

# ISSUES RELATED TO LABOR ORGANIZATIONS

JAMES T. BEALL, JR.  
City of San Jose  
Councilmember

- \* Actively opposed and voted against Weisscal (a non-union contractor) receiving \$35m Transit Mall contract. The contract was awarded on a 6-5 Council vote, and Weisscal subsequently was convicted of bribing inspectors and doing faulty work.
- \* Initiated a change in the City of San Jose Public Works contract rules defining a "responsible bidder," including enhanced quality standards and observance of all safety and fair labor laws.
- \* Voted to deny a low bidder on a City contract after investigation proved violation of labor laws.
- \* As Vice Chair of the League of California Cities Transportation and Public Works Committee and National League of Cities Transportation Committee voted against proposals to repeal and/or weaken Davis-Bacon prevailing wage laws. Led debate at both committee meetings and succeeded in obtaining endorsement by both committees opposing anti-Davis-Bacon proposals.
- \* Supported and assisted labor organizations' right to collective bargaining in City's garbage contracts. Lobbied for "transition plan" protecting workers' jobs.
- \* As a member of the County Transportation Commission supported bus drivers' opposition to County Transit District "privatization policy," pointing out that meet and confer rights had been denied.
- \* Supported "Statement of Concern" by retail clerks for Gemco/Lucky workers who were victims of company take-over attempts.
- \* Advocated for Almaden Winery to remain in operation after take-over by conglomerate.
- \* Proposed that redevelopment staff assist in setting up meeting between labor and potential Convention Center hotel developers.

- \* Supported City policy on notice to workers regarding plant closures.
- \* Lead fight against Fairmont Hotel plan to put street through the middle of Plaza Park after developer stated his "distaste" for customers' taxis driving in front of United Food and Commercial Workers Office and the senior citizen's complex.
- \* Refused to attend events picketed or opposed by labor organizations and refused to patronize commercial establishments on AFL-CIO's "do not patronize" list.
- \* Utilize union printing for all office-related needs.
- \* Utilize union vendors for political campaign data and printing needs.
- \* As a member of the Board of Directors proposed procedures to improve the involvement of labor organizations in City Federated Retirement System.
- \* Active involvement on Retirement Board and leader on Council involving employee retirement and City issues.
- \* Voted for policy to eliminate City retirement fund investments involving South Africa.
- \* Voted to increase health and dental benefits for City Retirement System members.
- \* Actively supported and voted for "comparable worth" adjustments for female-dominated classes of employees.
- \* Co-chair of City's Child Care Task Force. Supported policies to establish child care for City employees. Stated that this should not be a bargaining issue opposed by City Management.
- \* A leader on City Council on budget issues supporting policies avoiding layoffs or reducing direct public services. Made majority of the budget adjustment proposals during "crisis" years (1982, 1987) to save jobs, prevent layoffs, and retain services.
- \* One of two Councilmembers to support Proposition 65 toxics initiative in November of 1986. Supported strong enforcement efforts of water quality regulations.

- \* During many instances opposed, even if majority of Council supported, court room tactics, injunctions, etc., as a negotiation strategy. Have stressed mediation or other similar strategies.
- \* Initiated proposal, over Mayor McEnery's opposition, to create a Housing Department dedicated to construction and rehabilitation of low-income housing.
- \* Initiated efforts to strengthen prevailing wage policy.
- \* Voted to increase benefits to survivors of deceased retired employees.
- \* Succeeded in having City Attorney over-rule City's practice of charging for search of building plans and maps for unions and individuals.
- \* Publicly supported "Justice for Janitors" effort, including having name listed in public campaigns, and writing letters to CEO's regarding hiring of non-union labor.
- \* Assisted Central Labor Council in encouraging hotel developers to allow union shops.

\* Ensured that new <sup>city</sup> garbage contractors gave preference to union employees of former city garbage contractor (Waste management). (Western Waste & GreenTeam)

\* Lobbied for prevailing wage requirements in all city-awarded contracts.

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