 →

## Strike Effect In County

The Alameda County public employees strike has had these effects:

- Picket lines at county facilities are preventing garbage collection, construction work and other services.
- Extended shifts for deputy sheriffs and hospital personnel.
- An understaffing of clerks, including court clerks.
- Reduction of services and other medical personnel of Highway General and Fairmont hospitals.
- Relocation of the Eden Children's Center from Fairmont Hospital to 2400 Southland Drive, Hayward.
- Closing of an alcohol detoxification center at Fairmont and one of two psychiatric hospitals, setting off fire at 2530 San Pablo Ave., Berkeley, the East Oakland Mental Health Rehabilitation Center, 3141 E. 14th St., and the Crisis Intervention Service office at 40 Harrison Ave., Fremont.

## Settlement In County Strike Near

The six-week illegal strike by Alameda County public employees was near a tentative settlement today, a source told The Tribune.

"The ingredients for a settlement are there," said the source, who asked not to be identified. "We're very close to a solution."

The two issues left to be resolved were wages and medical benefits. The source said. Negotiations working until 2 a.m. today came to a general consensus on those two issues, and separate meetings by each side under way today to decide whether the consensus is acceptable.

The strike involves about 2,500 hospital, clerical and social service workers, members of the Service Employees International Union.

The Alameda County Superior Court has ruled the strike illegal. The ruling followed a similar one by San Francisco Superior Court that "strikes by public employees are illegal unless authorized by statute."

The Alameda County Superior Court has ruled the strike illegal. The ruling followed a similar one by San Francisco Superior Court that "strikes by public employees are illegal unless authorized by statute."

Meanwhile, the long strike has been taking its toll from the union ranks.

The county reported today that 600 union members have asked the county auditor to stop deducting union dues from their pay checks. The requests came from the estimated 2,500 union members who have been crossing picket lines to work during the strike.

The supervisors scheduled a meeting today to talk over the general consensus reached in late-night discussions involving State Controller John McCarthy, board Chairman Fred Cooper, and the union's top negotiator, Paul Vercelli.

The union negotiating committee was scheduled to meet at noon at the Clermont Hotel.

The negotiations began Saturday after the union offered to accept a 5 per cent wage increase instead of the 7.5 per cent it had initially demanded.

The 5 per cent covers only wages, with other fringe benefits totaling nearly 1 per cent, union spokesmen said.

The board of supervisors has publicly held to its offer of a 3.5 per cent increase, plus another 2 per cent for 400 employees not normally eligible for a raise.

About half of the union's members are striking, and the other half are crossing picket lines.

TRIBUNE · JUNE 16 →

## Fair Picketed Despite Court Ban

Striking Alameda County employees walked their lines at the Pleasanton fairgrounds gates today morning despite a court order yesterday banning picketing at the Alameda County Fair site.

Presiding Superior Court Judge Robert K. Barker yesterday signed a temporary restraining order against the Service Employees International Union.

But union attorneys, absent from the hearing, contended that they had not been properly notified. Judge Barker scheduled another hearing today to hear their arguments, leaving the order in effect.

Fair association lawyer John E. Cantwell told the court that he had notified

the offices of the union attorneys about the hearing but had not received a response.

Last night, Victor Van Bour, representing Locals 259 and 538, said, "It is my opinion that the order is null and void. I will tell the union people that picketing by county employees is perfectly legal in California and they can picket as freely as it is peaceful."

The union, which includes a third county employees unit, Local 616 of the clerical workers, went on strike June 3 in a wage dispute with the board of

supervisors. Picketing was extended to the fairgrounds, blocking construction and service preparations for the fair.

The lawsuit by the Alameda County Agricultural Fair Association, which operates the grounds in a contract with the county, was based on state law that it is illegal for county employees to strike.

This strike and all others by California public employees are illegal, according to Alameda County Counsel Richard Moore.

Mr. Moore said his conclusion is based upon numerous appellate court decisions which the state Supreme Court

several times has refused to review.

Superior Court Judge John E. Benson recently granted an injunction against striking public employees in San Francisco, finding that "strikes by public employees are illegal unless authorized by statute."

The scheduled 10-day annual event, slated to start June 27, includes 12 days of horse racing. Betting on the 1973 California Fair period of the thoroughbred, quarter horse and Appaloosa racing schedule.

Fair operators have anticipated an even bigger take this year, since there are two Sundays and July 4n within the fair period of the thoroughbred, quarter horse and Appaloosa racing schedule.

Lee R. Hall, secretary manager of the fair association, said he still has to confer with his board of directors Friday to determine whether "to go ahead with the opening."

Ironically, Judge Barker provided that the association's hearing on a preliminary injunction is to be June 28, two days after the scheduled opening. The hearing has been assigned to Judge George W. Phillips Jr.

Mr. Cantwell argued before Judge Barker in a chambers session that he was moving on the District Court of Appeals' ruling that a strike by public employees is illegal and thus the court had jurisdiction "to act."

Mr. Cantwell said:

"The people who took for the fair are not only employees, they are hired directly by the fair association and employed by the association."

Attorney John Anderson represented Locals 259 and 538, but was not available for comment.

However, Kay Fainstower, spokesperson for SEIU, said:

"We have union attorneys to follow their advice. We go along with Mr. Van Bour."



# Strikers Block Justice Hall Work

Striking Alameda County employees today temporarily blocked work at the new Hayward Hall of Justice as they stepped up picketing to pressure supervisors into negotiations.

Hayward police escorted about 40 trade workers through county employees' lines and 20 sheet metal workers stayed outside, awaiting instructions from their business representatives.

Strikers again kept large lines circling at gates to the Alameda County Fairgrounds in Pleasanton. The walkout is in its 10th day.

"We'll do whatever it takes to bring increased pressure on the board to begin negotiating—after all, the only way you end a strike is to negotiate," said strike coordinator Shirley Campbell of the Service Employees International Union (SEIU).

She said expanded picketing at unspecified locations "among other things" would be carried out by the 3,000 striking hospital, clerical and social service employees to spark negotiations.

About 225 strikers viewed during a rally at the fairgrounds yesterday to block the fair, slated to open June 25. If supervisors fail to negotiate promptly and on the union's terms—in private at a downtown hotel instead of publicly in board chambers.

Presiding Superior Court Judge Robert K. Barber earlier had lifted his ban imposed Tuesday against fairgrounds picketing. He said questions of jurisdiction and legality of the strike remain unresolved. The judge ordered a continuance hearing on the matter for today.

This strike and all others by California public employees are illegal, according to Alameda County Counsel Richard Moore.

Continued Back Page, Col. 1

Mr. Moore said his conclusion is based upon numerous appellate court decisions which the state Supreme Court several times has refused to review.

Superior Court Judge John E. Benson recently granted an injunction against striking public employees in San Francisco, finding that "strikes by public employees are illegal unless authorized by statute."

Judge Barber asked attorneys for each side to respond to two legal questions.

• If the picketing is an unfair labor practice involving an independent agency (the fair board) under contract to the county, do the court and the National Labor Relations Board share jurisdiction?

• If the strike is illegal, what person or agency besides the board of supervisors has the right to go to court to stop picketing?

Judge Barber set a June 29 hearing on an injunction sought by fair association attorney John E. Cantwell against strikers. The picketing has paralyzed fair preparations by blocking "boardrooms, workmen and members of touring parties away from the fairgrounds."

About 40 SEIU pickets arrived at about 7:30 a.m. and visited 100 trade workers at the entrance to the \$12.5 million Hayward Hall of Justice project, which is supervised by a chain link fence.

Spokesman for the trade unions said they considered the picketing a "second-year boycott." Twenty Hayward police with riot equipment formed a cordon through SEIU lines shortly after 8 a.m. and most trade workers walked through. There were no incidents.

The building, on Amador Street between Elmhurst Street and West Union Avenue, will house superior and municipal courts and various county offices. A project superintendent said the building remains the property of the contractor until it is completed a year from now.

As strikers rallied outside the fairgrounds, Supervisor John D. Murphy held a press conference in his office in the fairgrounds administration building to say he opposed the picketing.

But it is up to the fair association board, not the supervisors, to take legal action to keep the fair open, he said.

"The exhibitors, the 4-H and FFA (Future Farmers of America) children and families who make the fair part of their summer recreation are the real losers," Mr. Murphy said. "I regret the situation exists, but the board of supervisors has no control over the situation, nor do I as an individual have such control."

One union spokesman said during the rally, "We don't want to close down the county fair, but this is the only way we can show the board of supervisors we want action."

At a news conference later, SEIU organizer Bob Matthews said the union would maintain around-the-clock picket lines at the fairgrounds to "apply pressure on the board of supervisors, particularly Supervisor Murphy."

Although the fairgrounds is county-owned, fair workers and directors are not county employees. The fair is a non-profit event whose proceeds revert to the county's general fund for fairgrounds improvement.

"We feel that we, along with the public, are made innocent victims of county politicians using the strike as a political football," Mr. Matthews said.

Strike organizer Kay Eichenberg accused sheriff's deputies of exerting increased and unnecessary force against pickets.

She said two pickets were cited for obstructing a driveway and another was arrested when a picket sign he was carrying struck the car of a non-striking worker.

Mr. Eichenberg estimated the county is spending \$10,000 a day in overtime pay for deputies patrolling picketed areas, and this money, she said, could be used for union programs such as in-service training.

The SEIU is demanding a 7.6 per cent pay increase for the 3,500 members of the three local unions. The county's last offer was for a 3.1 per cent raise plus a 10¢ an hour increase. The county denies the county offers represents a 12 raise.

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Presiding Alameda County Superior Court Judge Robert K. Barber signed an order today restricting strikers to "informational picketing" at the fairgrounds.

Judge Barber instructed the union "not to picket or picket in a manner that is disruptive to the fairgrounds or to the persons with signs or banners that have the purpose of preventing fair workers from entering onto the fairgrounds to perform work."



Striking Alameda County employees picket outside main gate of Pleasanton fairgrounds

TRIBUNE JUNE 17

## Back-to-Work Offer Made By Strikers

Union leaders proposed today that striking Alameda County employees return to work Monday if supervisors agree to accept binding arbitration and not to take reprisals.

Board chairman Fred Cooper said the board would try to move up a scheduled 4 p.m. meeting today to consider the proposal.

The union offer, delivered to the board today in a letter, set a 6 p.m. deadline for the board's response.

If supervisors accept the proposal, said union negotiator John Bowers, strikers will meet at 2 p.m. Sunday to vote on two actions:

- Ending the strike and pulling pickets from the Alameda County Fairgrounds in Pleasanton.
- Ratifying the back-to-work agreement with amnesty.

The proposal was drafted last night by the strike negotiating committee and approved by the strike leadership council representing the three striking unions of the Service Employees International Union.

Mr. Cooper had to comment on the proposal itself.

Meanwhile this morning, directors of the Alameda County Fair Association were meeting to decide whether to go hold the fair this morning despite the paralyzing effects of the strike.

Fair officials have warned that the 44-year-old event would be cancelled if picketing at the Pleasanton fairgrounds continued through this week. The picketing has blocked members of other unions from entering the fairgrounds to do construction and other preparatory work for the fair's June 27 opening.

Presiding Alameda County Superior Court Judge Robert K. Barber signed an order today restricting strikers to "informational picketing" at the fairgrounds.

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Attorney Stanley Weinberg, representing SEIU Locals 200 and 313, argued that the fairgrounds picketing is directed solely against county management on an informational basis and that strikers have a constitutional right to view their grievance against county supervisors.

Fair attorney Stephen McKee said the picketing has been construed by utility and phone installers as "indicating a strike on the people refused to cross the line."

Union spokesman declined comment on Judge Barber's order.

Pickets returned today to the site of the new Hayward Hall of Justice to pressure supervisors into meaningful negotiations.

About 31 craft workers refused to cross picket lines yesterday while police escorted 40 strikers through the lines.

County Public Works Director Herbert G. Covich said the picketing has little impact on the construction because the building is 80 per cent complete and there is three weeks ahead of schedule.

About 300 hospital clerical and social service employees walked off jobs June 2 demanding a 14 per cent raise. The union's last offer was a 1.7 per cent increase with \$12.5 in fringe benefit increases. The SEIU, however, contends the county offer represents a 12 per cent raise.

# COUNTY'S HANG TO GO FOR PICKETS' 'GO FORTH' SIGN

## Strike Will Stall Horses

Don't bet on horse racing beginning on schedule Monday at the Alameda County Fair, it won't.

Fair officials say the 10-day race season will be stalled one and possibly two days because of picketing at the Pleasanton fairgrounds by county employees striking for higher wages. The fair itself, however, opens at 10 a.m. tomorrow.

Parliament clerks, janitors, starters, jockey valets and veterinary assistants are refusing to cross picket lines. Their parent union is the Service Employees International Union, which called the strike 25 days ago.

More than 250 members of Trainers Local 78—parking attendants, admission clerks, grandstand ushers, messengers and stairway controllers—who will observe the lines.

Bob Stein, executive vice president of the Western Fairs Association, said a court hearing Monday on an injunction would let county fair directors among strikers could pause the way for a Wednesday race start.

Presiding Superior Court Judge Robert K. Barber set the hearing to determine if California public employees are violating his earlier order allowing only informational fairgrounds picketing and ordering strikers to permit messengers to enter unions through picket lines.

The strike and all others by California public employees are illegal according to Alameda County Counsel Richard Moore.

Moore said his conclusion is based upon numerous appellate court decisions.

Superior Judge John E. Benson recently granted an injunction against striking public employees in San Francisco, finding that "strikes by public employees are illegal unless authorized by statute."

Moore said he has "every confidence that the current picket lines at the fairgrounds will be held during the week fair personnel open to court Monday."

County figures released yesterday show that fewer non-management employees were absent from work yesterday and Thursday than any other day since the strike began June 2.

County spokesman Marshall Gordin said 2,473 employees were absent yesterday compared to 3,180 on the first day of the walkout.

The SEIU represents approximately 3,500 of the county's hospital, clerical and social-service staffers. They are demanding a 7.8 per cent pay raise.

Gordin said Highland Hospital is operating at one-third normal level with 31 seriously ill patients being cared for there. The emergency room is operating at 90 per cent capacity and the outpatient clinic at 50 per cent, Gordin said. No negotiations were scheduled in the strike this week, end.

