

# **PROCEEDINGS**

**OF THE**

**TWELFTH ANNUAL CONVENTION**

**OF THE**

# **CALIFORNIA STATE FEDERATION OF LABOR**

**HELD AT**

**Hill's Theatre, Bakersfield**

**October 2, 3, 4, 5 and 6**

**1911**

## EXECUTIVE COUNCIL.

### PRESIDENT:

D. D. SULLIVAN.....1826 N Street, Sacramento

### VICE-PRESIDENTS:

#### District No. 1—(Los Angeles County)

W. A. ENGLE.....202 Union Labor Temple, Los Angeles

HARRY A. HUFF.....42 East Walnut St., Pasadena

#### District No. 2—(Bakersfield to Stockton)

TOM C. SEAWARD.....P. O. Box 1140, Fresno

#### District No. 3—(Santa Clara County)

A. L. JONES.....395 North Whitney Street, San Jose

#### District No. 4—(Alameda and Contra Costa Counties)

E. H. HART.....1015 Clay Street, Oakland

#### District No. 5—(Sacramento County North)

C. E. SUTPHEN.....2007½ L Street, Sacramento

#### District No. 6—(San Francisco)

JOHN J. BRESLIN.....1124 Florida Street

DON CAMERON.....457 Bryant Street

D. P. HAGGERTY.....1759 Howard Street

#### District No. 7—(Vallejo, San Rafael, Santa Rosa)

L. B. LEAVITT.....144 Florida Street, Vallejo

#### District No. 8—(Humboldt County North)

JOHN W. ERICKSEN.....P. O. Box 64, Eureka

#### District No. 9—(From Riverside South to State Line)

IRA H. MARKWITH.....739, Fourth Street, San Diego

### SECRETARY-TREASURER

PAUL SCHARRENBURG.....Labor Temple, 316 14th Street, San Francisco

# PROCEEDINGS

OF THE

Twelfth Annual Convention

OF THE

California State Federation  
*of* Labor



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## A BRIEF HISTORICAL SKETCH of the CALIFORNIA STATE FEDERATION OF LABOR.

The California State Federation of Labor, the State Branch of the American Federation of Labor, was organized at Pioneer Hall in San Francisco on January 7-8-9, 1901.

There were present delegates representing organizations in Oakland, Los Angeles, San Mateo, San Rafael, Vallejo, San Jose, Sacramento, and San Francisco. The sentiment of the delegates assembled was expressed in the preamble of the Declaration of Purposes, which reads as follows:

"Recognizing the fact that the labor organizations of this State, located as they are in widely separated localities, and lacking any systematic means of communication, and recognizing the consequent necessity of the establishment of a central body which shall form a bond of connection between the labor organizations in every section of the State, we have formed this California State Federation of Labor."

The total number of bodies represented in the first convention was sixty-one unions and five central councils. The total number of delegates was 163, representing approximately 10,000 members.

The first convention lost no time in getting down to business and endorsing various measures presented by delegates. Arrangements were also made to have a Legislative Committee attend the session of the Legislature with a view of having certain very necessary labor bills enacted into law.

C. D. Rogers of Oakland was the first President, and Guy Lathrop of San Francisco the first Secretary of the State Federation.

The second convention was held in Vallejo on January 6-7-8, 1902. During the year the convention had grown in membership and influence, the work assigned to the Executive Council by the previous convention had been accomplished, with much material benefit to organized labor throughout the State.

The third convention was held in Elks' Hall, Los Angeles, on January 5-9, 1903. John Davidson of Vallejo had been elected at the previous convention to succeed President Rogers. The work of organization had been prosecuted vigorously between conventions, and the State Federation of Labor was now a potent factor in obtaining legislation for the benefit of the wage-earner and in the adjustment of labor disputes. Numerous bills to be submitted to the next Legislature were introduced at the Los Angeles convention.

John Davidson was re-elected President, and George K. Smith of Oakland was elected Secretary-Treasurer.

