



California  
**LABOR**  
Federation

# 2020 EXECUTIVE REPORT

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*THE FUTURE IS*  
**#UNIONSTRONG**

**CALIFORNIA LABOR FEDERATION, AFL-CIO**  
EXECUTIVE REPORT 2020  
**33RD BIENNIAL CONVENTION**

# EXECUTIVE SECRETARY-TREASURER REPORT

## INTRODUCTION

The COVID-19 pandemic appeared in 2020. It upended our economy, strained our safety net, left millions without jobs and saddled unions with severe challenges. We are in uncharted waters as we try to protect workers, rebuild the economy and continue building power during this unprecedented crisis.

While we don't know when, or even if, things will return to "normal," our collective mission is unchanged. The California labor movement intends to rebalance the economic scales so that workers can regain safer workplaces, better pay, secure retirement and affordable health care.

And in the aftermath of a brutal death of a black man named George Floyd, and so many others, at the hands of police, the fight for racial justice must be at the forefront of everything we do as a movement.

Two years ago US Supreme Court dealt a crushing blow to public sector unions when it sided with corporate interests in "Janus". The federation anticipated the move and worked with unions to organize internally, and California Labor emerged stronger than ever.

While COVID-19 presents innumerable challenges on how we organize, we know the hard work of organizing doesn't change. While we employ new tactics and technology, it's always about making a connection with workers. And that has never been more important than it is this election year.

Nationally, the election will define America for generations. At every turn, Donald Trump and the Republican Senate rig the economy in favor of corporations while attacking workers, immigrants, people of color, women and all our values of fairness and inclusion. Although California isn't a battleground state we will mobilize to defeat Trump with the rest of the nation. Yet we have unique priorities.

The newest of the world's rich corporations have placed Prop 22 on the ballot to undo decades of union progress. Uber, Lyft, DoorDash and Instacart will spend nearly \$200 million on that and legal defenses to exempt themselves from every labor law we fought for years to pass. If they succeed, half a million "gig" workers will be prohibited from ever joining a union. And the worst danger isn't from these companies. If Uber, et al win, employers across the state will join them. For the sake of greater profits they aim to destroy good union jobs for dead-end gig work in **every industry**. Yet we have an advantage. For twenty-plus years we have re-built Labor's ability to organize, beginning with member-to-member. Because of COVID we'll modify our personal-contact style of campaign. But winning always begins with our member-to-member program. And our ability to organize is always our path to victory over big money!

COVID has devastated state and local budgets, putting thousands of jobs at risk. In 2020 we will reverse two longstanding inequities. Corporations have not paid their fair share in taxes, and prop 209 ended affirmative action for decades. Prop 15 will save vital services and prop 16 will finally undo prop 209.

In times of crisis, unions do our best work. This year, we face a convergence of crises. But we know that standing together, using our collective power we always emerge stronger. 2020 will be remembered as a year of rebirth. A year of progress for racial justice. A year we rose from the ashes of an unjust economy and created something more fair in its place. And a year that unions again will lead the way.

# 1 CALIFORNIA LABOR STRATEGIC PLANNING COMMITTEE

## **STANDING TOGETHER - whether it is fighting against inequity, racism or in joining a union - is the most powerful force against injustice.**

California Labor stands together to fight for all working people and the fight for racial justice. The Strategic Planning Committee (SPC) is given the responsibility to strategize building the power of our movement in politics, legislation, organizing, and growth to lead a collaborative planning process to build a stronger California Labor Movement. Comprised of leaders from our 14 largest unions, Labor Councils, and the State Building Trades, the SPC was formed after the defeat of important health care legislation by referendum in 2004. The Strategic Planning Committee convenes top leaders of unions to set specific goals for each other and for Labor Councils. This collective effort to raise the bar in our work has resulted in consistent victories - and has helped California continue to evolve as a pro-worker state in an increasingly corporate anti-union world.

## LEADERS WHO SERVED ON THE STRATEGIC PLANNING COMMITTEE DURING 2018-2020 INCLUDE:

AFSCME	Brian Allison
CFT	Jeff Freitas
CSEA	Ben Valdepena
CWA	Frank Arce
IAFF/CPF	Brian Rice
IAM	Jim Beno
IATSE	Mike Miller
IBEW	John O'Rourke
IBT	Rome Aloise/ Randy Cammack
IUOE	Dan Reding
LIUNA	Oscar De La Torre/ Rocco Davis
SEIU	Alma Hernandez
UFCW	Amber Parrish Baur
UNITE HERE	Mike Casey
State Building Trades	Robbie Hunter
LA County Federation of Labor	Ron Herrera
North Valley Labor Federation	Tim Robertson
Orange County Federation of Labor	Gloria Alvarado
San Diego Labor Council	Keith Maddox
San Mateo Labor Council	Julie Lind

## BUILDING POLITICAL POWER AND ACHIEVING OUR GOALS

While there were many important political campaigns in 2018, the Strategic Planning Committee helped achieve California Labor's top priorities to flip 7 Congressional Seats and win the Governor and State Constitutional Officers' races. We again helped Nevada with volunteers that resulted in flipping another US Senate Seat and their Governor's race for their Democratic labor-endorsed candidates. We won on all fronts!

Through the Strategic Planning Committee's leadership, in setting Standards and Benchmarks that raise the bar in campaigns, California 7 Congressional wins helped reclaim the US House of Representatives for the Democrats and lead a fight resisting the Trump anti-worker agenda.

**California achieved our victories through one simple principle - we organized!** In each union, in every Labor Council and with community allies.

As the hub of political operations, Labor Councils ran a program balancing the priorities of state, local and national races. **A total of 16 councils reached either High or Highest Performance**, based on the agreed upon 2018 Standards & Benchmarks on:

- Voter IDs on Union candidates and issues
- Volunteer shifts
- Support for Union letters and worksite visits
- Staff capacity
- Planning and reporting

This collaboration continues to be a national model for strategic planning work. The work to support under-resourced and transitioning Labor Councils continued as well.

## BUILDING POWER IN INLAND CALIFORNIA

In addition to building labor power in our traditional bases in the LA Area, San Diego and the greater Bay Area, the Strategic Planning Committee in 2019, endorsed and committed to an Inland California Program. Population growth and changing demographics is transforming Inland California. But the growth does not translate to good jobs and rights for workers. Labor's power to be a force for change rests in building a stronger labor movement in Inland California. The Strategic Planning Committee is undertaking a long-term plan with the involvement of the unions and Labor Councils in the Central Valley and Inland Empire, focused in these areas:

- Economic Development - good jobs with workers' rights and benefits
- Developing candidates, trainings, and investment in political programs to win difficult races for labor champions
- Support for Organizing, both Internal and External, to train a new generation of member organizers. Also investing in organizing campaigns in growing sectors like warehousing, food processing and transportation
- Working with unions and Labor Councils to develop infrastructure, volunteers and programs that get our members more involved.

Many larger unions have members in Inland Counties but have not invested as greatly in these areas. In addition, many members work in LA or the Bay Area and travel hours daily to their homes

in the Inland Empire or Central Valley where housing is more affordable. It is important to organize and activate our members where they work but also where they live and can be a greater political force.

The Committee hosted two major summits to convene all the unions and Labor Councils to begin a long-term plan. The first was in the Inland Empire hosted by the Inland Empire Labor Council in Riverside. The second was in the Central Valley, hosted in Modesto at the North Valley Labor Federation Office including unions and Labor Councils also in Fresno, Madera, Tulare, Kings and Kern Counties. There was great participation and enthusiasm to develop a continuing working group to build a plan that will shape the future of California.

## ALL IN TO WIN ON ORGANIZING

In late 2019 the Strategic Planning Committee again re-committed to support game-changing organizing campaigns that California Labor Council be "All In" on. In January 2020 the Committee, Union Leaders and Organizing Directors agreed that the AFSCME/SEIU Childcare Campaign, for 40,000 family childcare providers, was the "All In" campaign for Labor to unite behind and support.

With the COVID 19 crisis the campaign had to revise their outreach and GOTV efforts but, despite the health crisis, announced on July 27th that they won their election for over 40,000 childcare providers.

In a post-Janus world, the Strategic Planning Committee it is more important than ever to help unify the work of the Labor Movement and lead a planning process for the future. The challenge of the committee is to move our efforts into building strong unions, through strong and lasting member leadership and worksite programs that can sustain any attack, organize, and build our unions for the future. Only when we stand together can we fight back and win.

## 2 POLITICAL ACTION

**THE POLITICAL LANDSCAPE** in recent years has been one of the most volatile in our nation's recent history. The election of Donald Trump and the following swing in the midterm elections reflect deep divisions in the electorate.

### NOVEMBER 2018: STATEWIDE GENERAL ELECTION

The Labor Movement along with hundreds of thousands of new activists around the country were laser focused leading up to the 2018 mid-term elections. In the midst of devastating immigration policies, attacks on the Affordable Care Act (ACA), the largest corporate tax giveaway ever and a newly comprised Supreme Court, the only path to slow President Trump's anti-worker agenda was to take back Congress. Once again California Labor stepped up to do our share with remarkable results.

The top targets were "crossover" districts that in 2016 voted for their Republican congressman while also voting for Hillary Clinton. In California there were seven of these districts, especially centered in Orange County and the Central Valley. Through a partnership called *Uniting California*, Labor Councils and community allies began work in 2017 to highlight issues important to working people. The incumbent members of Congress were forced to defend their votes with President Trump on the ACA, corporate tax breaks and immigration reform. Feeling the pressure, two targeted congressmembers chose not to seek re-election.