←TRIBUNE - JUNE 19→

Alameda County supervisors yesterday rejected a union proposal to arbitrate an end to the county's 18-day public employees strike.

Board of Supervisors Chairman Fred F. Cooper called the proposal, made during a union news conference earlier in the day a "grandstand play" by union leaders to recoup from a court order banning strike picketing at the county fairgrounds in Pleasanton.

County fair directors, also meeting yesterday, decided to proceed with the fair — scheduled to open June 27 — regardless of the picketing.

Cooper declined that the county receive a detailed 15-page strike settlement offer from the Central Labor Council earlier in the week. The county responded with a 15-page counteroffer Thursday, but the union has not replied, Cooper said.

He would not elaborate either proposal except to say they "covered all the bases."

This strike and all others by California public employees are illegal, according to Alameda County Counsel Richard Moore.

More said his conclusion is based upon numerous appellate court decisions the state Supreme Court several times has refused to review.

Superior Court Judge John E. Benson recently granted an injunction against striking public employees in San Francisco, finding that "strikes by public employees are illegal unless authorized by statute."

Yesterday, Presiding Superior Court

Judge Robert K. Barber signed an order restricting strikers to "informational picketing" at the Pleasanton fairgrounds. Judge Barber, who said the strike "appears to be illegal," ruled that it is no way "should picket signs urge members of nonstriking unions to honor picket lines."

The union proposal, if accepted, would have let the county's 3,000 striking hospital, clerical and social-service workers back to work Monday if supervisors had agreed to accept binding arbitration and not to sue for trespass.

Union spokesmen described the proposal as a "plan to save" the fair and said striking workers would donate a day's labor to help ready the fairgrounds. Their picketing had blocked Transfers, phone installers, electricians and construction workers from entering the fairgrounds.

In announcing the supervisors' rejection of the offer, Cooper said:

The County Board of Supervisors has an control over the fair. In effect, the offer is an offer to all become the county's order restricting picketing at the fair, but the issue solely is between the fair board, the union and the superior court court.

## Effects of Strike

An Alameda County welfare office at 230 San Pablo Ave., Berkeley, closed because of the county workers' strike, will reopen Monday. It is the second welfare office put back in operation since the strike began June 2.

The strike continues to affect the county in these ways:

- Postponement of a county charter review commission meeting scheduled for this week.
- Picketing at county buildings and the fairgrounds is blocking garbage collection, construction and other services.
- Extended shifts for deputy sheriffs and hospital personnel.
- Understanding of clerical workers, including court clerks.
- Reduction of nursing and other medical staffs at Highland General and Fairmont hospitals.
- Relocation of the Eden Children's Center from Fairmont Hospital to 2401 Southland Drive, Hayward.
- Closure of all alcohol detoxification center at Fairmont and one of two psychiatric units at Highland Hospital, and the East Oakland Mental Health Rehabilitation Center, 329 E. 18th St.

## County rejects proposal by striking union

**OAKLAND (AP)** — Alameda County officials have rejected a proposal by striking employees to submit wages and other issues to binding arbitration.

The union fully knows the county cannot legally enter into binding arbitration, Fred Cooper, chairman of the county Board of Supervisors, told newsmen Friday.

"Elected officials cannot legally delegate their authority to persons who may not even live in the county and have no accountability to voters and taxpayers," he said.

Cooper rejected arbitration after the county won a court order Friday halting strike activity at the county fairgrounds in Pleasanton to informational picketing. Labor leaders had offered to "save the Alameda County Fair" if management would agree to binding arbitration.

The fair had been jeopardized because many nonstriking workers refused to cross the picket lines. But with the court order, officials said the fair would open as scheduled on June 27.

About 1,600 employees, including many hospital workers, went on strike 18 days ago for a 7.6 per cent increase in wages and fringe benefits. The county has offered a 3 per

## County Mum on Strike Cost

Alameda County officials are maintaining a tight-lipped silence on the cost of salary savings from the three-week strike of clerks, hospital and welfare workers, despite the efforts of Superior Court Judge John E. Benson to pry the figures loose.

"I think these figures should be out to the public," said Bates of yesterday's publication discussed this in executive session and the board decided not to release them. I am requesting the county administer publicity to furnish with these figures."

Chairman Fred Cooper, who has brushed aside newsmen's requests for the same cost and action, estimates that the county has lost \$1.5 million for each biweekly pay period. Administrator Loren Brown has not given up a definitive cost of this figure.

The union officials, spokesmen for the striking workers, have told The Tribune the saving is salaries, and from benefits for the striking employees amounts to about \$1.5 million for each biweekly pay period. The official county source will not discuss the accuracy of this figure.

important we get this out on the table. Some 3,000 workers are on strike. Department heads tell me it may take six months to catch up on back work."

Superior Judge John E. Benson has been trying to "pull" from the issue and he has done a good job of that. "He said, 'It would be a disservice to the public to keep this information and reimbursement being printed about the strike activity.'"

Union officials, spokesmen for the striking workers, have told The Tribune the saving is salaries, and from benefits for the striking employees amounts to about \$1.5 million for each biweekly pay period. The official county source will not discuss the accuracy of this figure.

The union officials estimate the county is spending some \$100,000 a day in overtime for the striking employees. When can you get it to us, by Christmas?" Bates asked.

←TRIBUNE - JUNE 19→

←GARBET - JUNE 19→



# Taks No Help In County Strike

Two weekend negotiating sessions failed to bring the Alameda County employees any closer to an end, spokesman for both sides said yesterday.

Nay Elamhor, spokesman for the striking Service Employees International Union, said the county board of supervisors' negotiator rejected out-of-hand several union proposals for changes in contract language which were presented to management during sessions on Saturday.

The county's only move was to offer two per cent pay increases, in July and January, to 480 employees who are now slated to receive no increase at all, Ms. Elamhor said.

## Strike Effect In County

The Alameda County welfare office at 250 N. Pablo Ave. in Berkeley is scheduled to reopen today after being closed because of the county workers' strike.

The strike continues to affect the county in these ways:

- Picketing at county buildings is blocking garbage collection, construction and other services.
- Telephone installers reportedly are refusing to cross picket lines at the Alameda County fairgrounds, despite a judge's order that the picketing be informational only.
- Extended shifts for deputy sheriffs and hospital personnel.
- Replacement of clerical workers, including court clerks, with managerial staff.
- Reduction of nursing and other medical staff at Highland General and Fourness hospitals.
- Relocation of the Eden Children's Center from Fairmont Hospital to 3401 Southland Drive, Hayward.
- Closure of an alcohol detoxification center at Fairmont, one of the two psychiatric units at Highland and the East Oakland Mental Health Rehabilitation Center at 3129 E. 14th Street.

# Fair Board Seeks Strike Citations

Contempt of court citations will be sought against striking Alameda County employees and union leaders for violating a judge's order against full-fledged picketing at the county fairgrounds in Pleasanton, a fair association attorney said yesterday.

John E. Cantwell said directors of the Alameda County Fair Association instructed him to request the citations on grounds that strikers are defying a temporary restraining order issued last week by Presiding Superior Court Judge Robert K. Barber.

The judge restricted strike activity at the fairgrounds to "informational" picketing and ordered strikers to use picket signs that do not encourage members of other unions to join the strike. Trainers, telephone installers, construction workers and refuse employees are refusing to cross picket lines at the fairgrounds.

Mr. Cantwell said 50 to 60 pickets along with representatives of Service Employees International Union (SEIU)

250, 331 and 418 have been served with the restraining order and photographed by fair officials for use in the citations.

Strike coordinator Shirley Campbell refused to say whether any of the five union leaders named as respondents in the order have been served and maintained that working on picket signs at the fairgrounds is in compliance with the court order.

### Mum on Cost, Pops 3

Judge Barber's order "I'm not sure what an informational picket line is," Ms. Campbell added.

This strike and all others by California public employees are illegal, according to Alameda County Council Richard Moore.

Mr. Moore said his commitment is based upon numerous appellate court decisions which the state Supreme Court several times has refused to review.

Superior Court Judge John E. Benson recently granted an injunction against striking public employees in San Francisco, finding that "strikes by public employees are illegal unless authorized by statute."

Mr. Cantwell said he is uncertain whether he will request the contempt citations prior to a June 30 hearing Judge Barber set on an injunction sought against strikers by the fair association.

A barbers' group wants to take over fair raising programs should union employees refuse to cross picket lines, when the fair opens Sunday.

# Strikers Accused of Violating Court Rule Alameda County Employees Picketing Fairgrounds in Pay Dispute

By The Associated Press

Striking Alameda County workers picketed the county fairgrounds Monday in what a fair spokesman claimed was a violation of a court order.

"The pickets are not observing the court order restricting them to informational picketing, and they are stopping all union people from coming in," said Lee Hall, secretary-manager of the fair association. "But the fair will go on regardless."

Hall said he was consulting attorneys to determine whether to ask authorities to enforce the court order.

Shirley Campbell of the striking Service Employees International Union and the pickets were following the advice of union attorneys. "Other unions in Alameda County simply are honoring our picket lines," she said.

Meanwhile, the International Longshoremen's and Warehousemen's Union and the Teamsters Union, repre-

senting 20,000 striking warehousemen, held their first negotiations with management since June 10. The strike has affected more than 500 firms throughout Northern California.

And the strike by about 1,000 electricians in numerous Northern and Central California counties has started to slow down some construction jobs, according to Wayne Thomas, business agent for Local 411 in San Mateo County. Electricians are on strike in San Mateo, Santa Clara, San Benito, Alameda County, Contra Costa and Santa Cruz counties, as well as some Central Valley counties.

Last weekend as two unsuccessful negotiating sessions were held in the strike by 3,000 Alameda County workers, Pacific Telephone Co. installers and utility crews refused to cross fairgrounds picket lines.

But fair officials said supervisory personnel from the telephone company entered the fairgrounds to install telephones for the fair which starts Sunday.

Fairgrounds horse racing may be jeopardized by the strike. Union officials say that unauthorized track workers have assumed stations, that their numbers would not cross the picket lines.

The county workers left their jobs June 2 in a wage dispute. They are demanding a 7.6% package of pay and fringe benefit increases. The county has offered 4.2%.

L.A. TIMES - JUNE 22

## Strike will not hat Alameda fair

By The Associated Press

Officials of the Alameda County Fair say the annual festival will open as scheduled next week in spite of picketing that they say is illegal.

A judge has issued an order restricting members of three union locals on strike against Alameda County to informational picketing outside the Pleasanton fairgrounds.

"The pickets are not observing the court order, and they are stopping all union people from coming in," Lee Hall, secretary-manager of the fair association, said Monday. "But the fair will go on regardless."

Hall said he was consulting attorneys to determine whether to call on authorities to enforce the court order.

Shirley Campbell of the striking Service Employees International Union said the pickets were following the advice of union attorneys. "Other unions in Alameda County simply are honoring our picket lines," she said.

Meanwhile, the International Longshoremen's and Warehousemen's Union and the Teamsters Union, representing 20,000 striking warehousemen, held their first negotiations with management since June 10. The strike has affected more than 500 firms throughout Northern California.

And the strike by about 3,000 electricians in numerous Northern and Central California counties has started to slow down some construction jobs, according to Wayne Thomas, business agent for local 411 in San Mateo County. Electricians are on strike in San Mateo, Santa Clara, San Benito, Alameda County, Contra Costa, San Mateo and Santa Cruz counties, as well as some Central

Valley counties.

Telephone installers and utility crews have refused to cross picket lines set up by representatives of the 3,000 striking Alameda County workers.

But fair officials said supervisory personnel from the telephone company entered the fairgrounds to install telephones for the fair, which starts Sunday.

Horse racing at the fairgrounds may be jeopardized by the strike. Union officials say that unauthorized track workers have assumed stations that their members would not cross the picket lines.

County workers, including clerical personnel and some health service workers, left their jobs June 2 in a wage dispute. They are demanding a 7.6 per cent package of pay and fringe benefit increases. The county has offered 4.2 per cent.

GAZETTE - JUNE 22

Mike Steele, Northern California chairman of the Horsemen's Benevolent and Protective Association, has asked the fair association to let the group's members operate track facilities and run the 13-day meet as scheduled.

The fair's board of directors has not responded, Mr. Steele said yesterday.

A decision is expected by Sunday on whether Teamsters Local 78, which represents 24 parking attendants, admission clerks, standstill workers, concession and stadium controllers employed at the fair, will honor picket lines.

County spokesman Marshall Grodin said 400 service and hospital employees and 400 service and hospital employees who had been on strike returned to work, decreasing the total number of striking workers to 2,400, according to county figures.



Striking county workers hit the bricks in front of the Alameda County Welfare Office, North Oakland Branch.

Photo by Fern

TRIBUNE - JUNE 23

# Alameda County strike continues

workers charge bosses

with union-busting

Alameda County employees were forced to go on strike June 2 after County management refused all efforts to settle with SEIU. Our last proposal, turned down by the Board of Supervisors, was that county rank-and-file workers be granted the same wage and benefit package used by management, an average annual 6.6% raise. 2,000 SEIU members responded by voting 82% in favor of striking in defiance of the Board's unilateral salary action which granted an average 3.2% increase.

We began our strike preparations last winter with a series of fundraising events that doubled an organizing office by developing leadership in the offices. Committees formed at many workplaces to set up the bake and book sales and became the basis for coordination of leaflet distribution, phone trees, etc. In May, when the reality of a strike became evident, the three locals turned the joint strike preparation committee into a strike committee consisting of 15 rank-and-file workers and one representative from the International Union. The successful organization of our strike has been the strength of our effort and has attracted the state-wide attention of other unions.

The rank-and-file members include a delegate from each of the three local negotiating teams, the coordinator from the International, and nine sub-committee chairpersons. We made decision before the strike to develop the strike leadership separately from the negotiating team. The past June's strike representatives gave the strike council steady input, without leaving a hole in the strike leadership on a day-to-day basis when the team is involved in questions with management or causing to plan their strategy for those seasons.