The fourth annual convention took place at Fresno in January, 1904. Fred C. Wheeler of Los Angeles had served the Federation during the year as State Organizer, and very satisfactory results were reported to the convention. The Federation was now in its fourth year, and it was universally conceded that the State body was a mighty power for the betterment of the toilers' conditions in every city, town and hamlet.

The Fresno convention elected Harry A. Knox President, and G. B. Benham Secretary-Treasurer.

Sacramento was chosen as the fifth convention city. The Sacramento convention, which took place in January, 1905, was more successful in point of attendance and results accomplished than any previous convention. Much progress was reported in the upbuilding of new and old unions throughout the State. This session of the Federation differed from others because the Legislature of the State was in session at the same time in the same city, and a great deal of attention was given to legislative work.

Harry A. Knox was re-elected President, and Frank J. Bonnington of San Francisco was elected Secretary-Treasurer.

The sixth convention was held in Germania Hall, Oakland, January 1-6, 1906. The year's work of the Executive Council had been exceedingly heavy, much organizing work had been done, jurisdiction disputes adjusted, and legislative work carried on to a greater degree than ever before. Several propositions on politics enlivened the sessions of this convention. Officers elected were: G. S. Brower, President, and J. H. Bowling, Secretary-Treasurer.

Stockton was the next convention city. During the year the San Francisco earthquake and conflagration had taken place, and all the records and effects of the Federation had been destroyed. Notwithstanding this handicap, substantial progress was reported in every field of action. George A. Tracy of San Francisco was elected President to succeed T. F. Gallagher, of Oakland, who had been acting in that capacity since the resignation of G. S. Brower, which took place during the year. J. H. Bowling was re-elected Secretary-Treasurer.

The eighth annual convention took place in the Farragut Theater at Vallejo, in January, 1907. Much progress had again been made. During the year numerous

strikes had taken place, among them that of the United Railroad's employees of San Francisco, the Iron Trades strike for eight hours in San Francisco and vicinity, also the Telephone Operators and the Steam Laundry Workers' struggle for better conditions.

The problem of Asiatic immigration was also given more and more attention by the State Federation. President Tracy was re-elected at this convention, and Geo. W. Bell of San Francisco was elected Secretary-Treasurer.

The ninth annual convention took place at San Jose, October 5-9, 1908; the previous convention having changed the time of holding conventions from the month of January to October. This convention went fully into the proposed new Primary Law, Direct Legislation, Referendum and the Recall. George W. Bell was re-elected Secretary-Treasurer, and A. M. Thompson, of Oakland, President.

San Rafael was the next convention city. The attendance at the tenth convention was exceptionally good and the work of the year showed substantial progress. This convention took up the task of organizing the unskilled and migratory laborers. A change was also made in the selection of Vice-Presidents, who had theretofore been chosen at large. According to the law now in force, the State is apportioned into districts and the Vice-Presidents elected from the respective districts must be residents of same. This insures a more representative make-up of the Executive Council. D. D. Sullivan of Sacramento was elected President, and Paul Scharrenberg, Secretary-Treasurer.

The eleventh annual convention was held in the Union Labor Temple at Los Angeles, October 4-8, 1910.

In ten years the membership of the Federation had increased from 10,000 to over 45,000. The attendance of delegates at the annual conventions had also increased, there being nearly 300 delegates present at the Los Angeles convention. In more than one respect this convention was a remarkable gathering. The "Times" explosion had taken place a few days before the opening of the convention. The National Bankers' Convention was in session at the same time, and while the latter were welcomed and wined and dined with much affectation by the city administration and the newspapers, none of these had a kind word for the representatives of the men and women who toil and who came from all parts of California to deliberate upon the problems, grievances and aspirations of the workers.

A great deal of work pertaining to all the phases of the movement was transacted at this convention. D. D. Sullivan and Paul Scharrenberg were re-elected President and Secretary-Treasurer, respectively.

Bakersfield was chosen as the convention city of 1911. The year preceding the twelfth annual convention was made memorable by our extraordinary success in obtaining favorable legislation, the details of which are set forth in the Reports of Officers published in these proceedings.

The names of the officers elected at the Bakersfield convention, as well as a complete record of all transactions, are also published herein.