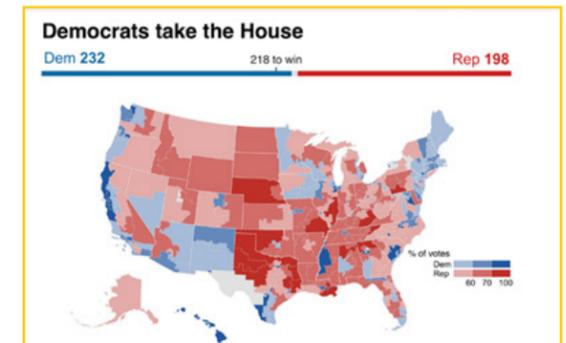
**The road to take back Congress ran straight through California, where all 7 House seats in crossover districts "flipped" to Democratic.** This led the national effort that ultimately resulted in a pick-up of 40 seats and retook control of the U.S. House of Representatives.

### CROSSOVER DISTRICTS - *Clean Sweep:*

- CD 10 - Josh Harder defeated Jeff Denham
- CD 21 - T.J. Cox defeated David Valadao
- CD 25 - Katie Hill defeated Steve Knight
- CD 39 - Gil Cisneros defeated Young Kim (Ed Royce did not seek re-election)
- CD 45 - Katie Porter defeated Mimi Walters
- CD 48 - Harley Rouda defeated Dana Rohrabacher
- CD 49 - Mike Levin defeated Diane Harkey (Darrell Issa did not seek re-election)

Statewide Constitutional offices were also a top priority in 2018, especially the open seat for Governor. The top two Primary advanced Labor's endorsed candidate, Gavin Newsom, to the general election and onto victory over Republican John Cox.

Two victories were much narrower - the open races for Superintendent of Public Instruction (SPI) and Insurance Commissioner. The SPI race was a priority for our Education Unions and the greater



Labor community, as Charter School billionaires attempted to gain momentum for their agenda to privatize public education. **Labor's endorsed candidate, Tony Thurmond, defeated Marshall Tuck by less than 2% in the closest statewide race in the state.** And despite millions spent against us in the Insurance Commissioner race, Ricardo Lara (D) emerged as the winner over former Republican Insurance Commissioner Steve Poizner, who ran as an Independent. This race was a top focus of Labor's efforts in the final weeks.

Once again California Labor also bolstered the efforts of our sister state Nevada, by mobilizing volunteers to talk to voters there. **Over 2,000 volunteers traveled to Nevada to work 5,000+ shifts.** This effort resulted in the election of Steve Sisolak as Governor and Jacky Rosen to the U.S. Senate. California unions including UNITE HERE, IBEW 1245, AFGE, IUOE 3 and others were on the ground in Nevada and were key to those tremendous victories.

We also made gains in the State Assembly and Senate, strengthening our pro-worker majorities and further increasing the super majority in both houses. In the State Senate, former Federation Vice President Maria Elena Durazo was elected to serve in district 24.

Ballot measures are a major factor in any California election and have major impacts on our Unions. A top priority in the Labor 2018 program, was the defeat of the attempt to repeal the so-called "Gas Tax" (SB 1). **The successful No on Prop 6 campaign preserved good jobs and critical infrastructure projects.**



Unfortunately, there were two measures affecting workers where we were not successful. Prop 8 (Diagnosis clinics regulation) and Prop 11 (Private ambulance companies/ On-call breaks) each saw millions spent by corporate interests to protect their profits at the expense of their employees.



2018 Blueprint for Victory

Once again California Labor stepped up to the plate and hit a Grand Slam. As outlined in our 2018 Blueprint plan for victory, **we elected pro-Labor candidates to all statewide Constitutional Offices, took back the U.S. House of Representatives and defeated Prop 6**, our top priority ballot measure. When Labor is united and focused, we are an unbeatable team.

**THE FOLLOWING COPE ENDORSED CANDIDATES WERE ELECTED IN NOVEMBER 2018:**

**CONSTITUTIONAL OFFICES**

- Governor – Gavin Newsom (D)
- Secretary of State – Alex Padilla (D)
- Controller – Betty Yee (D)
- Treasurer – Fiona Ma (D)
- Attorney General – Xavier Becerra (D)
- Insurance Commissioner: Ricardo Lara (D)
- Superintendent of Public Instruction – Tony Thurmond
- Board of Equalization District 3: Tony Vazquez (D)

**U.S. HOUSE OF REPRESENTATIVES BY DISTRICT**

**District Candidate**

- |                        |                         |                              |
|------------------------|-------------------------|------------------------------|
| 2 Jared Huffman (D)    | 20 Jimmy Panetta (D)    | 36 Raul Ruiz (D)             |
| 3 John Garamendi (D)   | 21 TJ Cox (D)           | 37 Karen Bass (D)            |
| 5 Mike Thompson (D)    | 24 Salud Carbajal (D)   | 38 Linda Sanchez (D)         |
| 6 Doris Matsui (D)     | 25 Katie Hill (D)       | 39 Gil Cisneros (D)          |
| 9 Jerry McNerney (D)   | 26 Julia Brownley (D)   | 40 Lucille Roybal-Allard (D) |
| 10 Josh Harder (D)     | 27 Judy Chu (D)         | 41 Mark Takano (D)           |
| 11 Mark DeSaulnier (D) | 28 Adam Schiff (D)      | 43 Maxine Waters (D)         |
| 12 Nancy Pelosi (D)    | 29 Tony Cardenas (D)    | 44 Nanette Barragan (D)      |
| 13 Barbara Lee (D)     | 30 Brad Sherman (D)     | 45 Katie Porter (D)          |
| 14 Jackie Speier (D)   | 31 Pete Aguilar (D)     | 46 Lou Correa (D)            |
| 15 Eric Swalwell (D)   | 32 Grace Napolitano (D) | 47 Alan Lowenthal (D)        |
| 17 Ro Khanna (D)       | 33 Ted Lieu (D)         | 48 Harley Rouda (D)          |
| 18 Anna Eshoo (D)      | 34 Xavier Becerra (D)   | 49 Mike Levin (D)            |
| 19 Zoe Lofgren (D)     | 35 Norma Torres (D)     | 51 Juan Vargas (D)           |

**CALIFORNIA LEGISLATURE BY DISTRICT**

**STATE SENATE**

**District Candidate**

- |                       |                           |                       |
|-----------------------|---------------------------|-----------------------|
| 2 Mike McGuire (D)    | 16 Melissa Hurtado (D)    | 30 Holly Mitchell (D) |
| 6 Richard Pan (D)     | 18 Robert Hertzberg (D)   | 32 Bob Archuleta (D)  |
| 12 Anna Caballero (D) | 20 Connie Leyva (D)       | 34 Tom Umberg (D)     |
|                       | 24 Maria Elena Durazo (D) | 40 Ben Hueso (D)      |
|                       | 26 Ben Allen (D)          |                       |

**STATE ASSEMBLY**

**District Candidate**

- |                            |                              |  |
|----------------------------|------------------------------|--|
| 2 Jim Wood (D)             | 39 Luz Rivas (D)             | <b>THE FOLLOWING COPE ENDORSEMENTS ON BALLOT MEASURES WERE SUCCESSFUL:</b> |
| 3 James Gallagher (R)      | 40 James Ramos (D)           |  |
| 4 Cecilia Aguiar-Curry (D) | 41 Chris Holden (D)          |  |
| 7 Kevin McCarty (D)        | 43 Laura Friedman (D)        |  |
| 8 Ken Cooley (D)           | 44 Jacqui Irwin (D)          |  |
| 9 Jim Cooper (D)           | 45 Jesse Gabriel (D)         |  |
| 10 Marc Levine (D)         | 46 Adrin Nazarian (D)        |  |
| 12 Heath Flora (R)         | 49 Ed Chau (D)               |  |
| 13 Susan Eggman (D)        | 51 Wendy Carrillo (D)        |  |
| 14 Tim Grayson (D)         | 52 Freddie Rodriguez (D)     |  |
| 16 Rebecca Bauer-Kahan (D) | 53 Miguel Santiago (D)       |  |
| 17 David Chiu (D)          | 54 Sydney Kamlager (D)       |  |
| 18 Rob Bonta (D)           | 56 Eduardo Garcia (D)        |  |
| 19 Phil Ting (D)           | 57 Ian Calderon (D)          |  |
| 20 Bill Quirk (D)          | 59 Reggie Jones-Sawyer (D)   |  |
| 21 Adam Gray (D)           | 60 Sabrina Cervantes (D)     |  |
| 22 Kevin Mullin (D)        | 61 Jose Medina (D)           |  |
| 24 Marc Berman (D)         | 62 Autumn Burke (D)          |  |
| 25 Kansen Chu (D)          | 63 Anthony Rendon (D)        |  |
| 27 Ash Kalra (D)           | 64 Mike Gipson (D)           |  |
| 28 Evan Low (D)            | 65 Sharon Quirk-Silva (D)    |  |
| 29 Mark Stone (D)          | 66 Al Muratsuchi (D)         |  |
| 30 Robert Rivas (D)        | 69 Tom Daly (D)              |  |
| 31 Joaquin Arambula (D)    | 70 Patrick O'Donnell (D)     |  |
| 32 Rudy Salas (D)          | 74 Cottie Petrie-Norris (D)  |  |
| 37 Monique Limon (D)       | 76 Tasha Boerner-Horvath (D) |  |
| 38 Christy Smith (D)       | 78 Todd Gloria (D)           |  |
|                            | 80 Lorena Gonzalez (D)       |  |

**Proposition 1:** Veterans and Affordable Housing Bond Act of 2018. **YES**

**Proposition 2:** No Place Like Home Act of 2018. **YES**

**Proposition 5:** Changes Requirements for Home Owners to Transfer Property Tax. **NO**

**Proposition 6:** Eliminates Road Repair and Transportation Funding. **NO**

**Proposition 12:** Establishes New Standards for Confinement of Farm Animals. **YES**

## Special Elections and Recall Elections

Due to the 2018 resignation of Senator Tony Mendoza, multiple special elections were held in SD 32. Following a special primary election on June 5th (regularly scheduled Primary Day), a run-off general election took place on August 7th. Vanessa Delgado (D) emerged as the winner but would only go on to serve the interim term from August 13 – November 30, 2018. Despite being held on the same day, Delgado advanced onto the *special election ballot* but did not make the “top two” cut off on the regular *primary ballot* and was therefore not on the ballot for the general election. The Federation endorsement in this race “Oppose Tony Mendoza” was successful as Mendoza did not advance to either ballot.