The work of the sub-committees deserves attention, as we believe this structure could serve as a model for other striking unions. Some of the functions are obvious: the picket committee organizes the picket line, the Budget committee handles the money in the strike fund. The food committee has organized the gargantuan

# Alameda County Fair rejects labor Operation offer

the pickets are striking county public employees who say they are trying to dramatize their grievances with the Alameda County Board of Supervisors over a salary schedule.

They say they are sorry to be picked to face the fairgoers, but they feel it is the only way to force the board to negotiate. The board says the fairgoers can be taken care of by the county's own staff.

The Alameda County Fair Association

← GRASSROOTS • JUNE 23

task of deliveries of coffee, donuts, and sandwiches to every shift of every picket line at some 95 county facilities. The international community people gave the daily strike bulletin, "I Walk the Line," which is delivered to each picket shift with the food. The media group handles press releases, conferences, and the dozens of daily phone calls from the press. Support from the community is organized by the community relations committee, which has produced several leaflets to be distributed to the public in general and to welfare and hospital clients in particular. The survival committee has the task of counseling strikers in dealing with financial problems and issuing passes to cross the picket lines to apply for aid at the welfare department. An emergency hotline is staffed on a 24-hour basis by the emergency services committee, which provides financial personnel to the County when staff shortages might result in serious injury or death to patients. And the headquarters committee keeps the strike office staffed and clean on a 24-hour basis.

The strike council meets daily to make all decisions concerning the conduct of the strike. The meetings open to all membership and provide both the maximum input from the lines and the coherence of a centralized leadership responsible for decision-making. Armed with this effective structure, our members have maintained strong picket lines throughout the County. We have successfully impeded the functioning of Highland Hospital, the welfare offices, the libraries and courts, and the courts. We have had few strikers return to work, although we have entered the third week of the strike. We have defeated the County in a major court action (June 8) there has been no response from the County, although we have been successful in scheduling talks later in the day with the County's negotiator.

The character of the strike has clearly changed. From a dispute over wages and working conditions, the conflict has become one of survival of the union. Management is obviously trying to use our people, no matter what the cost to the community. But we have no intention of crawling back to work — we have conducted one of the strongest, best-organized strikes ever in the public sector, and we'll go back only with dignity and a decent contract.

SEIU Eisenhour SEIU Strike Council

attacks by politicians seeking to enhance their own positions with County taxpayers by hand-cuffing on the issues of decent salaries and extension of public employee services. The Board of Supervisors cares little about the effect of the strike on the poor and working people who utilize county services.

We have gained a measure of community support through our stance that we are strike against the Board, not the public. We refused to interfere with the elections on June 8, in a good faith gesture to the voters of Alameda County. The County's response was a union-busting proposal not regulations to end the strike.

In another attempt to initiate meaningful negotiations, our team conducted a sit-in in Fred Cooper's office. To dramatize our demand for meetings with management, our team accepted arrest and a night in jail. The Board's only response was that we should cross our own picket lines to negotiate, an unacceptable proposal. They refused to accept a neutral site, which demonstrated that they were not serious about meeting.

The strike council next to picketing the County Fairgrounds on a 24-hour basis. Again the Board indicated its unwillingness to participate in serious talks, even at the County Fairgrounds. We finally proposed binding mediation-arbitration in an effort to save the fair and end the strike. As this article is being written (June 18) there has been no response from the County, although we have been successful in scheduling talks later in the day with the County's negotiator.

The character of the strike has clearly changed. From a dispute over wages and working conditions, the conflict has become one of survival of the union. Management is obviously trying to use our people, no matter what the cost to the community. But we have no intention of crawling back to work — we have conducted one of the strongest, best-organized strikes ever in the public sector, and we'll go back only with dignity and a decent contract.

SEIU Eisenhour SEIU Strike Council

# Fair rejects labor Operation offer

Alameda County Fair directors have refused an offer by a horse owner group to conduct the fairgoers' needs. If the strike continues, to honor the picket lines of striking county employees.

County parliament clerks have the experience to operate the machines that issue betting tickets, Assistant Fair Manager Peter Bailey said yesterday. Although the fair is scheduled to start today as planned, the 14-day horse racing program may be delayed or cancelled by the absence of parliament clerks, janitors and other track employees.

Racing could start within 24 hours of a strike settlement because horses are kept in nearby stables and the track is being maintained, said Mr. Bailey.

Yesterday, fair attorney John Cantwell tried to identify pickets at the fairground gates by showing their photos to nonstriking county workers.

The fair association is seeking contempt of court citations against pickets and leaders from the three striking locals of Service Employees International Union, which has set up lines at the fairgrounds. The last day of the strike was the 14-day-old strike that has affected county hospital and social service and housing programs.

The association charges that the unions are ignoring an order by Alameda County Picketing Superior Court Judge John K. Barker allowing only non-striking picketing at the fairgrounds. The order does not permit strikers to encourage or induce other unions to encourage picket lines.

This strike and all others by Califor-

nia public employees are illegal, according to Alameda County Counsel Richard Moore.

Mr. Moore said his conclusion is based upon numerous appellate court decisions which the State Supreme Court reversed last week. He said the court ruled that strikes by public employees are illegal unless authorized by statute.

Strike leaders refused to comment on reports that more than 2,000 strikers will stage a mass demonstration at the fair when it opens on Sunday.

The unions are using to force the county to let strikers use scheduled vacation time during the week of the strike. The unions are asking for a hearing on that suit for Monday, also the day of a hearing on an injunction sought by fair directors against SEIU leaders. The contingent citation hearings may also come up Monday.

Strike coordinator Shirley Campbell said SEIU's offer to remove fairgoers, pickets and send union members back to work to county supervisors have no bearing on arbitration still pending. The county rejected the proposal last week.

The union wants a 7.6 per cent wage increase on the \$500 county employees it represents. The county has offered a 3.4 per cent raise plus \$13.8 in fringe benefit increase.

# Fair races won't be transferred to GG Fields

ALBANY — Spokesmen for the California Horse Racing Board in Los Angeles flatly have denied that racing dates will be transferred to Golden Gate Fields if the county fairgoers' horse racing at the Alameda County Fairgrounds is disrupted by the strike. The races will begin Monday.

And officials at Golden Gate Fields said they have not applied for any racing dates.

Local Union 10, spokesman for the California Horse Racing Assn., the official body that would have to sanction any transfer, said, "Frankly, I don't think the racing law provides for such a transfer. Racing law provides that a move can only be made in case of a catastrophe, and an informational picket doesn't seem to constitute a catastrophe in any legal sense."

Also, any transfer would have to be with the consent of the licensed Alameda County Fairgoers' Association, and the County Fair officials have not consented.

Post went on to say that fair representatives appeared before the horse racing board in Los Angeles and stressed that they intended to run the fair. Pickets threatened to shut down the horse racing dates.

Post went on to say that Golden Gate Fields is still in Alameda County and racing dates within the same county, when pickets can simply picket Golden Gate Fields.

Meanwhile, racing employees have stressed to the horse racing board that they do not want to cross picket lines if they are still in the County. The first day of racing at Pleasanton.

← TRIBUNE • JUNE 25

which puts on the fair every year under contract with the county, is caught in the middle.

It is nobody's fault; it is everybody's fault.

The fair goes on.

A family "Fun for Everyone" program the fair brochure, so it describes the attractions awaiting visitors to the fairgrounds: "Cardinals, exhibitors, livestock, health-related clinics and, of course, that traditional thrill of the fairground carousel."

But the lines of horseback may have to do without the "fun" of this year's fair. Unless the strike is settled, there will be no horse racing at the fairgrounds because last-minute clerks are leaving the county workers' picket line.

But fair officials point out that of the more than 400 persons who visited the fair last year, only about 100 would be the racing, leaving about 300 who would be the fairgoers and other attractions. The fair displays the products

sional enterprisers and all the rest of it. Whether they will make the trip to Pleasanton this year remains a question mark. Striking workers say they want to hurt fair patrons or exhibitors, particularly the 441 and Pilsner Farmers.

Strikers say if they can stop the horse races, they will have won their struggle.

Meanwhile, fair officials are rushing to complete the myriad details necessary for the games. Frantic even under normal circumstances, fair preparation this year has been especially troublesome because of the strike. But fair directors vow to open the gates at 10 a.m. Tuesday to herald the start of the 14-day extravaganza.

Just what kind of fair awaits the thousands of visitors remains to be seen.

One thing is certain: It will be unlike any other fair in the county's history.

# The County Strike Effects

Here are the effects of Alameda County's day strike: public employees' strikes.

• Teachers, telephone installers, welfare workers, janitors and race track employees are refusing to cross picket lines at the county fairgrounds in Pleasanton, despite a judge's order allowing only informational picketing.

• Picketing at county buildings has elicited garbage collection, construction and other services.

• Supervisory staff are replacing were striking clerical workers and county clerks.

• Deputy sheriffs and hospital personnel are working extended shifts.

• Many nurses and other hospital staff are off work at Highland General and Fairmount hospitals.

• The Eden Children's Center has been relocated from Fairmount Hospital to 3100 Southland Drive, Hayward.

• An alcohol detoxification center at Fairmount is closed along with one of two psychiatric units at the County Mental Health Rehabilitation Center, 3124 East 14th St.

← TRIBUNE • JUNE 24

← TRIBUNE • JUNE 24

← TRIBUNE • JUNE 24



# Contempt Hearing For Six Pickets

TRIBUNE - JUNE 29

## The County Strike Effects

Here racing at the Alameda County Fair remained a constant track today as the county's public employees strike moved into its 26th day with these effects:

- Teamsters, telephone installers, construction workers, janitors and race track employees are refusing to cross picket lines at the Pleasanton fairgrounds.
- Picketing has halted garbage collection, construction and other services at county facilities.
- Supervisory staffs are replacing striking clerks and court clerks.
- Deputy sheriffs and hospital personnel are working extended shifts.
- Many nurses and other hospital workers are absent at Highland General and Fairmont hospitals.
- The Eden Children's Center has been moved for the duration of the strike to 3801 Southland Drive, Hayward.
- The East Oakland Mental Health Rehabilitation Center, 214 E. 14th St., is closed along with one of two psychiatric units at Highland and an alcohol detoxification center at Fairmont.

## How Strike Is Affecting The County

More Alameda County workers were at work this week than at any other time during the county's 26-day public employees' strike, according to county figures. The strike, however, continues to affect the county in these ways:

These racings started to begin Monday as head of the county fair, will be delayed at least two depending on court hearings because track employees refuse to cross picket lines at the Pleasanton fairgrounds.

Picketing at the fairgrounds and other county facilities has halted garbage collection, construction and other services.

- Supervisory staff is replacing striking clerical workers and court clerks.
- Some deputy sheriffs and hospital personnel are working extended shifts.
- Many nurses and other hospital personnel are absent at Highland General and Fairmont hospitals.
- The Eden Children's Center has been moved for the duration of the strike from Fairmont Hospital to 3801 Southland Drive, Hayward.
- The East Oakland Mental Health Rehabilitation Center, 214 E. 14th St., is closed along with one of two psychiatric units at Highland and an alcohol detoxification center at Fairmont.

PLEASANTON — The Alameda County Fair, one of the county's largest and oldest traditions, will present its 100th anniversary celebration beginning at 10 a.m. tomorrow at the Pleasanton fairgrounds.

The gates will be open from 10 a.m. until 8 p.m. daily throughout the 16-day run, which ends on July 11.

The theme for the festival is "definitely patriotic, definitely a spectacular ride, while the blue and red, and a special salute to 'N' Fourth of July program."

In addition the Alameda County Fair Association has spent \$100,000 on professional entertainment this year, including such headliners as Spike Jones Jr., just in time for his last solo with appear June 28-29 county and western bands, and the Continental Kids, who will perform on July 3 and 4 and comedian George Kirby, who takes over for the big floozieball celebration on July 4.

In addition to the professional shows, several working bands will cover the special fairgrounds playing "Disco-land," German, bang and accordion music.

Burgers and industry will display their latest wares in the industrial exhibit hall.

In addition, about 3,000 members of the county's 441 and Future Farmers of America will show the products and projects on which they have been working the past year. And if that isn't enough, there will be flower and garden show, art and photography exhibit, carnival, midway, a petting zoo, magic shows and, well, just as the fair's slogan says—"Family Fun for Everyone."

# County Talks Resuming Today

An effort of the striking Alameda County employees' union to negotiate aimed at settling the 27-day walkout would start today.

"We have no things settled by the end of this week," John Bowers of the Service Employees International Union said in a gathering of union leaders at the county high school yesterday.

"We plan to start talking to the county again Monday (today)," he said. "But Bowers said the major impasse in the negotiations is money. 'The only offer we've had from the county for people who were in a very rare case (James) Marshall (the county labor negotiator) offered 1 percent in July and 1 percent in January for those people.'"

The unions rejected the offer, Bowers said.

About 3500 members picketed yesterday in Pleasanton at the Alameda County Fair gates. More than half of the striking union members had crossed fairgrounds picket lines to return to work by last Friday.

The picketing caused the cancellation

of the first day of fair horse racing today.

Fair association directors say they will "decide on a day-by-day basis" whether to hold the start of the racing today. The fair was granted 15 days of horse racing by the state racing board during the two weeks the fair will be open.

Par-Mutual employees and other track workers have refused to cross the fairground picket lines.

Shirley Campbell, SEIU district coordinator, asked yesterday for volunteers for picket duty at the entrance to the fairgrounds. "This is the place where we must have a strong showing," she said.

Fair attorney John Canwell said he is going into Pleasanton County Superior Court today to seek a permanent injunction against the fairground pickets. The fair association has already obtained a temporary order restraining picketing, which, Mr. Canwell said, the SEIU members have ignored.

This strike and all others by California public employees are illegal, according to Alameda County Counsel Richard Moore.

Mr. Moore said his conclusion is based on numerous appellate court decisions.

Superior Court Judge John E. Benson recently granted an injunction against striking public employees in San Francisco, finding that "strikes by public employees are illegal unless authorized by statute."

According to Mr. Bowers, the "county is losing \$1 million a day of the fair" because the horse racing is being cancelled.

TRIBUNE - JUNE 29

## Pickets Block Fair's Opening Horse Races

About 40 striking Alameda County employees picketed yesterday in Pleasanton at the Alameda County Fair gates.

Picketing caused cancellation of the first day of horse racing today.

More than half of the striking union members at the fair had crossed picket lines Friday to return to work.

Fair association directors say they will "decide on a day-by-day basis" whether to hold the start of the racing today at the entrance to the fairgrounds. The fair was granted 15 days of horse racing by the state racing board during the two weeks the fair will be open.

Par-Mutual employees and other track workers have refused to cross the fairground picket lines.

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According to Mr. Bowers, the "county is losing \$1 million a day of the fair" because the horse racing is being cancelled.

"Last year, we took in just under \$1 million a day at the fair," said Peter Bowers, fair assistant general manager. "The fair association got 15 percent, about \$800,000 for the 15 days. That money was used to fund this year's fair."

This year we had expected even more from the track," said Mr. Bowers.

And say resulting from cancellation of races, he added, is a big loss sustained by the fair association, an estimated \$1 million, with the county only because it sees the fairgrounds each year.

# Judge Kicks Strike

The strike by Alameda County workers, which was ruled yesterday by Presiding Superior Court Judge Robert K. Barber.

But a judge in another case postponed a decision on whether to order a preliminary injunction against picketing at the Alameda County Fairgrounds and fair officials canceled fairgrounds horse racing today.

County union negotiations resumed last night with high union officials and two supervisors joining the talks. The meeting ended last night with both sides agreed, little progress.

"I'll talk to the supervisors this morning and I don't know where we'll go from there," said county negotiator James Marshall.

John Barber ruled the strike illegal as he upheld the county's right to control employees' variations that had already been scheduled for the period of the walkout. The unionists filed a lawsuit yesterday to nullify the ruling.

The union's impact was not immediately clear.

When Assistant County Counsel Douglas Heckling asked the judge to make the ruling, he added that he was not seeking an order of injunction against the strike nor had the board of supervisors moved to seek the injunction.

An injunction against fairgrounds picketing is sought in a separate case brought by fair association directors.

Deciding against the union yesterday, Judge Barber said that the court found "the action of the strike to be illegal."

Union attorney Stewart Weinberg asked the judge for a written opinion, outlining the legal basis for the decision. Weinberg argued that the law did not support the ruling.

Weinberg predicted that the ruling would have no major effect.

Alameda County Counsel Richard Moore, but said earlier that this strike and all others by California public employees are illegal.

Moore said his conclusion is based on numerous appellate court decisions.

Continued Back Page, Col. 1

Joining union representative John Bowers were two international vice presidents of the Service Employees International Union, Tim Timney, SEIU regional research director Dick Lebes and Richard Gernach, executive secretary of the labor council.

Gruks said he was asked to take part by rank-and-file union members.

Marshall was joined by County Administrator Loren Enoch, supervisors Chairman Fred Cooper and Supervisor John Murphy.

There had not been talks for over a week. Central Labor Union leaders suggested the new format with higher ranking persons from each side.

There was a feeling that new faces might help, said Bowers.

Marshall said there were no new proposals.

Superior Court Judge George W. Phillips Jr. heard lengthy arguments from attorneys for the Alameda County Fair Association, who argued that strikers

picketing at the fair has stopped fair employees from entering the fairgrounds.

They charged that strikers have violated a temporary order limiting them to "informational" picketing, which would not stop members of other unions from entering the fair.

Judge Phillips continued the case to this afternoon, saying, "This has a very obvious impact on thousands of people attending the fair, but I haven't had time to go into all the details."

Fair officials canceled today's races to wait for the judge's decision.

Par-Mutual betting clerks, vital to the races' operation, appeared for duty at the fairgrounds yesterday. Sheriff's deputies told them to leave because the track was closed.

For the first time since the order limiting them to informational picketing, strikers are carrying signs with changed wording. Added to the signs is small lettering.

"The employees of Alameda County are on strike against Alameda County management to protest against inadequate and unfair wages, benefits, and working conditions. We have no dispute with the fair association or its management. We are on strike for the fair."

TRIBUNE - JUNE 29

# COUNTY STRIKE RULED ILLEGAL; NEW WALKS

## County Strike Effects

TRIBUNE - JUNE 29

Alameda County's public employees strike entered its 20th day today with these effects:

- County fairgrounds horse racing has been canceled for today.
- Striking employees are picketing and distributing leaflets outside the county fairgrounds in Pleasanton.
- Supervisory staff members are replacing striking clerical workers and court clerks.
- Deputy sheriffs and hospital personnel are working extended shifts.

nel are working extended shifts.

- Many nurses and other hospital workers are absent at Highland General and Fairmont hospitals.

- The Eden Children's Center has been moved from Fairmont Hospital to 2400 Southland Drive, Hayward.
- The East Oakland Mental Health Rehabilitation Center, 3224 E. 140th St., is closed, as are one of two psychiatric units at Highland and its alcohol detoxification center at Fairmont.

## Alameda Fair may start racing today

PLEASANTON — Racing is expected to begin at Alameda County Fair in Pleasanton today after the issuance of a restraining order on pickets around the fairgrounds.

The restraining injunction was ordered by Superior Court Judge George W. Phillips yesterday and holds that only informational pickets may be present at entrances to the fair.

Horse racing at the facility was cancelled Monday and Tuesday when members of the paramilitary clerks, janitors, valets, and veterinary assistants refused to cross the picket lines.

Past time today is 1:30 p.m., with a 12 race card consisting of one Apalosa race (1st), two quarterhorse races (2nd and 7th), and nine thoroughbred events. Exactas will be offered in the first, eighth and twelfth races.

It was estimated that the county was losing \$1 million each day the racing events were cancelled.

In other talks the Northern California warehouse walkout which has crippled shipping from the Bay Area all the way to the Port of Stockton has ended. Settlement was reached yesterday.

A pending Oakland city workers

walkout has been averted but there is still no agreement on the Alameda County workers strike which is the cause of picketing at the fair. However, negotiations were held yesterday and more meetings were scheduled today over the 30 day labor impasse.

GAZETTE - JUNE 30

## An Uncertain Day for Fair Horse Racing

TRIBUNE - JUNE 30

Today's scheduled start of strike-delayed horse racing at the Alameda County Fair was still uncertain this morning.

Fair officials decided that the racing meet would start at 1:30 p.m. today after Superior Court Judge George Phillips Jr. said yesterday he would sign an order barring county strikers from "patrolling, marching or otherwise interfering with visitors to the fair."

The judge still had not signed the order this morning. Four dozen pickets of the Service Employees International Union were in lines outside the fairgrounds gates at 9 a.m.

Assistant starters did not cross the lines and waited outside the fairgrounds rather than enter the track and run the starting gates for morning racing practice.

Members of Teamsters Local 78—parking lot attendants, ushers and ticket takers and soldiers—reported for work.

The assistant starters said they were waiting to see what paramilitary betting clerks would do when they arrived at the fairgrounds later in the morning.

Like the temporary restraining order in effect already, Judge Phillips' injunction will permit "informational" picketing at the fairgrounds entrances. This means the sign "warning cannot urge members of other unions to honor the strikers' lines."

Judge Phillips' decision was the second straight legal setback to the unions.

Editorial, Page 22

On Monday, the strike was ruled illegal by Presiding Superior Court Judge Robert K. Harber.

Upholding the county's right to cancel strikers' vacations during the dispute, Judge Harber found "the actions of the strikers to be illegal."

Picketing at the fairgrounds forced cancellation of racing Monday and yesterday because many track employees would not cross union lines even though union officials insisted for the record that their picketing was informational.

Paramilitary betting clerks, vital to the racing operation, began appearing for work Monday but fair officials kept the track closed while awaiting the court order.

TRIBUNE - JUNE 30

## County Budget Adopted Despite Protests

By DENISE COX

A new 100-million Alameda County budget has been adopted over the protests of two supervisors who said they wanted to wait and see what kind of settlement is reached with striking county employees.

The budget for the 1978-79 fiscal year, including overtime, lay off and the special programs for all county departments. As finally adopted, the budget is about \$10 million higher than last year's and will could mean an increase in the

county basic property tax rate from the present .0210 to .0218 on such 1100 assessed valuations. Tax rates will be set by the board in late August.

The amount to be more than \$100 million in the new budget — \$17 million less last year's, but.

At yesterday's final budget session, Supervisor Tom Bates said, "I'm reluctant to adopt this budget during the strike — closing the door and freezing things in their present state."

Supervisor Charles Santana, siding with Supervisor Bates, said, "I have mixed feelings about adopting the budget while our employees are out on strike." But he and Supervisor Bates attempted to persuade their fellow board members to delay final adoption after County Counsel Richard Moore said the supervisors were could wait until Aug. 15 under state law.

Chairman Fred Cooper and Supervisor Joseph Bort and John Murphy joined forces in moving for final adop-

tion of the budget.

If the county needs more money for salaries, as a result of a strike settlement, "all we have to do is take it out of the contingency reserve or some other fund," said Supervisor Cooper. "If the board enters into a settlement that requires more money for salaries, we'll find it some way."

County Administrator Loren Elsiech told the board when he presented the proposed budget in May that sharp increases in marriages, robberies, assaults

and rapes — plus a five-fold rise in drug arrests — are pushing the budget up another \$10 million next year. He estimated the law-and-justice budget for 1978-79 at \$13.1 million. This year's total was \$8.6 million.

But law and justice was only one of the big increases. All in all, the supervisors added approximately \$3.2 million in the spending program proposed by County Administrator Elsiech last month.

As even \$1 million was added in pay for general assistance and to locally

unemployed persons 18 to 22 years of age. Counties traditionally hold these youths to be the responsibility of their parents, but a court decision ruled they are eligible for county aid. The money comes entirely from local taxes.

The board also paid \$250,000 into the budget to meet some of the state's demands for changes in staffing, health and nursing skills. Other additions were made for mental health, such county chairs, sheriff's, reserves and other programs.



# Last-Minute Cancellation Of Racing

## Strike Effects County Picture a Mystery

Alameda County Fair officials said the last minute late cancellation today of horse racing after waiting through the morning for a signed order against picketing by county workers outside the fairgrounds.

Fair officials said that not enough union track employees had come to work. The grandstand had not been opened when the announcement was made at 1 p.m., a half hour before post time.

About half the participation betting clerks appeared for work and horsemen had volunteered to operate the starting gate.

Superior Court Judge George Phillips Jr. said yesterday he would sign an order barring county workers from "bothering, menacing or otherwise interfering with" visitors to the fair.

As of yesterday, fair attendance was down by half from last year for the first three days.

The judge still had not signed the order late this morning. Four days earlier the county's International Union was in line outside the fairgrounds gates at 9 a.m.

Assistant race track starters did not cross the line and waited outside the fairgrounds. But the part-timer betting clerks, vital to the operation, morning for a signed order against picketing by county workers outside the fairgrounds.

That directive was given by James Neala, president of Fair Mutual Employees Guild Local 288.

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Members of "Teamsters Local 70" parking lot attendants, uniform and ticket takers and well-served for work.

On Monday, the county strike was declared illegal by Presiding Superior Court Judge Robert C. Barker.

Upholding the county's right to cancel strikers' vacations during the dispute, Judge Barker issued the order.

This morning, a Superior Court contempt trial began for one of three pickets charged with violating the temporary restraining order. Mrs. Joyce Howe of Fremont. Proceedings against the other two were continued to another date.

Picketing at the fairgrounds forced cancellation of racing Monday and yesterday because many track employees would not cross union lines even though union officials insisted for the record that their picketing was informational.

Attorneys for the striking members of the Service Employees International Union argued yesterday that Judge Phillips had no jurisdiction in the matter of picketing because federal law specifically assigns questions of secondary boycott to the National Labor Relations Board.

County hospital employees and deputy sheriffs are working extended shifts.

Most nurses and other hospital workers are absent at Highland and Fairmount Hospitals.

The Elton Children's Center has been moved from Fairmount Hospital to the Southland Drive, Hayward.

The East Oakland Mental Health Rehabilitation Center, 322 E. 14th St., closed, as are one of two Highland psychiatric units and a Fairmount alcohol clinic.

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JUNE 7, 1976 photo by day

By ERNE COX  
How much is Alameda County saving in salaries not paid to some 5,000 striking employees now in the fifth week of their action?

How much are the county's spending due to overtime for employees, particularly deputy sheriffs reportedly working 12-hour shifts?

What is the equity likely to be as a result of temporary handouts to welfare cases?

Medical patients and other such persons heavily supported by state and federal funds?

What will be the cost to the hospital for services of hospital patients now being cared for in private hospitals because of the strike?

Since the strike began June 1, how many patients have been checking those and other questions relating to the fiscal aspects of the strike. County

Administrators Louis Ench said that "the fair game" is known for some time.

But Ench has now been told by the board of supervisors to come up with his bid for the fair.

The board of supervisors was the result of the strike.

Supervisors Tom Bates, who has been running the fair for some time, told the board that the strike was the cause of the fair's problems.

Bates bid the ending time for the fair was to be after Ench until July 4 to go along with the figures. At a recent board meeting, Bates said tentatively, "I asked for those three weeks and six days."

Ench had then what I asked for those three weeks and six days. Bates further said that Ench's report would come some time days after the board was scheduled to adopt a final budget for next year. Bates said a election Bates termed "disastrous."

Despite those protests, the supervisors adopted the final budget. The board of supervisors, Fred Cooper said of a strike settlement, requires more money to be put into salaries. "all we have to do is take it out of the continuing interest or some other fund."

Union spokesmen represented the county's interest in the savings in salaries and fringe benefits for unpaid employees. Amounts to about \$1.6 million for each bi-weekly pay period.

Union chief negotiator John Bowers said yesterday the county is saving between \$100,000 and \$200,000 a day in salaries. Social Security and retirement fund contributions on behalf of the strikers.

Cooper was asked about that. Lamentation at a press conference yesterday afternoon and said only that Bowers "figures are way off."

TRIBUNE - JULY 3

# Nurses Say Conditions Are Terrible

Striking Alameda County nurses declared that nursing care staffs at Highland and Fairmount Hospitals are short-handed, that this affects patient care and makes the county jobs below the standard of those in private hospitals here.

A statement, signed by 70 county nursing care workers, was released yesterday which contends that "without adequate salaries, benefits and working conditions," the county's experienced nurses will leave for private jobs and new nurses will not apply regularly. County officials agreed that there is a shortage of other clerical job workers.