Two special elections occurred to fill vacancies caused by the 2018 election of legislators to state-wide office and both successfully elected COPE endorsed candidates. The special primary election was held on March 26th, 2019 and special general election on June 4th, 2019. Lena Gonzalez (D) was elected to fill the SD 33 vacancy caused by the resignation of Ricardo Lara following his election as Insurance Commissioner. Assemblymember Brian Dahle was elected to fill the vacancy in SD 1 caused by the resignation of Ted Gaines, following his election to the State Board of Equalization. Both assumed office on June 12, 2019.

Brian Dahle’s election to the Senate resulted in a vacancy in Assembly District 1. His wife, Megan Dahle (R), faced COPE endorsed Elizabeth Betancourt (D) in both the August 27th Primary and the November 5th general election. Dahle was ultimately successful and assumed office on November 12, 2019.

Two more special elections were held in conjunction with California’s regularly scheduled 2020 Primary on March 3rd, due to vacancies caused by the resignation of Congressman Katie Hill in CD 25 and Senator Jeff Stone’s departure from SD 28 to the U.S. Department of Labor. Labor endorsed Christy Smith (D) in CD 25 and Elizabeth Romero (D) in SD 28 and both advanced to a run-off election on May 12th. Due to the COVID-19 virus, these elections were held entirely Vote-By-Mail. Unfortunately, low special election turnout was a challenge and both candidates were unsuccessful. Melissa Melendez (R) was sworn into the State Senate on May 18, 2020 and Mike Garcia (R) was sworn into Congress on May 19, 2020. However, Congressional District 25 will see a rematch of Garcia and Smith just six months after this election in the 2020 general election.

## March 2020 Direct Primary Election

The 2020 Primary was held March 3rd on Super Tuesday. This gave California voters an opportunity to participate in the early stages of the Democratic Presidential Primary. After nearing almost 30 candidates, only a handful remained in the race by March 3rd – all with campaigns centered on ending the destructive policies of the Trump White House.

Labor’s top legislative priorities were all “top two” victories:

- AD 57 – Lisa Calderon (D) advanced over Sylvia Rubio (D) in the most expensive Assembly race of the Primary to face Jessica Martinez (R)
- SD 05 – Susan Eggman (D) advanced over Mani Grewal (D) despite massive spending by the candidate and Independent Expenditure committees. Eggman will face Jim Ridenour (R).
- SD 15 – Dave Cortese (D) advanced along with Anne Ravel (D) defeating business funded Nora Campos (D)

Other competitive races where COPE endorsed candidates successfully advanced from the top two primary included Josh Becker (D) in SD 13, Abigail Medina (D) in SD 23 and Georgette Gomez (D) in CD 53.

Challenges to Democratic incumbents were less successful. In SD 07 COPE endorsed Marisol Rubio (D) came up short against Steve Glazer (D) and in CD 16 Esmeralda Soria (D) was unable to oust long time Congressman Jim Costa (D). Perhaps the biggest loss of the Primary was the statewide

school bond, Proposition 13. Voter confusion around the ballot number 13 may have unfortunately contributed to the defeat of this needed measure.

While voter turnout was somewhat lower than expected at 46.9% (10% below the 2008 level of 57.7%) there were many new voters and new Primary voters joining the process. Exit polling (Edison Research) found that 10% of California voters interviewed on Super Tuesday had never before cast a ballot in a Democratic primary.

## THE FOLLOWING COPE ENDORSED CANDIDATES WON A SPOT IN THE TOP TWO PRIMARY AND WILL ADVANCE TO THE GENERAL ELECTION:

### U.S.HOUSE OF REPRESENTATIVES BY DISTRICT

#### District Candidate

1 Audrey Denney (D)	19 Zoe Lofgren (D)	36 Raul Ruiz (D)
2 Jared Huffman (D)	20 Jimmy Panetta (D)	37 Karen Bass (D)
3 John Garamendi (D)	21 T.J. Cox (D)	38 Linda Sanchez (D)
5 Mike Thompson (D)	22 Phil Arballo (D)	39 Gil Cisneros (D)
6 Doris Matsui (D)	23 Kim Mangone (D)	40 Lucille Roybal-Allard (D)
8 Christine Bubser (D)	24 Salud Carbajal (D)	41 Mark Takano (D)
9 Jerry McNerney (D)	25 Christy Smith (D)	43 Maxine Waters (D)
10 Josh Harder (D)	26 Julia Brownley (D)	44 Nanette Barragan (D)
11 Mark DeSaulnier (D)	27 Judy Chu (D)	45 Katie Porter (D)
12 Nancy Pelosi (D)	28 Adam Schiff (D)	46 Lou Correa (D)
13 Barbara Lee (D)	29 Tony Cardenas (D)	47 Alan Lowenthal (D)
14 Jackie Speier (D)	30 Brad Sherman (D)	48 Harley Rouda (D)
15 Eric Swalwell (D)	31 Pete Aguilar (D)	49 Mike Levin (D)
16 Esmeralda Soria (D)	32 Grace Napolitano (D)	50 Ammar Campa-Najjar (D)
17 Ro Khanna (D)	33 Ted Lieu (D)	51 Juan Vargas (D)
18 Anna Eshoo (D)	34 Jimmy Gomez (D)	53 Georgette Gomez (D)

### STATE LEGISLATURE BY DISTRICT

#### STATE SENATE

##### District Candidate

3 Bill Dodd (D)
5 Susan Eggman (D)
9 Nancy Skinner (D)
11 Scott Weiner (D)
13 Josh Becker (D)
15 David Cortese (D)
17 John Laird (D)
19 Monique Limon (D)
21 Kipp Mueller (D)
23 Abigail Medina (D)
25 Anthony Portantino (D)
27 Henry Stern (D)
29 Josh Newman (D)
31 Richard Roth (D)
33 Lena Gonzalez (D)
35 Steven Bradford (D)
39 Toni Atkins (D)

#### STATE ASSEMBLY

##### District Candidate

1 Elizabeth Betancourt (D)
2 Jim Wood (D)
4 Cecelia Aguiar-Curry (D)
6 Jacalyn Smith (D)
7 Kevin McCarty (D)
8 Ken Cooley (D)
9 Jim Cooper (D)
10 Mark Levine (D)
12 Heath Flora (R)
13 Christina Fugazi (D)
14 Tim Grayson (D)
15 Buffy Wicks (D)
16 Rebecca Bauer-Kahan (D)
17 David Chiu (D)
18 Rob Bonta (D)
19 Phil Ting (D)
20 Bill Quirk (D)

22 Kevin Mullin (D)
24 Marc Berman (D)
26 Drew Phelps (D)
27 Ash Kalra (D)
28 Evan Low (D)
29 Mark Stone (D)
30 Robert Rivas (D)
31 Joaquin Arambula (D)
32 Rudy Salas (D)
35 Dawn Addis (D)
39 Luz Rivas (D)
40 James Ramos (D)
41 Chris Holden (D)
43 Laura Friedman (D)
44 Jacqui Irwin (D)
45 Jesse Gabriel (D)
46 Adrin Nazarian (D)
47 Eloise Gomez Reyes (D)
49 Ed Chau (D)

- 50 Richard Bloom (D)
- 51 Wendy Carrillo (D)
- 52 Freddie Rodriguez (D)
- 53 Miguel Santiago (D)
- 54 Sydney Kamlager (D)
- 55 Andrew Rodriguez (D)
- 57 Lisa Calderon (D)
- 59 Reggie Jones-Sawyer (D)
- 61 Jose Medina (D)
- 62 Autumn Burke (D)
- 63 Anthony Rendon (D)
- 64 Mike Gipson (D)
- 65 Sharon Quirk-Silva (D)
- 67 Jerry Carlos (D)
- 68 Melissa Fox (D)
- 69 Tom Daly (D)
- 70 Patrick O'Donnell (D)
- 73 Scott Rhinehart (D)
- 74 Cottie Petrie-Norris (D)
- 76 Tasha Boerner Horvath (D)
- 77 Brian Maienschein (D)
- 78 Chris Ward (D)
- 80 Lorena Gonzalez Fletcher (D)

### THE FOLLOWING COPE ENDORSEMENTS ON BALLOT MEASURE WERE SUCCESSFUL:

No successful ballot measures

## PREPARATIONS FOR THE GENERAL ELECTION

The 2020 Presidential election will be a defining moment for the Labor Movement. The choices at stake in this Presidential election are the starkest they have been in our lifetimes. No effort will be spared in the fight to win the White House and undo four years of anti-worker, anti-immigrant policies.

Defending the seven newly won seats in Congress will also be a top priority to ensure that we send a pro-Union majority back to the House of Representatives. This work, especially in Orange County and the Central Valley, will build on the work that began in 2018 to turn inland and swing areas of California blue. The goal is to persuade and mobilize voters to vote on the side of workers and social justice.

### 2018 "PICK-UP" DISTRICTS:

- CD 10 (Harder)
- CD 21 (Cox)
- CD 25 (Garcia)\*
- CD 39 (Cisneros)
- CD 45 (Porter)
- CD 48 (Rouda)
- CD 49 (Levin)

### OTHER VULNERABLE SEATS:

- CD 22 (Nunes)
- CD 50 (Vacant)



\*Katie Hill resigned November 3, 2019

In addition to these races, **ballot measures will be a major factor** this fall. First, the long-awaited effort to reform the property tax system (1978's Proposition 13) will appear on the ballot as Proposition 15. Sponsored by many of our education and public sector Unions, the Schools and Communities First measure will require large corporations to pay their fair share in property taxes and alleviate some of the chronic under-funding our schools and communities have faced.