April 30th scheduled retirement nurses workers walked at midday from county employee's office headquarters, 100 and Jefferson streets, through dozens to deliver their statements to The Tribune.

"The nurses really feel strongly that their patients are suffering and we didn't want them to think that we were just out to grab money," said Phillip Holzworth, a Highland ward head nurse.

The county nurses backed their statement with a comparison of county pay and pay scales negotiated earlier this year by the California Nurses Association for private hospitals.

County workers trailed in every category. Private hospitals' nurses earn \$1,200.75 monthly compared with \$1,110 monthly in county hospitals. Licensed vocational nurses, top scale, earn \$854.40 monthly compared with \$804.80 at county hospitals.

Alameda County is offering its registered nurses a 2.7 per cent raise, its vocational nurses a 4.2 per cent increase and nursing assistants a 3.4 per cent raise. The county contends its nurses are already 2.3 per cent above the area's median nursing wage, nursing assistants are, at it, and LVNs are 2 per cent below.

At Fairmont Hospital, Associate Administrator Bill Haven said of 22 management nursing jobs, two are vacant. Of 40 authorized nursing care jobs (registered nurses, LVNs and assistants) there were "fewer than 10" vacancies when the strike began and those jobs have been filled or the persons are working. Of the 200 management workers, 48 are staying off the job in the strike, he said.

Mr. Haven said Fairmont tries to recruit mostly nurses just out of school.

"We get quite a few newly graduated nurses and we give some in-service training," he said.

At Highland, according to personnel officer Ted Gaud, about 11,400 non-management nursing jobs are staying off the job. When the strike began there were about 20 vacancies in 16 authorized management nursing jobs. He said, adding that 13 of those jobs have been filled. Of six vacancies among the nursing workers, three have been filled he said. There is one vacancy among the management workers.

Mr. Gaud said Highland tried to recruit a "combination of both new and experienced nurses."

Of experienced nurses, he said, "Year round we have been unable getting the kind of nurses we need. Basically it's a shortage of seniors."

# Reversal in Picket Ruling

A number of individual pickets who were properly served with the temporary order.

The confusion is compounded by the question of how effective the injunction is in the first place.

It bans all strike-related activity at the fairgrounds, which are not independently of county government, except informational picketing. This informational picketing does not permit strikers to urge fairgoers and employees to stay out of the fairgrounds.

County member officials insist that the fairgrounds picket lines are informational rather than not crossing the lines.

Judge Phillips said he would lift the injunction against SEIU Local 26, 55, 618 because union representatives were not served notices for Monday's hearing at least two days in advance as required by state law.

The serving of notices for the injunction hearing was a provision of the temporary restraining order.

Union representatives were served last Friday and Saturday, but under the law, Sunday could not be counted a day in the advance period.

Consent of court charges against social worker Judge Bowers was dismissed yesterday by Superior Court Judge Robert R. Barker. He continued to July 4 hearings for two other persons named in contempt claims when their defenses are unveiled.

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Judge Phillips said there was no violation of the law. But Mrs. Howe had picketed at the fairgrounds in violation of the temporary restraining order.

Judge Phillips said the injunction prohibits still with stand in the case of

TRIBUNE - JULY 4

Peter Bailey, assistant manager at the fair, said many persons entered the fair yesterday hoping to attend horse races and demanded that the strike be ended. He said that the strike had been canceled. They received

run checks or refunds of admission charges.

Judge Phillips' decision came on the heels of a similar decision by the county board of supervisors chairman.

Mr. Gaud announced he had wired state Public Health Director, Robert Ench, to get an immediate investigation into patient care and sanitary conditions at county hospitals during the strike.

Mr. Gaud called the county a "total disaster area" and urged Lachner to make them think (the county) do a job at least as the hospitals. "Without mental health and other services, several hundred people in the county are seriously impacted by loss of the county services," he said in the five-week strike.

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# Cooper's Action Angers Union

Union leaders promised "intense" strike activities "in the future" after the strike officials canceled a negotiating session yesterday at the last minute.

The strike by 2,300 Alameda County public employees is in its 20th day.

Yesterday's session, arranged last Friday by Supervisor Joseph P. Bort and Richard Groutis, executive secretary, treasurer of the Alameda County Central Labor Council, was called off an hour before it was to begin by Fred Cooper, chairman of the supervisors.

Mr. Cooper said he was upset that news media had learned about the meeting, and he thought would be severe. The board suggested public negotiating

sessions three weeks ago and union rejected the offer, he said.

According to Mr. Groutis, Mr. Cooper had had authority to arrange a meeting and then called back to say Mr. Cooper said he did not. On the second call, Mr. Bort canceled the meeting. Presiding Superior Court Judge Robert K. Barker declared the strike illegal last week, say Superior Court Judge George W. Phillips. He later quashed a preliminary injunction allowing only informal picketing at the fairgrounds because union officials had been improperly served with the restraining order.

Shirley Campbell, strike coordinator for the Service Employees International Union, said she believes the unions had been "sandbagged" by Mr. Cooper.

"The union is planning new tactics directed against Mr. Cooper," Mrs. Campbell said. "The cancellation clearly identified our enemy — it's Fred Cooper. We are planning new tactics for every day of the week, and Fred Cooper will certainly be part of those tactics."

"Why would they schedule a meeting on Monday, a holiday, instead of waiting until Tuesday to see how many employees return to work?" Mrs. Campbell asked.

"Cooper must be on some kind of crazy ego kick," Mr. Groutis said. "I think he is trying to prove to his colleagues throughout the state that he knows how to handle public employees on strike. I think we could have had a settlement if we had met today (Monday)."

Mr. Bort said he was given permission by the board on Friday to meet with Mr. Cooper.

"I didn't imply anything more or less," Mr. Bort said. "We had a private conversation, and Dick (Groutis) requested a meeting, which I tentatively agreed to. I thought today's (Monday's) meeting was supposed to be private and I was surprised to see it in The Tribune. I was also a little surprised that Fred (Cooper) didn't want a meeting to go on."

The board meets at a 10 a.m. today and Monday. Groutis, county spokesman, said he expected the board to hold an executive session sometime during the meeting to discuss the circumstances surrounding Groutis' cancellation.

Mr. Groutis said he planned to attend the meeting and ask Mr. Cooper for an explanation of his actions. He said he was also going to demand to know how much money the county has saved during the strike.

SEIU represents about 3,000 county workers. Of the estimated 3,000 who walked off their jobs June 2, about 700 have returned to work.

← TRIBUNE • JULY 8

# BOARD OUT TO BREAK UNION

As the Alameda County employees' strike entered its 29th day, Service Employees' International Union (SEIU) workers scored a victory at the fairgrounds by shutting down the horse races, the fair's biggest money-maker (\$1 million per day). After days of legal picketing and misleading news releases to the press, the Fair Board announced that races would finally begin June 30, although the board also announced a permanent injunction had not been issued pending further court hearings.

With the help of the Central Labor Council, SEIU's picket line successfully convinced 200 parimutuel clerks and other race-track workers (also members of SEIU) not to cross the board's line. In a premature announcement, the Fair Board was forced to grant refunds to thousands of angry racing fans. Strikers at the racetrack were also protesting with the solidarity of Teamster delivery trucks, electrical workers (IBEW) and telephone company employees (CWA) who refused to cross the line. At press time, June 30, the media is predicting that there will be no races unless the strike is settled soon.

## WHY THE HAGGLING?

We asked ourselves at the beginning of June why the Board of Supervisors had forced us out in the first place, with their miserly average wage offer of 3.2% and their refusal to negotiate on working conditions which critically affected social services. There were three possible motives, we thought. First, there was the question of money. Board Chair Fred Cooper quickly disposed of that motive when he informed the SEIU unions that the county had the money but didn't want to spend it. The 6% wage settlement of several nearby jurisdictions, like the City of Oakland and Union City, also demonstrated that the county's headline in negotiations could not be attributed to a general financial crisis of public employees.

Second, we suspected the political opportunism of Supervisor Fred Murphy and Joe Bort — who were using reelection and using county union demands as a political football to gain the votes of suffering taxpayers. Less than a week into our strike, we conducted "Vote No on Murphy" campaign which helped force them into a run-off in November, which he is predicted to lose. Bort barely got re-elected with 51% of the vote.

## BOARD'S MOTIVE

The real motive of the board became apparent by mid-June. We had gradually entered in negotiations that the board hoped to hurt the credibility of the unions when their negotiator, Jim Marshall, said the county would need a "contract with the unions. Management was still smarting from the strong settlement wrested from them last year by the militant action of the SEIU locals (250, 335, 616). Their initial response this year was to attempt to increase our work-week and eliminate sick-leave benefits enjoyed by county employees for decades.

Union-busting as a motive became a reality when a supervisor announced the board "offered" in the second week of the strike to tip off automatic union dues deduction and our modified agency shop agreement. That was obviously not an attempt to negotiate in good faith but a clear attack on the economic health of the unions.

Their strategy of waiting out the unions in a war of attrition became clearer as they refused to negotiate in the ensuing week except on their original terms. On June 18 the unions offered to submit to binding arbitration in an effort to save the county fair and the strike. Once again, the management Board refused. On June 19, they denied our nonunion personnel and refused to meet with us even to discuss contract language unless we were willing to concede to the pay offer that sent us into strike June 2.

# COUNTY UNION-BUSTING

On June 22 Loren Knoch, the County Administrator, delivered a memo to union members on the line, attacking the union leadership. In that memo he once again claimed that we were asking for \$22 million, when our total package came to unions' offer of binding arbitration as a way of blaming the arbitrator for problems caused by the strike and the potential settlement. He showed management's contempt for the intelligence of working people by asking if strikers had been told by the union leadership that they wouldn't get paid for the period of the strike. In other words, he made a concentrated effort to separate the union leadership from the rank-and-file on the picket lines.

Throughout this struggle, the SEIU negotiating team has repeatedly offered

to meet with management. It has asked the Central Labor Council to intervene at various stages. Talks finally began June 28, but the future is unclear. County management doesn't seem to understand that both negotiations and the strike are controlled by the rank-and-file leadership, that those are county workers share the burdens of financial hardship and daily picketing with their co-workers, and that 3,000 union folks on the line now understand that the survival of their unions is at stake. Union busting will not end the strike, it only prolongs the battle. The Board of Supervisors started this strike. When will they renounce county services to the citizens of Alameda County?

Kay Enoschew  
Chair, Joint SEIU  
Strike Council



← TRIBUNE • JULY 9

# TRIBUNE EDITORIAL

## A Lesson on Strikes

The Alameda County Board of Supervisors, particularly Board Chairman Fred Cooper, could learn a lot by watching other public agencies negotiate contracts.

While the Bay Area Rapid Transit District negotiated long and hard to avert a strike, Cooper petulantly called off a session planned with striking county workers because he found out the news media knew about it.

Big deal. What the news media's knowledge has to do with settling a strike somehow escapes us. Richard Groutis, executive secretary-treasurer of the Alameda County Central Labor Council, called it a "zany ego kick," and we have to agree with that assessment.

Contrast that with the City of Oakland, which settled its labor negotiations without a strike and without giving away the keys to the treasury.

The BART settlement was even more remarkable. Without a strike, both sides negotiated a contract that gives the employees a hedge against inflation and at the same time gives BART management a chance to plan a program for the next three years without the financial gyrations that labor unrest sometimes brings.

Both sides made concessions. The BART workers agreed to relax rules such as BART can run more rush hour trains and they made concessions on sick leave. BART management gave a little on vacations and approved cost-living increases. Paul Varacelli, executive secretary of Local 300 and the chief negotiator for the BART workers, said labor and management both worked to avoid personal dislikes and to continue the talks. The union stayed on the job because both sides were bargaining in good faith.

They kept politics out of the negotiations. This is something BART has not done in the county strike.



# High Stakes: Alameda County Service Workers' Strike

Why is the majority of the Board of Supervisors unwilling to settle?

by Craig Gordon

Striking county service workers' representative Kay Eisenhower charged the Alameda County Board of Supervisors with making a "very clear attempt at union busting" in negotiations to reach a settlement to the month-old walk-out. Some 5,500 striking welfare, hospital, and service workers have been on strike since June 2. The Board of Supervisors broke off negotiations with the Service Employees International Union (SEIU) locals 616, 535, and 250 on May 27 after offering a 3.2 percent wage increase. The offer, demanding wage increases equal to the 6.8 percent offered management, has also asked for a full coverage health plan and workload limits for welfare workers.

## Supervisor Retaliates

In retaliation to the strike, the Supervisors, led by chairperson Fred Cooper, proposed three measures against the union: 1) Eliminating of automatic dues deductions from the paychecks of union members; 2) Allowing union members to drop out of the union in July, during or directly following the strike (currently members can only leave the union in April, prior to contract negotiations); and 3) A no-strike clause.

Union representatives say these proposals are "the board's most blatant attempt to weaken their strike and to break the union."

Fred Cooper, however, denied the measures were aimed at union-busting and told the *Voice*, "I believe that they have a right to strike and to win if they're right and to lose if they're wrong."

On June 18 the board rejected a proposal by union negotiators to let an impartial third party determine who was right. The process, called "mediation arbitration," would require both parties to negotiate within a specific time period with a mediator present, after which the mediator would decide all unresolved issues. The Supervisors voted 3-2 to reject the offer, which Cooper called a "grandstand play" because "the union knows full well that the county cannot legally enter into binding arbitration."

Kay Eisenhower noted, however, that a public employees' strike in Santa Clara County last year was settled through binding arbitration. "It's legal for them," she argued. "It's got to be legal for us." Strike coordinator Shirley Campbell added that "it would be very peculiar for two members of the County Board to vote for something that is illegal. It has nothing to do with the legality of arbitration. It has to do with their unwillingness to settle."

## Public Opinion is on Whose Side?

Why is the majority of the Supervisors unwilling to settle? County negotiator Jim Marshall has boasted throughout the negotiations that "this year public opinion is on our side" and has implied that the board does not have to deal seriously with union demands.

THURSDAY, JULY 9

# Striking Union Trims County Pay Demands

Union representatives yesterday formally reduced their wage increase demands and called for immediate negotiations to end Alameda County's illegal 38-day public employees strike.

The compromise proposed by three striking locals of the Service Employees International Union (SEIU) is for a 6.8 percent increase in wages and fringe benefits, 4 percent of that in wages.

The union had sought a 7.4 percent raise in pay and benefits at the strike's start June 2.

"We believe a 4.4 percent increase in wages will settle this strike," an SEIU press release stated. "We feel that a 4 percent increase is fair in light of other negotiated agreements being concluded in the public sector."

County supervisors, informed of the new proposal via telegram, met for an hour in executive session then instructed chief county negotiator James Marshall to meet with union negotiators "as soon as possible."

The supervisors and Mr. Marshall were scheduled to meet in executive session again today at 1 p.m.

The Alameda County Superior Court has ruled the strike illegal. This action

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followed a similar ruling by San Francisco Superior Court that "strikes by public employees are illegal unless authorized by statute."

Chief SEIU negotiator John Bowers said there had been no response to the proposal from the county as of late last night. He would not say whether the new proposal is non-negotiable and said it centers only wages, not fringe benefit demands.

The 6.8 percent offer had been mentioned informally earlier by labor leaders, but specific details of how the pay raise would be distributed are unclear, according to county spokesman Marshall Gruda.

"We understood that the previous year offer for 4.4 percent increase in 2 percent raise now and 2.4 percent next January," Mr. Gruda said. "That would average out at 4.5 percent for a year."

Mr. Bowers would not discuss that aspect of the union proposal, saying only, "We think a 4 percent wage increase will settle this thing."

Paul Varsacchi, executive secretary of Alameda County Board of Supervisors, has been invited by SEIU leaders to observe negotiations. Mr. Varsacchi recently negotiated contracts for Oakland city workers and Bay Area Rapid Transit employees in his union.

Earlier, county administrator Loren Koch announced that costs to the county outweigh savings during the strike.

Although savings in strikers' salaries amount to \$2,072,000 over the first 30 days of the walkout, the figure is offset by overtime pay, a work backlog awaiting striking employees, medical care costs, revenue losses and damage to county property, Mr. Koch explained.

Offsetting costs over 20 days include \$796,000 in overtime, a \$237,000 work backlog, \$108,000 for hospital services requiring payment for referral of patients, \$195,000 in revenue losses and \$7,500 in damage to county property from sabotage, the administrator calculated.

He estimated that the net loss for each day of the strike is \$47,000, or \$1,410 overall for the first 30 days.

The union proposal comes only a day before the scheduled end of horse racing at the Alameda County Fair. Picketing by county workers prevented the 15-day race season, causing an estimated \$800,000 loss to the fair plus an untold loss to the city in betting revenue.

Striking female employees shadowed supervisors' chairman Fred Cooper yesterday to illustrate a union charge that he is trying to force the SEIU's representation of about half the county's 3,500-member work force.

Strike coordinator Shirley Campbell said women are following Mr. Cooper "because if we see him, we might fear for his physical safety and we have no intention to do physical violence."

About 2,500 county hospital, social services and clerical workers are on strike. Almost as many, however, are working picket lines and reporting to work.

EAST BAY VOICE JULY, 1974

## Government Pits Tax-Payers Against Employees

Throughout the U.S., local governments are pitting tax-payers against social service, public employees against tax-payers with the threat that only huge tax increases or service cutbacks can save offices or banks. Tom Bates feels that the other supervisors are aware that "everyone will be looking to see what happens here," and they want to set a pattern of keeping public employees in line.

The unions meanwhile are attempting to counter this strategy by going out into the community and explaining that their demands need not mean an increased tax burden on homeowners and renters. The real problem, they say, are the priorities of the supervisors. While unemployment in Alameda County stands "officially" at 13 percent (a low estimate), the board wants to cut social services and instead spend more than \$100 million for new jails and court houses over the next five years—without voter approval.

The unions also point out that the tax burden is shared unequally with homeowners and renters bearing the heaviest part. Property assessments increases will cost most people 12 percent more in county taxes this year, while large business properties such as the \$26 million Watergate Apartments recently had its assessment reduced by 13.6 percent.

Union demands for permanent assignments, hospital shifts, workload limits, welfare workers, and job-related educational leave for nurses mean improved services for the community. Currently, county hospital workers must rotate from one shift to another.

Supervisor Joe Bortz refused to negotiate with the unions on caseload limits because it would "take away from a management prerogative."

Service workers frequently hear the brunt of social service recipients' frustrations because of their position as intermediaries in the bureaucratic systems. Welfare worker Sandra Winsor said that people seeking services often "look at us as the ones who are implementing these frustrating policies, which is understandable. They direct their anger at the people they relate to; they don't deal with the head of the welfare department. They deal with me. I'm their worker."

Fred Cooper, county clerk, said last summer feels that the blame for inadequate social services must be shifted away from the workers to those who formulate policy. "They are the ones who force us to take these ridiculous procedures on us. That creates a climate where the client's only contact is with the worker. The frustrations all come out on the worker while the worker is getting it from the supervisor. Someday workers and clients will realize that their struggle is the same. It's against county management, the Board of Supervisors, and the state agencies that put the rules down. They both have to fight together against the regulations, and when that happens, we're going to see some changes."

SEIU LOCALS  
250, 535 & 616

ON STRIKE AGAINST ALAMEDA COUNTY

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ON STRIKE AGAINST ALAMEDA COUNTY

SEIU LOCALS  
250, 535 & 616

Photo by Michael

## Strikers in Alameda cut demands

Striking Alameda County employees have announced that they are lowering their wages and fringe benefit demands in the hopes of resuming negotiations with the county.

The county employees announced Thursday—the 36th day of the walkout—that they will now attempt to bargain for a 7.2 percent wage and benefit raise instead of the 7.6 percent they had been seeking.

The union proposal could be the first break in the strike which began June 2 when 3,000 clerks, hospital and welfare workers walked out in response to the county's offer of a 4.4 percent raise.

Shirley Campbell, a representative for the striking locals of the Service Employees International Union, said the new demands and a request for a resumption of negotiations were being forwarded to the board of supervisors.

County officials refused to comment until they have the opportunity to study the union proposal.

GAZETTE - JULY 9

## County Strike Peace Near

The six-week illegal strike by Alameda County public employees was near a tentative settlement today, a source said. The Tribune.

"The ingredients for a settlement are there," said the source, who asked not to be identified. "We're very close to a solution."

The two issues left to be resolved were wages and medical benefits, the source said. Negotiations working until 2 a.m. today came to a general consensus on these two issues, and separate meetings by each side were under way today to decide whether the consensus is acceptable.

The strike involves about 2,300 hospital, clerical and social service workers, members of the Service Employees International Union.

The Alameda County Superior Court has ruled the strike illegal. The ruling followed a similar one by San Francisco Superior Court that "strikes by public employees are illegal unless authorized by statute."

The Tribune source said the two sides are trying to reach a tentative settlement in time for the Alameda County Board of Supervisors to consider ratifying it at its regular meeting at 9 a.m. tomorrow. The

union would also schedule a membership meeting tomorrow if there were a tentative settlement.

The supervisors scheduled a meeting today to hear the general consensus reached in late-night discussions involving State Conciliator John McCarthy, board Chairman Fred Cooper, and the union's top negotiator, Paul Vercellotti.

The union negotiating committee was scheduled to meet at noon at the Clare-

mont Hotel.

The negotiations began Saturday after the union asked for a 7.6 per cent wage increase instead of the 7.4 per cent it had initially demanded.

The 8 per cent cover covers only wages, with other fringe benefits totaling nearly 1 per cent, union spokesmen said.

The board of supervisors has publicly held to its offer of a 3.6 per cent increase.

He did say, however, that the Alameda County Board of Supervisors and members of the three striking Service Employees International Union locals held separate meetings Sunday to discuss negotia-

tions. In Palo Alto, talks centered on non-economic issues Sunday as negotiators continued their attempt to avoid a walkout by 70,000 state canner workers.

More talks were scheduled for this afternoon between representatives of 13 Teamsters locals and the California Processors, Inc., a loose coalition responsible for 50 per cent of the state's fruit and vegetable canning.

The Alameda County walkout by 2,300 workers began June 2 in a dispute over wages, fringe benefits and work conditions. The strike caused an estimated 1.5 million loss in gross racing revenue at the County Fair when nonstriking track workers honored picket lines, according to fair officials.

GAZETTE - JULY 12

## Talks Go On Despite Arrests

Negotiators, undeterred by strike-related arrests and a charge of foul play by supervisors' Chairman Fred Cooper, made more progress last night toward settling the illegal Alameda County workers' strike.

State Conciliator John McCarthy reported continued progress in the talks which ran past midnight at the Hotel Claremont. He maintained his silence on which issues among the 36 involved in the dispute have been broached and when a settlement might be reached.

The Tribune has learned, however, that wages, medical benefits and social worker demands are among the remaining stumbling blocks between the negotiating teams representing the county and the Service Employees International Union (SEIU).

Alameda County Superior Court has ruled the strike illegal. This followed a similar ruling by San Francisco Superior Court that "strikes by public employees are illegal unless authorized by statute."

McCarthy indicated yesterday's arrests outside an Oakland welfare office and Cooper's stinging remarks against the union posed no serious problem at the bargaining table.

Sherrill's deputies took four men into custody during a five-minute fracas outside the office at 6401 Jones Avenue, about 50 pickets had rallied to protest the county's refusal to issue food stamps to some strikers.

The demonstration ignited the first physical violence into the strike since it

began exactly six weeks ago.

Charged with resisting arrest, blocking a sidewalk and inciting to riot were Leo Daandrea, 28, 697 Brooklyn Ave.; William Schwinzer, 28, 3788 Canon Ave.; Mark Haggard, 38, 287 4th St.; and Joseph Huestace, 26, 329 Lester Ave.

Schwartz and Huestace also were charged with battery on a police officer and Huestace with attempting to free a prisoner from a police officer.

County records indicate that Dea-

andrea was arrested through McCarthy.

Cooper said he was "shocked to see the ads" which accused the board of refusing the union's new 7.6 per cent wage increase proposal and implied that either Cooper, Joseph Bart or John Murphy is blocking settlement of the strike.

The supervisors denied the charge and called for negotiators to continue.

He labeled the ads, however, "an effort on the part of the union to terminate negotiations" and said he would file a formal complaint with the state conciliator's office.

Strike coordinator Shirley Campbell said the ads "were not an act of bad faith," explaining that the union had purchased them before agreeing to stop public statements.

About 3,000 county hospital, clerical and social service workers walked off work June 2 after the county rejected the SEIU's demand for a 7.6 per cent pay raise.

Since then, the number of striking employees has dwindled to about 2,300, with many returning to work despite picket lines at many county facilities.

The county's last offer was for a 3.6 per cent increase plus \$13.25 in fringe benefit raises. The SEIU contends the county offer actually represents a 3.2 per cent increase.

dra, Schwinzer and Haggard are welfare eligibility workers. Huestace apparently is not a county employee.

After the media, county Social Services Agency Director Librado Perez said federal regulations prohibit granting food stamps to employees engaged in an illegal strike.

State and federal authorities have instructed the county to hold food stamp applications in abeyance until the court order branding the strike illegal has been allowed, Perez said.

He said 22 of 70 food stamp applications from strikers have been approved, however, because they have children and are exempt from the court order.

In a separate strike-related matter, Cooper denounced the SEIU for violating a regulation ground rule by playing ads in newspapers against the county and for disseminating publicly about the negotiations. The two sides had agreed to discontinue public statements except

TRIBUTE - JULY 14

## A New Effort To End Strike

Talks were to resume today in the 44-day illegal strike of Alameda County workers after a recess yesterday in which both sides assessed their positions.

Negotiators meeting since Saturday at the Claremont Hotel broke yesterday for separate caucuses with State Conciliator John McCarthy.

He said he "reviewed their positions" and would reschedule negotiations today between the county and the Service Employees International Union. Progress is being made and talks will continue as long as they are productive, McCarthy said.

No specifics of the negotiations have been released, but it is believed that wages, welfare worker cashouts and medical benefits are among the major hurdles in the way of a settlement.

Alameda County Superior Court has ruled the strike illegal. This followed a

similar ruling by San Francisco Superior Court that "strikes by public employees are illegal unless authorized by statute."

Services bargaining began when the SEIU, which represents about half the

A Reassignment, Page 13

county's 3,500 workers, amended its 8 per cent initial pay increase demand of 7.6 per cent.

The county had offered a 3.6 per cent increase and later asked another 2 per cent for 400 workers not normally entitled to raises. The union contends the county offer actually represents a 3.2 per cent pay increase.

About 2,300 county hospital, clerical and social service employees are on strike, with about as many nurses crossing picket lines at numerous county buildings.

TRIBUTE - JULY 15

## 'Progress' in strike of county

After a full day of bargaining, progress was reported in the Alameda County employees strike, now in its sixth week.

State conciliator John McCarthy said "some progress has been made" during talks Sunday at the Claremont Hotel in Berkeley. The day, McCarthy, the only person involved in the talks allowed to make statements to the media, would provide no details.

He did say, however, that the Alameda County Board of Supervisors and members of the three striking Service Employees International Union locals held separate meetings Sunday to discuss negotia-

tions. In Palo Alto, talks centered on non-economic issues Sunday as negotiators continued their attempt to avoid a walkout by 70,000 state canner workers.

More talks were scheduled for this afternoon between representatives of 13 Teamsters locals and the California Processors, Inc., a loose coalition responsible for 50 per cent of the state's fruit and vegetable canning.

The Alameda County walkout by 2,300 workers began June 2 in a dispute over wages, fringe benefits and work conditions. The strike caused an estimated 1.5 million loss in gross racing revenue at the County Fair when nonstriking track workers honored picket lines, according to fair officials.



# The Negotiators

## ...For the Union



PAUL VARACALLI



TIM TWOMEY



JOHN BOWERS



RICHARD LIEBES

Newly named to head the union's negotiating team in its talks with the county is Paul Varacalli, 38, a special representative of Service Employees International Union President George Hardy. Since 1987 he has been executive secretary of SEIU Local 390, which represents about 3,000 members in about two dozen agencies, including the City of Oakland and the Bay Area Rapid Transit District.