But Labor's biggest challenge will be the epic fight against Uber/Lyft and the gig economy in a **once in a generation opportunity to take on income inequality - No on Proposition 22**. Corporate backers of this initiative are expected to spend over \$110M to limit the rights of their workers, preserving a model of worker exploitation, tax avoidance and deregulation. The very definition of work and the social responsibility are at stake. And while we will be massively outspent, we welcome the opportunity to fight back against the low road corporate profiteering that has penetrated every industry at the expense of workers' livelihoods. California Labor has never backed down from a fight.

**Pledge to Vote NO at:** <https://calaborfed.org/sickofgiggreed/>

#### To join Labor's fight:

- Text "gig greed" to 235246
- Follow @SlamtheBrakesCA on Twitter
- Go to <https://outreachcircle.com/QVJ211> to join the Outreach Circle

The Federation will provide research and messaging on all key races to enhance campaign efforts and co-ordinate strategy. Fliers, letters and other campaign materials will be available on the Federation's private website: <https://calaborfed.org/private-site/>.

Though perhaps more than anything else, the 2020 election will be defined by the COVID-19 virus. This will change the way we evaluate candidates and elected officials, but also the way we organize and reach voters and our members. By pursuing new tools and methods for organizing, California Labor will innovate and continue to mobilize our members to win our biggest battles. Labor's collective power remains unmatched.

# 3 MMV: MILLION MORE VOTERS

**THE** Million More Voters file (MMV) is a long-term investment in data development that has continued to pay off for California Labor.

Advanced analytics used to “score” all of California’s 18 million voters on Labor’s issues are updated regularly with current events and issues. MMV scores and the resulting targeted data provide the winning edge in close campaigns.

The scores include a variety of behaviors and attitudes on topics such as economic issues, labor disputes, taxes, healthcare, charter schools, criminal justice reform, partisanship, Trump favorability and consuming media (TV viewership, social media, etc.). This allows us to make **the most strategic decisions using the least resources possible.**

Over the years, MMV data has been harnessed to achieve tactical wins in races that were either too close to call or falling behind – and sometimes to snatch late victories from our surprised opponents.

## Million More Voters Victories

### 2010

- Jerry Brown, Governor
- Kamala Harris, Attorney General

### 2012

- Proposition 32 (Paycheck Deception)

### 2014

- Alex Padilla, Secretary of State
- Betty Yee, Controller

### 2016

- Henry Stern, SD 27
- Ash Kalra, AD 2

### 2018

#### Primary

- Gavin Newsom, Governor
- Robert Rivas, AD 30
- Tasha Boerner-Horvath, AD 76
- Diana Becton, Contra Costa DA

#### General

- Tony Thurmond, SPI
- Rebecca Bauer-Kahan, AD 16
- Sabrina Cervantes, AD 60?
- Josh Harder, CD 10
- T.J. Cox, CD 21
- Katie Hill, CD 25
- Gil Cisneros, CD 39
- Katie Porter, CD 45
- Harley Rouda, CD 48
- Mike Levin, CD 49

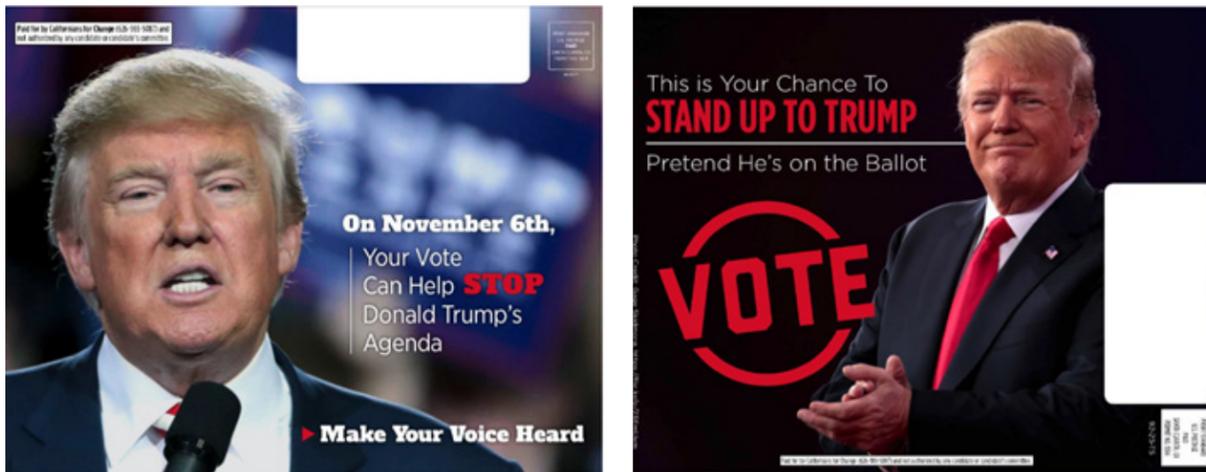


## 2018 GENERAL ELECTION

Most notably in 2018, MMV was used in our successful effort to “pick-up” seven seats in the U.S. House of Representatives. Targeting key demographic groups and using scores built on Trump Approval, Trump Favorability and Partisanship, our messaging exposed the votes incumbents were taking on President Trump’s policies to the most receptive voters. We shared the scores and worked in partnership with a coalition of allied groups to win all seven seats and “flip” the House.

In addition, MMV was used in the race for California’s most competitive Constitutional Office – Superintendent of Public Instruction. Using multiple MMV scores on charter schools and public education, we targeted voters receptive to our messaging and contributed to the narrow victory of Tony Thurmond by less than 2%.

Every year the MMV research is enhanced to refine and add new scores based on Labor’s pending priorities. While we cannot ever match the spending of our opponents, we can partially offset it through smarter targeting to maximize every dollar we do spend. This has allowed us to achieve great success for California Labor’s agenda.



## 4 BUILDING STRONGER UNIONS AND GOING ON THE OFFENSE: INTERNAL AND EXTERNAL ORGANIZING

The California Labor Movement has led the way in worker organizing and involvement, internally and externally. During the 2018 general election campaign, our unions involved more members than ever – an outgrowth of the internal organizing that all committed to. We must band together, in the midst of a national political, economic, health and racial justice crisis, to fight forward and build a new era of organizing solidarity, union activism and campaign work.

### ORGANIZING INTERNALLY – Building Union Strong and Voluntary Membership in Public Sector

We turned our “All In” organizing strategy, launched in 2014, to continue to organize internally after the Janus decision. Unions have maintained their membership goals since the Janus decision, many even growing in 2020, as workers understood the importance of their union with the COVID19 pandemic. We must lead and organize in the face of attacks on our unions, on black workers, immigrant workers, and people of color and transform our unions through organizing and leadership development.

We continued to convene the public sector workgroup of state and regional public sector leaders. Quarterly check-ins have focused on updates, monitoring anti-union and opposition activity by right wing organizations and legal strategies to protect members rights. Through strong and committed organization, public sector unions are maintaining strong memberships to take on the opposition and keep focused on why their union matters.

### PUBLIC SECTOR INTERNAL ORGANIZING WORKGROUP

- Art Pulaski, California Labor Federation
- Kathryn Lybarger, AFSCME 3299
- Charles Allen, AFSCME Council 57
- Abdul Johnson, AFSCME Council 36
- Nader Halawa, UDW AFSCME
- Sandra Weese, CFT
- Ben Valdepena, CSEA
- Fred Ross, IBEW 1245
- Tim Steed, OCEA
- Tim Neep, OE3
- Alma Hernandez, SEIU State Council
- Debbie Narvaez, SEIU Local 521
- Yvonne Walker, SEIU Local 1000
- Gilda Valdez, SEIU Local 721
- Josie Mooney, SEIU 1021
- Jason Rabinowitz, Teamsters Local 2010

## ORGANIZING AND MEMBER INVOLVEMENT TO WIN LEGISLATIVE VICTORIES - AB5

Unions involved thousands of members in winning our groundbreaking 2019 AB5 legislation to fight gig work. Union workers were the force to win AB5 as members organized to fight “gig” work and defend the benefits they have won in their union contracts. Organizing and developing member is at the heart of our work that builds political and legislative power.

## EXTERNAL ORGANIZING - ORGANIZING & ORGANIZING SUPPORT

### Non-union organizing - Key to grow union power and build a just economy

The attacks on our unions and falling wage and jobs standards increase as our density and member involvement decreases. And especially in black and brown communities low wage work is a barrier to opportunities for families and their children. Our unions are organizing but we must commit resources to do large scale, game-changing campaigns that can inspire non-union workers to organize. We are renewing our efforts to support unions that are committing resources to non-union organizing. Being successful in growth and organizing is essential to building our power in current and future generations of workers.

## All In to Win - 40,000 Family Childcare Providers win their union: AFSCME UDW/SEIU Local 99 & 521

In late 2019 we re-committed to support game-changing organizing campaigns that California Labor can be “All In” on. In January 2020 the committee, Union Leaders and Organizing Directors agreed to help a number of campaigns but made the AFSCME/SEIU Childcare Campaign, for 40,000 family childcare providers, the “All In” campaign. We promoted the campaign, recruited other unions’ members to do home visits and did trainings for new staff and member leaders.

Because of the COVID crisis the campaign strategy and election timeline dramatically shifted. But, undeterred, leaders and organizers connected through phone banks and digital organizing, reminding childcare workers to vote. Ballot counting started July 24th and AFSCME UDW, SEIU Locals 99 and 521 announced victory on July 27th, winning their election for over 40,000 childcare providers.