Mr. Varacalli attended the University of California at Los Angeles, where he studied psychology and journalism. While in college he worked at an aircraft assembly shop and joined the Machinists' Union. Out of college, he worked full time for the Machinists' Union until he joined Local 390 here.

He and his wife, Sandra, live in Hayward. They have daughters who are 12

and 18 and a son who is 13.

Another new union negotiator is Timothy Twomey, since 1964 secretary-treasurer of San Francisco's 21,000-member Hospital and Institutional Workers Local 250, and a vice president of the parent SEIU.

Mr. Twomey was born and reared in San Francisco, where he and his wife, Joan Marie, now live with their three adopted children, Elizabeth H. Jenner, 12 and Robert 11. Mrs. Twomey is the daughter of SEIU President Hardy.

Mr. Twomey attended Maryknoll Seminary, Mountain View, through high school and two years of college, later graduating from the University of San Francisco in industrial relations. Upon his discharge from the Army in 1956 he was hired as an SEIU organizer of Los Angeles city and county

school employees.

Mr. Twomey joined Local 250 the following year while the local was in trusteeship, as assistant to the trustee, then became business representative, president in 1968 and secretary-treasurer in 1964.

John Bowers headed the joint negotiating team of the striking SEIU locals 335, 250 and 618 since the talks began months ago.

He is associate director of research for the SEIU's Bay District Joint Council. Mr. Bowers was a social worker for Alameda County and a member of Local 335 for seven years before joining the joint council staff five years ago.

He lives in Berkeley.

Another union negotiator is Richard A. Liebes, director of the research and negotiation service of the SEIU's Bay District Joint Council in San Francisco. The holder

of a master's degree from the University of Hawaii and a doctorate from the University of California in Berkeley, Mr. Liebes has worked for the SEIU and its predecessor Building Service Employees Union for 30 years.

Before that, during the World War II years, Mr. Liebes worked with the National Labor Bureau, a private labor consultant firm.

Mr. Liebes served several years on the State Employees Retirement Board, representing the public. He is active in the SEIU Local 250 negotiations with the Kaiser, Associated and Affiliated hospital groups, which include most of the big hospitals in the Bay Area.

A native of San Francisco, Mr. Liebes and his wife, Brundhilde, live in Mill Valley. He has two sons and three grandchildren.



JAMES MARSHALL



CAROLINE LONG



LOREN ENOCH



FRED COOPER

Chief negotiator for Alameda County since negotiations began with its employees earlier this year has been James Marshall, who became the county's first and only industrial relations director at 43 when the position was created in 1979. The county then had 8,000 employees and 33 departments. It now has 8,900 workers and 45 departments.

Mr. Marshall entered the labor relations field from the union side, serving at one time as a negotiator for the Sailors Union of the Pacific, then administrative assistant to the AFL-CIO Maritime Trades Department in Washington, D.C., before joining the staff of the American Federation of State, County and Municipal Employees (AFSCME), where he became a local and international representative.

Before accepting the county job, Mr. Marshall spent seven years with the State Conciliation Service, where he took part in the settlement of several disputes including the Vallejo police and firemen's strike in 1980.

Mr. Marshall, who helped found AFSCME Local 2428 of East Bay Regional Park employees, wound up on the other side when the county "leased" him to the park district as negotiator during a strike of that union last year.

Mr. Marshall and his wife, Gloria, live in Walnut Creek. They have three children. Mr. Marshall's chief assistant since talks began has been Mrs. Caroline Long, an employee relations specialist with the county personnel department.

Mrs. Long handled the negotiations with deputized public defenders and also has provided costing, background and other support on the SEIU and other employee negotiations. Since 1961, she has held a number of county jobs including work at Highland Hospital, the welfare, probation

and recreation departments, and formerly was chief administrator for the county library.

Based in Minnesota, Mrs. Long attended Hayward High School and was graduated from California State University at Hayward, where she studied industrial relations and personnel management. She lives in Oakland and has a daughter, 8.

Newly added to the county's team since talks resumed Friday is County Administrator Loren Enoch, 36. Mr. Enoch was appointed to his job here in October 1971 from a similar position he had held in Ventura County for 10 years.

Mr. Enoch attended Idaho State Teachers College in Lewiston and received a master's degree in business administration from Pomona College. He held various jobs during 14 years in the Los Angeles County Administration's office before going to Ventura County.

Mr. Enoch, who is

recently divorced, lives in Oakland. His two sons, William, 26 and Donald, 24, live in Southern California.

Another new county member of the negotiating team is supervisors' board chairman Fred Cooper, 47, an attorney who practices in Oakland, was elected to the board of supervisors in 1979 and is serving his second term.

A native of San Francisco, Mr. Cooper attended Berkeley schools and received his law degree from the University of California in 1952.

Mr. Cooper represents Alameda County in the County Supervisors Association of California and the National Association of Counties and is labor relations chairman for both of those groups. He also is a county delegate to the Bay Conservation and Development Commission and the Local Agency Formation Commission.

Mr. Cooper and his wife, Virginia, live in Alameda.

## Man in the Middle



JOHN MCCARTHY

Acting as mediator in the County-SEIU negotiations is John McCarthy, 40, who in January was named Northern California president conciliator of the state Conciliation Service.

Mr. McCarthy joined the conciliation service in the San Francisco office in 1973. For nine years prior to that he had been personnel manager and assistant vice president of the Garin Company of Salinas, a labor management firm with farm grower clients.

Born and reared in Trinity County, Mr. McCarthy was graduated from Chico State College in 1961 and received a one-year Coro Foundation fellowship which he served in San Francisco.

## Strike Talk Progress Continues

← TRIBUNE - JULY 17

Negotiations continued last night in an effort to settle the illegal strike of 2,300 Alameda County public employees.

"We made progress," said state Conciliator John McCarthy of yesterday's 11-hour bargaining session at the Claremont Hotel. He would not give details of the talks between representatives of the county and the Service Employees International Union.

Alameda County Superior Court has ruled the strike illegal. This followed a similar ruling by San Francisco Superior Court that "strikes by public employees are illegal unless authorized by statute."

GAZETTE - JULY 17

## Tentative settlement in Alameda County strike

OAKLAND (AP) — A tentative settlement has been reached in the 48-day-old Alameda County employees strike.

Members of three striking local offices of the Service Employees International Union scheduled a ratification vote for 2 p.m. today.

The unions claim a membership of about 6,000 social workers, clerks and hospital employees, but only about 2,300 went on strike June 2 and about 1,600 others returned to work as the walkout continued.

The settlement was announced Monday afternoon by both sides, who had originally scheduled a news conference earlier in day to say talks were again at an impasse.

But at the last moment, the county made a new proposal and both sides were immediately optimistic.

"We got lucky," said state conciliator John McCarthy, who presided over the negotiations. County spokesman Marshall Grodin said the pact had the "blessing" of both a majority of county Board of Supervisors members and the union negotiating committee.

The union had sought a 5.8 percent increase in wages and fringe benefits. The county had offered 4.2 percent.

One of the major impacts of the strike was to shut down home racing at the county fair because permittal clerks refused to cross picket lines.

Fair attendance was reported down substantially.

GAZETTE - JULY 20

## --County strike negotiations--

## COUNTY STRIKE NEGOTIATIONS UNDERWAY

As the Alameda County workers' strike enters its seventh week, negotiations are finally underway in a hopefully successful attempt to reach a settlement. With 80% of our strikers still out, a record in public employees strikes, we continue to strengthen our picket lines to demonstrate that the stonewalling Board of Supervisors will not starve us back to work.

After weeks of refusing to meet with Service Employees International Union (SEIU) in meaningful negotiations, Fred Cooper, Chairman of the Board, finally overplayed his hand. A meeting with management had been scheduled for July 5, with the state mediator, the Labor Council, and the SEIU negotiating team in attendance. Supervisor Joe Bort had been named to lead the management team in what was hoped to be the first fruitful negotiations in weeks.

Only one hour before the session was to begin, Cooper called Bort, insisting that he had no authority to meet with the union and demanded that the session be cancelled. An angry group of strikers, led by Jack Groulx and the Executive Board of the Labor Council, stormed the July 6 meeting of the Board of Supervisors to protest this arbitrary action and laid the blame directly at Cooper's feet. A bizarre press conference, hosted by Cooper shortly after resulted in the Oakland Tribune also attacking this action in portraying the SEIU's position.

**SOUNDLINE AT COOPER'S**  
The cancellation by Cooper precipitated a week of anti-Cooper activities, the most successful of which was a "sit-in" placed on him by two carloads of warehouse strikers who followed him from home to his office, to lunch, and generally around town, dumping out of their cars with their picket signs whenever he left his car. A soundline in front of his house and leafleting in his district sharpened the union attack against the major union-buster on the board.

The result (other than frantic calls from Cooper to get those women off his name) was to get the county back into negotiations on July 10, which are still continuing on a more-or-less around-the-



Striking county workers mass in front of the Alameda County Administration Building. Photo by SEIU.

clock basis. Unfortunately, we had to agree to cease all attacks against individuals for the duration of this set of meetings, leaving media releases in the hands of the state mediator. Obviously, Cooper couldn't take the heat!

While negotiations were in process, however, strikers were feeling the pinch of long weeks without wages. Many of them had applied for food stamps which the welfare bureaucracy was refusing to grant in a timely manner. On July 13 a number of strikers showed up at the North Oakland welfare office to demand to see their workers' union and demonstrate their legal right to apply for stamps and have their applications processed.

**SHERIFF'S ARMY**  
They were met by locked doors and a small army of deputy sheriffs who refused to let in more than 5 strikers at a time. Never before had Division Chief Fred Fanshan shown any concern over how many applicants were in the office at a time; it was clear that strikers were being specifically discriminated against in their legal right to apply. When it became obvious that seven Tree strikers weren't being let in at a time, the applicants attempted to get into the office and were beaten back by the deputy sheriffs.

Although many women took part in this action, four men were singled out for arrest, three strikers and one supporter.

The three men are known to us as a sheriff's "hit list" from their picking at the County Administration Building and were apparently "set up" by the scabbing deputy sheriffs.

Had management allowed the applicants to line up in an orderly fashion to see their workers, as they had intended, no incident would have occurred. The strike has been notably peaceful in spite of its duration, yet management chose to provoke the first major instance of violence on the line. Luckily their provocation had no effect on the negotiations nor on our picket lines, in spite of the one-sided media coverage of the incident.

Our picket lines remain remarkably resilient through all the stress and strain of weeks of hardship. They weather disappointments and victories with quiet determination to stay out until a decent contract is won. A moving visit to the Fairgrounds picket line reminded us of the painful experience of returning to work without a strong contract; he had been involved in the San Francisco craftworkers' strike. He urged us to hang on as long as necessary, to go back to our jobs only with our union and our dignity intact. We will do no less.

—Kay Eisenhower, Chair  
SEIU Joint Strike Committee

## County Pay Offer Hiked

← TRIBUNE - JULY 20

By GENE AYRES  
Tribune Labor Writer

The Alameda County Board of Supervisors added \$2.3 million today to the amount they propose to pay for county worker salaries for the coming year.

That raises the total county offer for contract negotiations for county employees to \$7.6 million.

The new offer was adopted in a "sense" motion by three of the five board members at a 10 a.m. public session. In a statement, the supervisors said the \$7.6 million offer could be handled next year without raising the tax rate from its present \$1.10.

The supervisors gave the various unions handling seven sets of negotiations for county employees until 9 a.m. tomorrow to decide how the additional money could be divided among various classes of workers.

The board vote included the suggestion that \$300,000 be used to relieve manpower scheduling problems for the county's welfare and judicial departments. This has been a sticking point in bargaining so far.

The county also suggested \$600,000 of the money go toward raising the health and dental contribution per employee by \$12.50 per month.

The supervisors intend to give first reading to this latest offer tomorrow and final passage is scheduled for next Thursday.

Supervisor Joseph Bort also said the board was to be available at 4 and 8 p.m. should any of the unions want to discuss matters.

Several unions carried on talks yesterday with James W. Marshall, county director of industrial relations, and his staff. Among them were Service Employees International Union Local 418, SEU and SAs, which represent more than 6,000 county workers.

The SEIU unions have asked the labor council for strike sanction.





## Alameda County Strikers Approve 2-Year Pact

OAKLAND UP—Striking Alameda County workers voted Tuesday to approve a two-year contract and return to work this morning, ending a seven-week strike.

The result of secret balloting at a meeting in Oakland Auditorium was 1,356 to 171 in favor of ratifying a settlement announced Monday between the county Board of Supervisors and three locals of the Service Employees International Union.

The three locals claim a membership of nearly 6,000 but only about 3,500 went on strike June 2.

An estimated 1,800 of the strikers returned to work during the course of the walkout, county spokesman Marshall Gordin said. Most of the strikers were hospital employees, social workers and clerks.

The supervisors earlier Tuesday voted 3 to 1 to approve the settlement if it was ratified by the union. Supervisor John Murphy of Pleasanton-Livermore opposed increasing an earlier offer. Supervisor Tom Bates of Oakland was absent.

The agreement provided for minimum pay increases of \$40 a month in the first year, ranging to about \$170 for a few high-salaried employees, Gordin said. The second year of the contract called for an across-the-board increase of 6%.

Supervisor Chairman Fred Cooper estimated the first year of the contract added \$600,000 to the \$4.1 million of salaries supervisors had approved for the walkout.

In addition to pay raises, the new contract provided for some additional staff in the welfare department and resolved some disputes in work rules for social service and hospital workers.

TRIBUNE - JULY 22

L.A. TIMES - JULY 22

## Alameda County Workers End Walkout

### Strikers Out 49 Days Accept 6% Pay Hike, Resume Work

OAKLAND UP—Alameda County social, health and clerical workers returned to their jobs Wednesday after voting to end a seven-week strike for higher pay.

Although a recorded message on a union "hot line" had advised strikers to "take the strike inside," a county spokesman said Wednesday was a day of settling back into routine.

The workers, members of three locals of the Service Employees International Union, called a strike June 2, asking the county Board of Supervisors to give them the same 7.6% pay raise voted for management.

The board offered 4.2%. The two sides settled on more than 6% over two years. The compromise was ratified Tuesday night by a 103-union vote.

About 3,000 workers initially walked out, but almost half of them

returned to their jobs before the 49th and last day of the strike, according to Marshall Gordin, county information officer.