## BUILDING ORGANIZING CAPACITY

In addition, our program areas to expand organizing support, campaign capacity, and scale include:

- 1. Organizing Directors Meetings:** We continue to hold quarterly meetings of state and regional organizing directors to share strategies, updates, and learn from campaigns underway. These meetings have helped develop camaraderie and collaboration between campaigns, have served as a training ground, and have also given us input about policy and legislation that can help organizing. We also included specific legal and campaign strategy discussions and trainings at the meetings
- 2. Organizer and Lead Organizer Trainings.** We have partnered with the AFL-CIO Organizing Institute to sponsor targeted organizing trainings and Three-Day Organizer trainings for member organizers and activists wanting to become organizers. We also partnered with the AFSCME UDW Childcare Campaign, the LA County Federation and the Inland Empire Labor Council for specialized organizing trainings connected with affiliate campaigns.
- 3. LA/OC Immigrant Worker Organizing & Apprentice Training Project – ACTION Project.** Immigrant workers are the most exploited in low-wage jobs and live with the threats of ICE raids and deportations in their communities and workplaces. Immigrant workers are also key to organizing and political change. Citizenship efforts are critical, but workers will never have

economic justice without a union. We are proud that the AFL-CIO organizing department continues to fund the LA/OC Immigrant Worker Organizing Project that the State Federation is a strong partner in and helps coordinate. The project recruits and trains multi-lingual organizing and research apprentices who train in organizing unions and then are hired to expand our ranks of bi-lingual experienced organizers. Placements included UNITE HERE Local 11, UFCW 770 and 324, SMART Local 170, LA/OC Building Trades Council and the Inland Empire CLC.

## 4. Specialized campaign work

We also undertake organizing campaign support based on requests and campaign needs including:

- Communications work to promote campaigns, help with earned media strategy, and assist in social media and campaign trainings.
- Legislative/Policy work to advance campaigns (see Legislative report).
- Research and campaign planning assistance as requested.
- Utilizing relationships with state, corporate, elected, and community leaders who can be helpful in campaigns.
- Trainings on workers’ rights and new state laws and NLRB Regulations for Organizers/Organizing Directors.

## CENTRAL LABOR COUNCIL & UNION CAPACITY BUILDING

We continued to prioritize work between the Federation and our Strategic Planning Committee (SPC) to help Labor Councils build stronger and more effective organizations to win critical campaigns. Our work and model started in 2007 with the Orange County Labor Council and continues with a focus on growing areas with under-resourced CLCs, especially in low union density areas.

During political campaign season we coordinate closely with Labor Councils on priority races, coordinate between Labor Councils that share the same districts, do campaign schools and trainings for volunteer mobilization.

Our Labor Council work is broad with all, but we have also prioritized Labor Councils with leadership transitions or who are changing their structures to grow and involve more affiliates. These included:

- Inland Empire Labor Council
- Orange County Labor Federation
- Kern, Inyo, & Mono Council Central Labor Council

The Inland Empire is the fastest growth area of California. The explosion of jobs in the warehouse industry, manufacturing, and service sector, combined with the flight of workers to the area to find affordable housing, has made it a priority area for a while. New leadership in the Inland Empire Labor Council, covering the largest California geographic counties of Riverside and San Bernardino, occurred in the Fall of 2018. This opened the door to many changes, especially organizing and building a political program.

We worked with the IE CLC and Affiliate leaders to survey every union about their priorities and suggestions to strength the labor movement. This culminated in a Labor Leadership Summit in 2019 that focused on immediate political campaigns, affiliation, and leadership involvement. We also helped with a two-day Strategic Planning in early 2020 to invest leaders in a long-term plan.

In addition, the Ca. Labor Strategic Planning Committee has made Inland California and the Inland Empire a priority for the future.

The Orange County Labor Federation continues to be one of our most important Labor Councils with growing opportunities to change the political map as Congressional, state, and local races become more competitive. Their tremendous effort in the 2018 elections turned “Orange County Blue” that included flipping 3 Congressional races and their part of a 4th they share with San Diego. We have supported their new leadership with recruitment of people and resources for their campaigns. We have continued to strategize and support Public sector unions who are the first targets of the Freedom Foundation and anti-union opposition groups.

The Kern, Inyo, & Mono Counties Central Labor Council has taken a big leap forward. We have worked with them in bringing all their unions together to create a plan for the CLC, increase their per-capita and affiliate or fully affiliate more unions to afford a full-time campaign organizer. We have also done officer and staff trainings to help them be successful. Their work led to flipping a Congressional seat in 2018 that they share with the Fresno Labor Council.

### **OUR PROGRAM AREAS WITH CLCS HAVE INCLUDED:**

- 1. LEAD Program** for newly elected CLC leaders (Leadership, Education & Action Development).
- 2. TEAM Program** to develop rank and file leaders for political, internal, and organizing campaigns (Training to Educate and Activate Members). The Federation has developed curriculum and helped train CLCs to run their own TEAM Training.
- 3. Campaign Schools** to train member leaders, activists, and staff to help in the CLCs Fall political program.
- 4. Political Campaigns – Planning, Training and Campaign strategies.** We work closely with CLCs during political campaign season to help in targeted races, build momentum for volunteer recruitment and get our state and regional leaders invested in key races to win.
- 5. Strategic Planning –** The Federation works with new CLC leaders to facilitate a strategic planning process. In the last two years, we have helped the CLCs in Sacramento, Kern, and Napa/Solano with their longer-range planning processes.
- 6. Joint CLC/State Federation Strategy –** The Federation convenes discussions and the sharing of best practices around new areas of work including Immigrant Worker Programs, organizing support and new technologies.
- 7. Regular Statewide CLC calls –** Convened to discuss campaigns, coordinated legislative and issue-based work with targeted legislators, creating a forum for discussions and learning from each other.

### **MOBILIZING FOR NATIONAL AND STATE ISSUE, POLITICAL, AND LEGISLATIVE CAMPAIGNS**

The Field Team of the Federation has coordinated with our political and legislative staff and the AFL-CIO to mobilize local union leaders, members and Central Labor Councils for targeted issue, political and legislative/policy campaigns.

Since the 2016 national election we have had to fight on many fronts around issues that the Republican-led Congress and Senate have advanced to gut rights and protections for working people. These fights have included fighting to protect workers in our immigrant communities against raids and deportations, extending DACA rights for amazing young DREAMERS, fighting repeal of the Affordable Care Act. Currently we have prioritized Legislative Action with our members of Congress to assure relief and assistance for the unemployed, rights, benefits, and protections for working people impacted by the COVID19 crisis. We have waged campaigns and mobilized our members, with community activists, in virtually every Republican held Congressional District.

On the state level, we know how important it is for members to realize their power to make change and understand why politics and legislative/policy campaigns matter to their lives and their jobs. Our fieldwork has included direct involvement with candidates, current elected officials, and district offices to organizing legislative action for key bills that will advance workers’ rights and protections. In 2019 we focused on our groundbreaking AB5 fight to stop misclassification and “gig” work. This year our priorities, given the COVID Crisis, has prioritized UI benefits, Job Health & Safety especially for front line workers and working with state leadership for future economic recovery. We are committed to protect workers on every front.

### **IMMIGRANT WORKER RIGHTS**

We have continued to prioritize the importance of immigrant workers’ rights, especially under the current administration. In 2017 we hosted immigrant worker rights trainings across the state involving unions and CLCs with an eye to worksite trainings and Rapid Response in the event of ICE raids. Our staff has continued to focus in 2020 with a working group of labor councils and unions who are leading our labor fight for economic benefits for immigrant workers impacted by the COVID health and economic crisis.

The Federation in past years passed precedent setting bills to protect immigrant workers and we have developed materials to train unions and worker allies on how to continue to use these new laws during organizing drives. Materials included model contract language to protect immigrant workers and letters to employers to fight back on immigration retaliation.

We stand ready and able to support our members and their families and continue to fight for comprehensive immigration reform.

### **2020 CENSUS WORK – General and “Hard to Count” Communities**

In 2019 we committed to lead a program to make sure union members filled out their census forms. We have worked with Labor Councils to do general and individual outreach to members. We have also developed a toolkit for unions to use in their communications with members and social media outreach.

# 5 LEGISLATIVE REPORT

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**THE** California Labor Movement continues to lead the way to build worker power and challenge inequality. Our legislative program is an integral part of the Federation’s work to support, organize, amplify worker voices, and challenge corporate hegemony.

In 2020, the global pandemic radically altered our legislative agenda, especially given that the Legislature recessed during the stay-at-home orders, leaving policy making to the Executive Branch. The Federation adjusted our agenda to respond to the immediate needs of workers—essential workers on the frontlines and workers who lost their job as the economy ground to a halt.

Our legislative work relies upon our Movement’s greatest asset – our members – to be the voice for working people in our State Capitol. In 2019, union members flooded the halls, offices and meeting rooms of the Capitol to pass AB 5—a historic law to crack down on rampant misclassification of workers by employers. A record number of workers turned out for rallies, lobbying and testifying, overwhelming the armies of corporate lobbyists who usually outnumber labor advocates in the marble halls of the Capitol.

Most years we bring workers to the Capitol to share their stories and experiences with Legislators and to advocate for legislation. The quarantine orders changed all that in 2020. Yet, the Labor Movement has mobilized even more members in response to the challenges of advocating in a pandemic. From phone calls, to Zoom lobbying to town halls and virtual testimony, workers have continued to organize, advocate and fight for the policies that build a strong, vibrant Labor Movement.

## **2020 LEGISLATIVE AGENDA: LABOR BUILD FROM THE ASHES**

The COVID-19 pandemic, global economic crisis and uprisings against police brutality and racial injustice has posed one of the greatest challenges to the Labor Movement and this country in generations. It has laid bare the worst parts of society—racism, income inequality, health disparities, a strained safety net, rampant misclassification and contingent work and the growing power of the wealthy at the expense of the rest of us.