The union's phone recording urged strikers to sneak outside county buildings before their shifts began and go in as a group.

"Our strike is over but our struggle continues," the message said. "Take the strike inside."

Gordin said 30 to 40 social workers met outside the north Oakland welfare office and entered together, listened to some speeches, "then pretty much went about their business."

He added that there were a few reports of minor vandalism.

"Some of the bad feelings and bitterness we had feared are taking place to some degree," he said.

County hospital workers went back

in a "very orderly return to work," he said.

The contract, approved by a 3-1 vote Tuesday by the county supervisors, provides for minimum pay increases of \$40 a month in the first year, ranging up to about \$170 for a few employees in high salary brackets, Gordin said.

The second year of the contract calls for an across-the-board increase of 6% for most workers.

Supervisors Chairman Fred Cooper estimated the first year of the contract would add \$600,000 to the \$4.1 million in salaries supervisors had budgeted prior to the walkout.

The contract also provides for additional staff in the welfare office and makes other increases in fringe benefits and changes in work rules.

## Strike Over For County

### County Back to Work

## Now the Job Of Coaching Up

By ENNIE COX

More than 2,100 Alameda County employees were tackling a mountain of backlogged paperwork today, following their return yesterday from a quest for food stamps and 40-day illegal strike that cost the strikers an estimated \$4 million in wages.

Harded-hill departments of county government freely predicted it will take weeks to catch up on accumulated work—such as the processing of welfare applications, billings and medical record-keeping in the county hospitals, and routine work of the superior courts and purchase orders in the county purchasing department.

More than 100 patients were moved out of Highland during the strike into private hospitals—

and will be moved back to Highland during the next 10 days. Gross said all wards at Highland are being reopened, including a psychiatric unit.

Rene Davidson, county clerk-recorder, said his trimmed-down staff was able to keep up with urgent work during the strike, but he estimated there is a backlog of 1,500 man-hours of routine work, including juvenile court matters.

Of the 22 superior courts in operation during the strike, 22 court clerks remained off-duty on the picket lines.

A new problem surfaced yesterday when several judges refused to take back their regular clerks who had been on strike. Davidson said the clerks would be reassigned to some other court.

In the General Services Department, Director Fred O. MacFarlane said the processing of bills in the purchasing department had been delayed

by the strike. In his 436-member department, 65 clerks had been on strike.

MacFarlane said the maintenance of communication and electronic equipment had also been deteriorated during the strike.

Also brought to an end by termination of the strike were 12-hour shifts and six-day weeks for numerous deputy sheriffs. Assistant Sheriff Daniel T. Vohl said routine work of the department, including low-priority investigations, were slowed down during the strike.

A number of private security guards were hired to help guard county facilities against vandalism during the strike. They have all been sent home.

Asst. County Probation Officer Robert D. Shaver said training activities in his department were discontinued during the strike. The transcribing of tapes and much record-keeping also backlogged because of the absence of 40 clerks on strike. Probation officers and counselors did not observe the strike.

County officials, in announcing the settlement, said the agreement cost \$800,000 more in the first year than the \$4.1 million approved in the new salary ordinance last May. But they said they had not computed what the overall percentage increase amounted to.

A spokesman said, however, the increase this year amounted to 3.1 per cent for 1,500 clerks in the county's 4,200 employees, 4.2 per cent for 843 welfare eligibility technicians, and 3.3 per cent for 119 social worker positions.



# Efforts spurred to end 'Alameda' fight

Vigorous efforts on both sides to settle what's become California's longest economic strike by public employees in Alameda County walked—were reported at press time.

The bitter contract dispute erupted June 3 with a walkout by nearly 300 members of SEIU Locals 535, 536 and 616.

Forty days later, 2500 members were still on the bricks.

Pickets ringed virtually all county facilities.

Ten days after the start of the strike they appeared outside the gates of the county fairgrounds at Pleasanton, effectively forcing ultimate cancellation of the entire 12-day race meet and a reliably-estimated \$87,000 drop in fair attendance.

Local 535 president Judy Goff was a key in the Pleasanton activity.

A tremendous membership effort—certainly much more than county brass had counted on or liked to stomach—gave the strike an epic quality.

The dispute hinged on wages, case-loads and certain fringe items.

At strike time, union negotiators were asking a 7.5% salary increase. County supervisors had offered 3.2%.

Union negotiators, at a press conference July 8, scaled down their salary demand to 6% and the SEIU took a quarter-page ad in the East Bay press which urged public support of the position.

From the outset it was obvious that

Alameda county brass was taking a leaf from contemporary events across the bay in San Francisco and apparently had tied into what generally seemed a public sector management "line"—break the unions.

Seventeen pickets were arrested June

10 as the county kept its Sheriff's department machine working huge overtime shifts to harass and threaten the striking social workers, clerks and hospital workers.

The strikers' chief "crime" appeared (Continued on Page 6)



**'ALAMEDA COUNTY'**—As the dog days of summer neared, that name went down in history as California's longest economic strike in the public sector. Above, Sheriff's deputies hassle pickets at three SEIU locals—535, 536 and 616—outside a strick facility. In lower photo, pickets surround a lonesome, unidentified bicycle, possibly owned by a scab. (Story on Page 1, additional photos on Page 6.)

—Photos by David Ancree

## 2500 march for justice in 'Alameda'



### Alameda

(Continued from Page 1)

to be their exercise of free speech.

Included in the mass roundup were 535's Alameda county chapter president Jerry Jacobs, field rep David Kramer, Irv Kesten, John Steen, Alice Brumfield, Fred Boal and Sherri Stevenson.

The confrontation was at the law office of Board of Supervisors chairman Ferris (Fred) Cooper, where the strikers decided to stage a sit-in to show Cooper that the negotiating team was available immediately to resume negotiations.

Lawyer Cooper, who gets \$21,000 a year for his part-time job as a county supervisor, later in the strike was being followed around by a three-member team of female pickets to focus attention on his role in keeping 2500 people on the street for more than six weeks.

Alameda County Central Labor Council executive secretary Richard K. Grote was coordinating union efforts to settle the contract dispute.

The day-to-day strike effort was coordinated by SEIU rep Shirley Campbell.

535' executive director David Cropper was virtually on a commute basis between northern and southern California as the dispute raged.

# -County strike settled-

COUNTY OF ALAMEDA ADMINISTRATION

## COUNTY STRIKERS RETURN TO WORK

Prodded wearing their hard-won "Dignity" buttons, more than 2500 Alameda County strikers returned to work July 21 after overwhelmingly ratifying a two-year contract that forbade any management reprisals against strikers and required the immediate reinstatement of all those who had supported the strike. The Board of Supervisors had hoped to "phase in" workers at Spaulding Hospital until the level of patient care had returned to normal, but the SEIU Negotiating Team held fast to its promise to the rank-and-file that we would all go back together once the strike was settled. (Ten years ago, after the County hospital strike, some strikers were still out of jobs 5 months after the settlement.)

No one halts the settlement as an economic victory for the union. We did win a minimum \$40 monthly increase for all represented workers, which was a considerable improvement for the 450 workers who had originally been slated for nothing. This also constitutes an increase over the average clerical rate offered last May. There will be a 6% monthly increase in the second year of the contract.

Improvements in the health plan contribution will be steerable in the second year and lay the groundwork for total employer contribution for dependent gains in future negotiations. We made gains in the areas of hospital scheduling, union representation for workers not previously covered. There was major improvement in the area of welfare

GRASSROOTS - AUGUST 4-7

caueolds, where the minor improvements made will not begin to deal with the problems of both the strikers and the workers.

### STRIKE STRONG TO END

After 40 days out on the line, we still had a strong strike. We were dealing with a Board of Supervisors that was determined to bust the union. They have failed. We had learned that joint action in the political realm is essential, and at the ratification meeting we vowed to organize against those on the Board who had forced us to stay out all year. We feel that the rank and file retained control until the end of the strike. We can honestly return to work with a contract which maintains a strong union and should the Board take a hard line against us again, our right to strike in the future.

In meetings after the ratification, the informal leadership discussed both our failures and our successes in negotiation and in the conduct of the strike. There was general agreement that the unions will continue to function fully in workers' training, in contract enforcement, in political action, and in reaching out to the community. The two-year agreement will give us the unprecedented right to rebuild our local, to heal the wounds, and to organize for the next round of negotiations in 1978. We are taking the spirit of the strike inside!

Kip Freshwater,  
Executive Board,  
Local 616, SEIU

Alameda County workers celebrate return to work. Strikers feel they learned valuable political lessons during recent 40-day strike.  
Photo by Jane Scherer

# A day in the life of a strike organizer



SHIRLEY CAMPBELL  
Full-time union worker

By EARL MURPHY

Strike organizer Shirley Campbell, a 42-year-old grandmother, starts work at 6 a.m. and knocks off at midnight.

She usually has a doughnut for breakfast, a sandwich for lunch and a carry-out meal on a paper plate for dinner.

It's been like that for the last 41 days now, during the strike of Alameda County Service Employees International Union workers. Though Mrs. Campbell has worked on 25 to 30 strikes in the last seven years, this is longest one in which she's been involved.

She spends up to 18 hours a day in strike headquarters. Living in a world which consists primarily of three large, cement-floored rooms in a run-down building in Oakland, she assigns picket duty, answers questions from newsmen, sees that sandwiches and coffee are available for pickets, and uses some limited para-legal training to handle citations which have been issued to strikers.

When Mrs. Campbell leaves strike headquarters around midnight, she walks about two blocks to her hotel, where she gets about five hours of sleep.

It sounds like the kind of regimen that would fella a water buffalo, but it doesn't bother Mrs. Campbell.

"I've been doing it a while and I know how to pace myself," she says. "When I get overtired I go to my hotel room and sleep for eight hours, and then I'm fine."

A full-time union worker, Mrs. Campbell really only got started in the business in 1969. Prior to that she worked 10 years as a laboratory technician at a county hospital.

It was while she was working with the County of San Francisco that she became active in unions. Born in Arkansas, she had come to San Francisco at 14 and dropped out of school a year later to get married.

When she was 20, she returned to high school and got her diploma.

Becoming interested in the union movement, she began attending night schools all over the Bay Area.

"I've probably taken every night course in the world related to labor relations," she says.

In 1969 she became business agent of Hospital Workers Union Local 200 in San Francisco, becoming the first woman union official on a staff of 30 men. She held the post for two years.

After that Mrs. Campbell became a union field representative in Santa Clara County, then did research work for the union for a year.

She has now been working with the SEIU International for 2½ years, "doing everything, not just strikes."

Her title is international representative.

Mrs. Campbell manages to maintain a family life of sorts, even during a 40-day strike. She and her husband, David, an officer with John Morrell Meat Co., live in Menlo Park. Even though both do an inordinate amount of traveling, "we make it a point to touch base with each other at least once a week, even if it means getting a plane and flying home."

At first, during the strike of Alameda County workers, Mrs. Campbell tried commuting from Menlo Park, but when she started to fall asleep during an early morning crossing of the Hayward-San Mateo Bridge, she rented a room in Oakland's

Leamington Hotel. That is her home now during the week, and she strikes home Friday nights.

She returns to work Saturday morning.

Mrs. Campbell was called in five weeks ahead of time to organize the strike in case the union locals voted to hold one. That means she has been working on it almost three months.

Generally, Mrs. Campbell said, she works only four or five weeks a year on an active strike. She organizes some which never are called, and she works on others which may be settled in two or three days.

"This strike," she said of the Alameda County walkout, "is the best that's ever been done organizationally in this state."

"The hardest part for me," she said, "is looking into people's faces and seeing the stress and the strain. It's knowing we can't provide them with any financial relief here."

"It's seeing that they're worried about their jobs."

Mrs. Campbell nodded in the direction of a fellow worker in strike headquarters.

"Mary Kennedy there," she said, "she spends all day on the telephone, calling finance offices asking them to hold off on their payment demands from strikers, and trying to get loans for members."

Every strike is unusual, but Mrs. Campbell said this one is unique. She said usually persons going out on strike are emotionally charged up, but said this was not true in Alameda County.

"The folks came out quietly," she said. "They were so quiet we weren't even sure that 25 per cent of them would walk out."

As it turned out, more than 3,000 out of an estimated 5,000 SEIU members walked out June 2, and more than 2,200 were still taking part in the strike yesterday.

Looking back on the strike, Mrs. Campbell expressed regrets that picketing at the county fairgrounds in Pleasanton had forced cancellation of the horse racing, and hurt some members of other unions financially.

She noted, however, that the unions had set up their picket lines only to bring the county to the bargaining tables, and said the unions had made at least one major effort to exchange the fairgrounds pickets for a settlement.

Mrs. Campbell's other regret was that it took the union officers so long to realize that Fred Cooper, chairman of the board of supervisors, was the key man for the county.

"In one county," she said, "we were out for three or four weeks before we realized that the county administrator who was just sitting back quietly was the man we had to negotiate with. He was the key man in the situation."

In Alameda County, once the SEIU decided that Cooper held the key to unlocking the negotiations deadlock, it assigned women to follow Cooper around during the day, picket his office and the restaurants where he had lunch, and even picket his home in Alameda. One night they set up a soap kitchen on the sidewalk in front of his home.

"We had all kinds of volunteers for that," Mrs. Campbell said. "It's been the most rewarding part of the strike."

She also thinks it's the principal reason the union and the county got back to the bargaining table Saturday morning.

## The Daily Review

SECOND SECTION

Tuesday, July 13, 1976

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Staff photo

## Fair is over; cleanup is on

Wendy Thomas, Tod Lawren and Alex Stavros sift through the clutter as the tedious task of cleaning up tons of garbage left by fairgoers at the Alameda County Fair in Pleasanton begins. Yesterday horsemen, concessionaires and carnival operators picked their trucks and left the debris-strewn

grounds. The final attendance figure for the two-week fair was 221,875, a 48.8 per cent decrease from last year's attendance of 433,381. Fair officials were hoping for a record three-day crowd, but their rosy dream was crushed by the strike of

Alameda County employees, who picketed the fairgrounds daily and kept racetrack workers from their jobs. Losses for the fair have not been tallied, but the fair association board will meet July 30 to assess the damage.