Yet, the crisis has also shown the values of the Labor Movement in countless acts of solidarity and collective action for the public good. Millions of essential workers risk their lives every day in countless industries to keep critical industries running and to keep us safe, healthy and fed. Often it’s the lowest-paid workers taking the risk of going to work every day to keep our economy functional through the crisis. Union members have joined protests against police brutality and organized strikes for Black Lives Matter.

Even in a pandemic, the Labor Movement will not stop organizing or fighting for workers and that fight is just beginning. The passage of the historic AB 5 last year was the first step in repairing the damage misclassification has done to our economy. We will fight to defend that law and for its implementation and enforcement. We will work to ensure the safety of workers on the frontlines and for all workers as they return to work. We will also work to rebuild our safety net and make sure that workers are able to return to work.

Our 2020 legislative agenda is different than in January, but more important than ever.

**Enforce and Implement AB 5:** California passed the strongest law against worker misclassification in the country. We worked to ensure funding for enforcement, move clean-up bills, oppose bills to repeal or weaken AB 5 and ensure that misclassified workers are able to exercise their rights under AB 5 and that gig companies pay their fair share into social safety net programs.

**Worker's Compensation Presumption:** If frontline essential are infected with COVID-19, the workers compensation system must quickly provide medical and indemnity benefits. The Federation won an Executive Order mandating a workers' compensation presumption on COVID-19 diagnoses for essential workers. We will work to put that presumption into statute and to ensure that employers comply fully.

**Disaster Relief Fund for Immigrant Workers:** Undocumented immigrant workers report to work as essential workers every day. However, they are excluded from most state and federal assistance programs if they or family members lose their jobs. We will fight for an adequately funded Disaster Relief Fund for immigrant families and to expand Medi-Cal health care to all Californians regardless of immigration status.

**AB 685 (Reyes)—Employer Reporting of COVID-19 Exposure—**The crisis has exposed and exacerbated existing flaws in our system of preventing occupational illness. This bill requires employers to notify workers, their union and state agencies if there is a workplace exposure or case of COVID-19. The data will then be publicly posted to allow for monitoring and preventing outbreaks.

**AB 1066 (Gonzalez)—Fair Share for Misclassified Workers.** Companies that misclassify workers have shirked their responsibility to pay into the Unemployment Fund, which is approaching insolvency. They also refuse to submit wage data to EDD, making it harder for workers to access UI benefits. This bill would make it easier for EDD to get benefits to misclassified workers and would strengthen the power of EDD and the Attorney General to go after gig companies for back taxes and penalties owed to the state.

**AB 1611 (Chiu)—End Surprise Hospital ER Bills.** In a pandemic, the last thing people need is an unexpected bill when they go to the Emergency Room. AB 1611 will close gaps in existing law and will prohibit hospitals from sending "surprise" bills to patients for treatment at out-of-network ERs. The bill will also set a benchmark rate for payment of out-of-network ER bills so that hospitals can't drive up costs and premiums for employers and trust funds.

**AB 3216 (Kalra)—Recall and Retention Rights for Hospitality & Janitorial Workers:** Many hospitality, food service and janitorial employers are using the economic crisis to get rid of higher-paid, more senior workers or to stop union organizing campaigns. This bill will protect the seniority rights of workers by granting recall rights and will ensure retention of workers in the event of a new employer taking over the facility.

**SB 1173 (Durazo)—Public Sector Organizing.** The public sector faces budget cuts, potential furloughs and a proposed 10% salary cut. Now is more important than ever for unions to have access to public employees. We worked to pass legislation giving unions increased access to workers and prevent union busting. We need to ensure public employers are meeting their obligations to enforce and implement these laws.

**SB 1399 (Durazo)—Garment Worker Justice.** 20 years after the landmark garment worker law, the industry has found loopholes to continue exploitation of workers. It's time to update this law to protect immigrant women and men who labor in sweatshops, especially as manufacturing restarts while COVID-19 continues.

## 2019 LEGISLATIVE AGENDA:

### The Future of Work & Workers: Raising Standards and Restoring Security

There has been much talk about the future of work and how automation and artificial intelligence will make workers obsolete. But a closer look at today's economy reveals that all too often, workers are already being treated as disposable. California has the highest level of income inequality and a disappearing middle class. Millions of workers scrape by on multiple part-time jobs, gig jobs, temp jobs, and independent contracting. The number of workers in unions continues to decline.

Not only do most workers have no retirement security, but 40% do not earn enough to cover basic necessities.

We cannot build toward a brighter future unless we raise standards and restore security to working people now. Technology and automation reflect the power structure in the workplace. As long as workers remain powerless, technologies will be employed to deskill, drive down costs, and eliminate workers. Only by rebuilding worker power will we harness the promise of technology to actually make jobs better, workers safer, and society more just.

California Labor's 2019 legislative agenda will focus on restoring labor rights, enhancing worker voice, and ensuring access to justice for working people. It's not just the future of work we are fighting for, but the future of workers, to ensure dignity and security for all.

**AB 5 (Gonzalez): Rebuild Middle Class - Codify Dynamex Decision to Expand Workers Rights.** Misclassification of workers have been a driver of income inequality, declining union density, and diminishing worker power. Millions of workers misclassified as contractors have the potential to have employment status restored by this court decision. We will codify this decision and use it to rebuild the middle class.

**AB 485 (Medina): Invest in Good Jobs - Require Transparency & Accountability for Local Subsidies to Distribution Centers.** Any company seeking local economic subsidies must disclose the number and quality of jobs they will create and will have to report annually in public meetings for accountability of public funds.

**SB 336 (Dodd): Future of Work - Stop Worker Displacement from Automation.** Public funds should not be used to displace workers, endanger passengers or jeopardize public safety. This bill will require that any fully-automated public transit vehicle always has a transit employee on board while in operation.

**AB 51 (Gonzalez): Access to Justice - Stop Forced Arbitration of Workers Rights.** The laws we have passed on wage theft, harassment, and discrimination are meaningless if they cannot be enforced. We will prohibit employers from requiring workers to sign away their rights as a condition of employment.

**AB 731 (Kalra) & AB 1611 (Chiu): Make Healthcare Affordable - Control Rising Costs.** Working families cannot sustain continued hikes in healthcare costs. We must drive down high health care prices that burden workers and employers. These bills will expand existing rate review for health plans and will cap the rates hospitals can charge for out-of-network emergency room services while also prohibiting surprise billing of patients.

**AB 1505 (O'Donnell): Charter School Accountability - Strengthen Petition Process to Protect All Students.** All children deserve a quality education and charter schools should be accountable to their communities. This bill will strengthen the approval process to communities have a voice in the process and to increase accountability.

**AB 1066 (Gonzalez): Support Striking Workers - Eligibility for Unemployment Benefits for Strikes & Lockouts.** Workers locked out or on strike have to keep paying bills and providing for their families. This bill will allow them to access UI benefits during a lockout or prolonged strike.

**AB 418 (Kalra): Stronger Unions - Protect Confidential Communication.** When union members confide sensitive information to their union representative, they have every expectation that the conversation will remain private. This bill would ensure that confidential communications shared with a union representative remain privileged and confidential.

**AB 1124 (Maienschein): Worker Safety in Disaster Zones - Clear Rules to Protect Health & Safety.** As wildfires increase, workers in these zones must be protected from exposure to harmful toxins.

We will direct Cal/OSHA to develop a standard to clarify the obligations on employers to protect outdoor workers from toxins due to wildfires.

**Housing as Essential Infrastructure – Build Housing & Good Jobs for Workers:** Many working families struggle with housing prices and rent so high and wages so low. The State must invest in housing and, as with all infrastructure investments, we must use this opportunity to create good, high-paying union jobs and apprenticeship opportunities for communities across the state. Every good job we create in housing construction means one less family forced to rely on housing subsidies. We should also prioritize affordable housing, transit-oriented development, and enact tenant protections to prevent displacement. We can only solve the housing crisis by addressing inequality, the answer is more affordable housing and more good union jobs.

## 6 COMMUNICATIONS REPORT

**STRATEGIC** communications elevate campaigns and shape policy. The communications department enhances the Federation’s campaigns to build power for workers through message development and trainings, social media, earned media, paid digital strategy, graphic design, events planning, and materials creation.

The communications department also advances the Federation’s agenda in the political and legislative arenas, helps drive a message about the value of unions statewide and supports affiliates with their communications needs.

### Communicating in a Pandemic

The COVID-19 pandemic has created innumerable challenges for unions and workers. From job loss to safety issues to budget gaps, unions are on the frontlines fighting for all workers in the pandemic. The quarantines and lockdowns have also created unprecedented challenges in communicating to members and the public about these important issues. The Federation communications team focused on adapting to the new environment by changing primary ways we communicate early on, relying heavily on digital communication, zoom, socially distanced and virtual events, and connecting in new ways.

The Federation events coordinator led planning of the Federation’s first-ever virtual biennial convention, which will be conducted over two days entirely through zoom. We’ve also held traditional campaign schools online through zoom and are planning racial justice townhall forums through zoom in late summer.

The communications team is laser-focused on meeting the challenges brought on by the pandemic. Every day, the team is communicating through multiple channels and with multiple audiences on important initiatives and legislation that protect workers through the duration of this global crisis.

### Framing the New Threats

Over the past two years, we’ve seen corporations and the politicians they bankroll scale up their attacks on unions. In addition to battling traditional corporate bad actors like Walmart and FedEx, the labor movement faces a new challenge as companies like Amazon, Uber, Lyft and Instacart wield vast resources to crush organizing drives, drive antiworker public policy and engage in elections.

The communications team leads a relentless effort to frame these companies – many of whom endeavor to paint themselves as progressive – as the greedy corporations they are. Through social media, graphics, op-eds, reports and media relations, the communications team exposes corporations like Amazon, Uber and Lyft’s greed-driven labor practices and shoddy treatment of their workers. This effort is especially critical and driving a fact-based narrative about these companies with reporters and the general public in advance of the harmful Proposition 22 ballot measure funded by Uber, Lyft, Instacart and DoorDash.

### Changing the Narrative

In 2013 the Federation led a coalition of California unions in developing a new narrative on unions, taxes and jobs with nationally renowned messaging expert Dr. Drew Westen. The work included intensive focus groups across the state, message development and poll testing with voters. Since

the completion of the initial research, we've distributed 500,000 "What is a Union?" pocketcards in English and Spanish and multiple other languages highlighting the researched messaging that has been used by multiple affiliates in member outreach, public campaigns and organizing.

The Federation has completed more than 400 trainings across the state with union leaders, staff and members.

These trainings focus on building communication skills and offer hands-on practice, so we can be more effective in talking about unions with:

- New potential members in new union organizing campaigns
- Apathetic and often anti-union members in internal organizing efforts
- Uninformed and often anti-union members of the public, media and elected officials in political work.

In 2018, the Federation communications team, working with David Binder Research, completed an extensive research project on attitudes among millennials and Latinos toward unions and messaging that best connects the value of unions to the lives of those audiences. We've since integrated the new messaging into trainings, digital campaigns and electoral work.

## Messaging

Strategic communications begin with good, well-researched messaging. The Federation's communications team develops messaging for use in legislative and political campaigns, internal and external organizing and for use with the public and media. The communications team:

- Leads research with union members and Million More Voters targets to determine the most effective messaging on political and legislative priorities, including focus groups and polling.
- Develops toolkits on important issues for unions, including the landmark AB 5 bill that tackled worker misclassification and this year's Prop 22 ballot measure to defeat the attack by Uber and Lyft on AB 5 on other labor laws.
- Works in collaboration with unions to inform coalition messaging on a wide variety of issues and campaigns.

## Materials

The communications team develops messaging materials for public outreach and internal and external organizing drives. These materials are developed and designed in-house by Federation communications staff.

In addition to the "What is a Union" pocket card, the Federation designs pocket cards and top-quality campaign flyers, brochures and digital materials, using the researched messages and professional graphic design.

## Earned Media

In the last two years, the Federation communications team aggressively pursued media coverage to advance campaigns:

- To pass the landmark AB 5 law that codifies the Dynamex California Supreme Court decision. Federation staff appeared statewide on radio, TV and print and was quoted in national publications like the New York Times in support of the bill and against Prop 22. The communications team also arranged numerous high-profile interviews for affiliates and drivers' groups on these issues.
- Placed op-eds on the importance of unions to the economy, income inequality, the future of work and other issues to reframe the debate and advance campaigns.

- Established the Labor Federation as an important voice in support of workers with statewide media.

## Digital Strategy

The Federation continues to grow our digital presence to amplify and support campaigns and #UnionStrong messaging across the Labor Movement in partnership with our affiliates and allies. We recognize that connecting with workers online presents us with a unique opportunity to emphasize the groundbreaking "Changing the Narrative" message, improve public perception of unions, and present unions as a counterbalance to corporate greed and soaring income inequality.

### THROUGH OUR DIGITAL STRATEGY WE:

- **Reinforce organizing conversations on social media.** We continue to grow our audience across platforms. To date, the Federation has over 50,000 followers on Facebook, Twitter, and Instagram and maintains consistent growth and organic reach across all three platforms. While growth and reach are part of our strategy, we don't stop there. We strategically engage with followers across platforms to foster meaningful conversations with opinion leaders, press and working people. In an era of the ever-evolving algorithm, the Federation stays nimble and adjusts strategy with every major shift. The Federation gains hundreds of followers on Twitter, Facebook, and Instagram every month and consistently reaches hundreds of thousands of followers organically through carefully chosen content.
- **Utilize Action Network** to highlight major issues affecting working people and drive thousands of activists to take action on critical campaigns, both online and offline.
- **Provide resources and forums to union staff across California** through our weekly union communicators round up, Slack group, and regional meetings. The weekly roundups regularly have open rates of 40%+ and click to open rates of 25%+
- **Provide trainings to affiliate unions and union staff** to share the latest strategies on communicating through social media to advance important campaigns.
- **Utilize new tools to increase engagement across digital platforms.** From Instagram stories to livestreaming on Facebook, we achieve short and long-term goals for campaigns and actions.
- **We maintain and post new content to our public websites [www.californiaLabor.org](http://www.californiaLabor.org), [SickofGigGreed.com](http://SickofGigGreed.com) and [workingpeoplestandingtogether.com](http://workingpeoplestandingtogether.com).** We continue to add resources and webinars to our private, Union Members Only site.

### JOIN OUR ONLINE COMMUNITIES:

- **Facebook.com/CaliforniaLaborFederation**
- **Twitter: @CaliforniaLabor**
- **Instagram: @CaliforniaLabor**
- **Private site for union staff and members: <https://calaborfed.org/private-site/>**

**JOIN THE UNION COMMUNICATORS ROUND UP:** email [unionalerts@CaLaborfed.org](mailto:unionalerts@CaLaborfed.org)

# 7 WORKFORCE & ECONOMIC DEVELOPMENT (WED)

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Workforce & Economic Development Program (WED) is another means by which we empower workers by creating “High Road Partnerships” and assist unions in responding to economic and labor market changes. High Road Partnerships bring together unions, employers, communities, foundations, and governments to create and retain good jobs with successful employers in strong communities. Unions bring their expertise in training and placing workers, as well as their role as a voice for workers who have the greatest insight into how to make their work more effective.

WED’s main objectives are to promote Labor’s inclusion in the training and education of its members, to save good jobs, to foster the creation of new, high-road jobs and career pathways for California workers, and to help build an integrated, strategic, high-road focused California workforce system.

Below are major areas of WED’s work:

## **BROKERING HIGH ROAD TRAINING PARTNERSHIPS**

The investment by unionized employers in workforce development and skill formation programs contributes to the retention of current jobs at the worksite and growth in employment. As union jobs are maintained, and work expands inside unionized companies, union membership grows, and the Labor Movement broadens its reach.

WED continues to work with the California Workforce Development Board and the State Labor Agency to provide technical assistance to High Road Training Partnerships involving Labor unions in manufacturing, homecare, healthcare, hospitality, building services, logistics, mass transit, and water utilities. WED’s technical assistance has enabled local unions to address the structure and governance of Labor-management training partnerships; development of the capacity for the provision of Labor-run training for union members; leadership development and mentoring; career pathway development thru skills training; and the creation of marketing & sustainability strategies for their partnerships.

Over the last seven years, WED’s partnership with the State Building Trades Council, local Building Trades Councils (BTCs), local affiliates and joint apprenticeship training programs, has resulted in the expansion of the National Building Trades Unions’ Multi-Craft Core Curriculum (MC3) pre-apprenticeship construction program. The MC3 programs in California constitute over 1/3 of the MC3 registered programs operating in the United States.

The MC3 has become the go-to program for apprenticeship-preparation throughout the state. Successful MC3 programs help put the Building Trades in the driver’s seat, for the development of their own future workforce, while serving as potential leverage for Project Labor Agreements and Community Workforce Agreements, and California has become a national model for the right way to do pre-apprenticeship. All of the MC3 programs are done in different combinations of partnerships with public agencies, local K-12 and adult schools, community-based organizations and/or community colleges. WED has supported the State Building Trades Council, local BTCs, affiliates and other stakeholders to make the programs sustainable pathways into joint labor-management construction apprentice programs.

## **SECURING RESOURCES FOR HIGH ROAD PARTNERSHIPS**

We are helping unions get access to training funds to be sure their members are the most productive workers in their fields, which allows them to beat the “low road” in competition and provide new career ladder opportunities. Over the last five years, WED has enabled signatory employers and joint-Labor management training programs and JATC’s to be awarded over \$50 million in contracts with the California Employment Training Panel (ETP). ETP funds have supported the training of union members in construction, hospitality, building services, health care, mass transit and maritime.

WED has also been working with affiliates, the Division of Apprenticeship Standards, local educational agencies and the Department of Labor to set high road standards in new apprenticeship programs outside of construction. WED has begun a partnership to support new manufacturing apprentice programs developed by the National AFL-CIO, the United Steel Workers and the International Association of Machinists and Aerospace Workers. It has also supported the Amalgamated Transit Unions expansion of apprentice programs in bus operations and bus/rail mechanics in California. WED is currently working with affiliates, the US Department of Labor, and the California Division of Apprenticeship Standards to create additional apprenticeship programs in aviation, manufacturing, transportation and logistics, hospitality, child-care, and healthcare.

## **PROMOTING SECTOR STRATEGIES – SUPPORTING HIGH ROAD JOB CREATION AND SUSTAINABLE ECONOMIC DEVELOPMENT**

California leads the nation in economic growth driven by responsible policy, world-class research, innovation, and investment. Emerging growth sectors bring transition, rich with opportunities for good jobs. We need a skilled workforce with opportunities for career mobility to retain home-grown jobs and to accrue the benefits of development. To ensure this reality, California needs a clear economic and workforce development roadmap that identifies key growth industries, including sectors with strong union density and organizing opportunities.

Unions have a long tradition of driving progress in their industries with cutting-edge skills training and strategic alliances that keep workers productive and employers competitive. To ensure that quality jobs and the rewards to state investment stay in California, WED works to connect unions with state agencies responsible for implementing job creation policy in growth industries such as the green economy and manufacturing. WED helps unions stay informed about the impacts of potential workforce policies and helps to develop policy that ensures that public funds are aligned with the principles of Labor-management programs.

## **BUILDING WORKFORCE PARTNERSHIPS CONFERENCE**

WED’s Building Workforce Partnerships (BWP) is an annual collaboration of the California Labor Federation and the State of California. The event draws a national group of nearly 300 participants from Labor organizations, academia, business, environmental groups, foundations, workforce investment boards, state government, community colleges, economic development, community organizations, and other partners. Attendees participate in workshops that profile best practices, with an emphasis on strategic Labor-industry-government partnerships in skills building, community development, economic development, and layoff response. The theme of the BWP Conference in April 2021 is Worker Voice.

## **STATE AND LOCAL WORKFORCE INVESTMENT BOARDS**

The Workforce Innovation and Opportunity Act (WIOA) which supports the nation’s primary programs and investments in employment services, workforce development, adult education, and vocational rehabilitation activities. WED has worked at the state and local level to ensure the inclusion of Labor in planning and implementation of WIOA.

California’s workforce development boards administer nearly \$500 million in annual federal Workforce Innovation and Opportunity Act funds, as well as millions more in state and local job training, career tech, worker assistance, and community development resources. California is the only state that requires 15 percent Labor representation on California’s 45 local workforce development boards.

WED works with Central Labor Councils and the Building and Construction Trades Councils to recruit Labor leaders to serve on local WDBs. WED holds frequent regional trainings for Labor workforce development board members. The main goals for local Labor representatives serving on local boards are to: 1) improve oversight and accountability for the use and expenditure of public dollars; 2) establish worker-centered local and regional policy and investment; 3) expand sector-based Labor-management training programs; and 4) prioritize training for career pathways to good high wage jobs.

## **Layoff Aversion and Serving Dislocated Workers**

California’s economy, like the rest of the country’s, has cratered due to the effects of COVID-19. In times like these and year-round, a critical part of WED’s work is helping unions respond when their members are impacted by a layoff. The first response is to avert or stop the layoff through worker-management coordination, access to economic development resources, and targeted skills training. When aversion is not possible, WED connects unions with public resources for dislocated workers, including retraining to assist with reemployment. WED also provides frequent regional trainings for local workforce development board staff on working with unions when layoffs impact union workers.

During the pandemic, WED has coordinated over 30 webinars and on-line sessions with state agencies staff to assist affiliates and CLCs on issues such as UI enrollment, work-sharing, dislocated worker assistance, re-employment assistance and COVID health and safety training.

# 8 REPORT ON THE BUSINESS OF THE EXECUTIVE COUNCIL

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**THE** Executive Council met on July 24, 2018 at the Hilton Hotel, Costa Mesa as part of the 2018 Biennial Convention. At this meeting, the Council prepared endorsement and policy recommendations to the Convention.

The Executive Council has met on seven occasions since the July 2018 Biennial Convention and convened once as the Standing Committee on Political Education.

The dates and locations of the regular meetings of the Executive Council were as follows:

- July 24, 2018
- September 2018 Sacramento
- January 8, 2019 Sheraton Grand Hotel, Sacramento
- July 30, 2019 Hilton Los Angeles, Glendale
- December 10, 2019 Westin LAX Hotel, Los Angeles
- May 28, 2020
- July 22, 2020

In addition to its meetings, the Council held conference calls to conduct the business of the Federation between meetings. The Council met on May 28, 2020, and July 22, 2020 in preparation of the 2020 Biennial Convention.

In addition to attending to various pre-Convention details, the Executive Council developed policy statements to be submitted to the Resolutions Committee for consideration by the delegates to the 2020 Biennial Convention. The policy statements were reviewed twice: the first conference call took place on July 10, 2020, and the second on July 27, 2020. The policy statements were then approved for recommendation to the Convention in August 2020.

The Council's pre-Convention virtual ZOOM meeting began at 10:00 am, Monday, August 3, 2020. The Council prepared recommendations for consideration by the delegates to the 33rd Biennial Convention on August 3, 2020.

## THE FOLLOWING CHANGES TO THE EXECUTIVE COUNCIL OCCURRED:

### AT THE JULY 24, 2018 MEETING:

- o The Executive Council elected Brian Rice CPF to fill the vacant geographical seat At-Large Seat K.
- o The Executive Council elected Ben Field South Bay Labor Council to fill the vacant geographic seat At Large T.

### AT THE JANUARY 8, 2019 MEETING:

- o The Executive Council accepted the resignation of vice president Jennifer Beuthin who had retired from the Orange County Employees Association (OCEA), geographic seat At Large W.
- o The Executive Council elected Tim Steed OCEA to fill the vacancy of geographical seat At Large W.

#### AT THE DECEMBER 10, 2019 MEETING:

- o The Executive Council accepted the resignation of Joshua Pechthalt retired from UTLA geographic seat At Large O.
- o The Executive Council elected Jeff Freitas UTLA to fill the vacancy of geographical seat At Large O.
- o The Executive Council elected Frank Arce CWA to fill the vacancy of seat District 14 which was previously vacated by CWA retired vice president Tom Runnion.
- o The Executive Council accepted the resignation of retired vice president Russ Burns Operating Engineers 3 making the geographical seat District 8 vacant.
- o The Executive Council elected Dan Reding Operating Engineers 3 to fill the vacancy in sat District 8.
- o The Executive Council accepted the vacancy seat of At Large P held by vice president Steve Dayan IBT 399, who had graciously accepted after the resignation of vice President Tim Paulson San Francisco Labor Council.
- o The Executive Council elected Rudy Gonzales to fill the vacancy of geographical seat At Large P.
- o The Executive Council accepted the resignation of vice president Dale Sorensen CSEA, seat At Large V.
- o The Executive Council elected Matthew Shane Dishman CSEA to fill the vacant seat At Large V.
- o The Executive Council elected Ron Herrera Los Angeles County Federation of Labor to vacant seat District 3B.

#### AT THE MARCH 17, 2020 MEETING

- o The Executive Council elected Gloria Alvarado Orange County Labor Federation (OCLF) to fill the vacancy of District 2.
- o Due to the unfortunate demise of vice president Oscar Owens ATU, geographic seat District 8 was declared vacant.
- o The Executive Council elected James Lindsay ATU to fill the vacancy of geographical seat District 8.

#### AT THE MAY 28, 2020 MEETING

- o The Executive Council accepted the resignation of vice president Jack Gribbon UNITE-HERE, geographical seat District 10B, due to his retirement.
- o The Executive Council elected Mario Yedidia UNITEHERE to fill the vacancy of seat District 10B.

### THE EXECUTIVE COUNCIL GRANTED STATEWIDE STRIKE SANCTIONS AS FOLLOWS:

No new requests for Strike Sanctions were submitted by any affiliated unions.

#### Resolutions

Between conventions, the Executive Council is authorized to pass resolutions on behalf of the Federation. Since the 2018 Biennial Convention, the Executive Council has passed the following resolutions:

- Universal Long-Term Care submitted by UDW/AFSCME 3930 adopted July 24, 2018

- Resolution Condemning Human Rights Violation of the Trump Administration and Republicans Removing Children from their Families submitted by Contra Costa Central Labor Council adopted July 24, 2018
- Resolution on Health Care submitted by UNITEHERE adopted July 24, 2018
- Workers Standing Together & Fighting Back submitted by CA IATSE Council adopted July 24, 2018
- Organize Retirees to Increase Union Power submitted by CARA adopted July 24, 2018
- Stop the CMS Rule, Support Home Care Workers Freedom to Pay Dues by Payroll Deduction submitted by UDW/AFSCME 3930 adopted July 24, 2018
- Resolution on the Dynamex Decision/Fight Worker Misclassification and Protect Dynamex submitted by CA Teamsters Public Affairs Council adopted July 24, 2018
- California Labor Stands with Workers in Every Industry to End Harassment, Discrimination and Inequality submitted by UNITE HERE Local 11 adopted July 24, 2018
- Union Busting Executive Order Resolution submitted by AFGE adopted July 24, 2018
- Support Teacher Contract Campaign submitted by UTLA adopted July 24, 2018
- Support for Tesla Workers and for Good Jobs in the Green Economy submitted by Alameda Labor Council adopted July 24, 2018
- Resolution Opposing the USMCA Renegotiated Agreement and Insisting on Further Changes Through Continued Negotiations submitted by San Francisco Labor Council adopted January 8, 2019.

# 9 SUPPORT FOR UNION DISPUTES

## Do Not Patronize

The following firms have been identified as unfair employers and adversaries of the labor movement. All trade unionists and friends of organized labor are urged not to patronize the businesses listed below.

### LAW FIRMS AND CONSULTANTS

- **Jude Barry, Catapult Strategies**, San Jose
- **Marchese and Associates Reputation, LLC**, 1375 Sutter St, Suite 330, San Francisco
- **Ziegler and Associates**, 1215 K Street, Suite 1170, Sacramento

### RETAILERS

- **El Super Markets**, All locations
- **K-Mart**, All locations Statewide
- **Wal-Mart and Sam's Club**, All Locations Statewide

### RESTAURANTS AND HOTELS

#### • Hyatt Hotels\*\*

The global Hyatt boycott has ended. However, there are a number of local Hyatts with continuing labor disputes. Please support the workers in these hotels by continuing to boycott the following California properties:

- **Hyatt Regency Santa Clara**
- **Hyatt Regency Sacramento**
- **Hyatt Fisherman's Wharf in San Francisco**
- **Mariani's Inn and Restaurant**, 2500 El Camino Real, Santa Clara
- **De Anza Hotel**, 233 W. Santa Clara St., San Jose
- **La Playa Carmel**, Camino Real & 8th Avenue, Carmel

## CALIFORNIA LABOR "DO NOT HIRE" LIST

The following Democratic political consultants were involved in two campaigns in 2012 that directly attacked Labor unions and caused damage to the Labor Movement. In response to those actions, the Executive Council of the California Labor Federation approved a motion submitted by the California Professional Firefighters, the American Federation of State, County, and Municipal Employees, and the State Building and Construction Trades Council of California to encourage all unions, Labor Councils, allies and candidates seeking our support to not hire these consultants until further notice.

- **Steve Glazer and Glazer & Associates (general consultant)**, Orinda