San Diego was honored by being selected as the place of meeting for the thirteenth annual convention. It is confidently expected that when the next convention is called to order in San Diego on October 7, 1912, the gathering will be the greatest conclave of trade-union representatives ever held in California.

The State Federation has been in existence a little more than one decade, and in that brief period has accomplished remarkable work. And considering the work that has been done in the years past, when much of our energy was devoted to the upbuilding of the Federation itself, how much more will we be able to do in the future, for we have now approximately seventy-five per cent. of all the unions eligible for affiliation within the fold of the Federation.

There is no limit to the field of our usefulness and scope of action. Thoroughly federated and united, the organized toilers of California can accomplish anything within reason, but we must at all times deliberate and act together in order to obtain results.

#### CALIFORNIA LABOR PRESS.

The Citizen.....	203 New High St., Los Angeles, Cal.
Coast Seamen's Journal.....	44 East St., San Francisco, Cal.
Labor Clarion.....	316 14th St., San Francisco, Cal.
Labor Index.....	San Mateo, Cal.
The Labor Leader.....	San Diego, Cal.
Labor News .....	Eureka, Cal.
Labor News .....	Fresno, Cal.
News Advocate .....	Stockton, Cal.
Organized Labor.....	1122 Mission St., San Francisco, Cal.
The Tribune.....	917 15th St., Sacramento, Cal.
Tri-City Labor Review.....	727 15th St., Oakland, Cal.
The Union.....	173 W. Santa Clara St., San Jose, Cal.
Union Labor Journal.....	Bakersfield, Cal.

# PROCEEDINGS

## FIRST LEGISLATIVE DAY.

Monday, October 2, 1911—Morning Session.

The Twelfth Annual Convention of the California State Federation of Labor was called to order at 10:45 a. m. by President D. D. Sullivan.

F. L. Gribble, representing the Mayor of Bakersfield, in appropriate remarks, welcomed the delegates and visitors to the City of Bakersfield.

A. J. Kemp, President of the Kern County Labor Council, addressed the Convention and extended a hearty welcome and sincere good wishes on behalf of organized labor of Kern County.

Miss Helen Todd, State Factory Inspector of Illinois, pleaded to the Convention in behalf of the women workers and solicited support in the campaign to enfranchise women in this State.

Delegate Ducoing moved that a rising vote of thanks be extended Miss Todd. Carried unanimously.

## REPORT OF COMMITTEE ON CREDENTIALS.

The Committee on Credentials then submitted their report, as follows:

We, the Committee on Credentials, beg leave to report that we have examined all credentials received to date, and find the following delegates duly qualified to be seated and entitled to the votes set opposite their names:

### BAKERSFIELD—

Bartenders, No. 378 (175):  
Fred R. Turner, 58.  
Nick De Losa, 57.  
A. J. Kemp, 57.  
Carpenters, No. 743 (92):  
C. W. Beardsley, 46.  
W. H. Connor, 46.  
Kern County Labor Council (2):  
Charles F. Fletcher 2.  
Laundry Workers, No. 175 (50):  
Jennie Gerald, 25.  
Julia Hilyard, 25.  
Painters, No. 314 (28):  
C. E. Smith, 14.  
J. C. Harter, 14.  
Teamsters and Chauffeurs, No. 402 (3):  
George Pryor, 3.  
Typographical, No. 439 (20):  
Fred J. Voll, 10.  
L. W. Everson, 10.  
Steam Engineers, No. 469 (2):  
Dick Abbott, 2.

### COALINGA—

Blacksmiths, No. 172 (15):  
J. P. Johnson, 15.

### CROCKETT—

Warehouse Workers, No. 537 (63):  
James Hurley, 63.

### FRESNO—

Bartenders, No. 566 (25):  
Fred W. Meyer, 25.  
Painters, No. 294 (36):  
A. G. Bartlett, 36.  
Fresno Labor Council (2):  
J. W. Gorrell, 1.  
T. C. Vickers, 1.

### HANFORD—

Painters, No. 594 (20):  
S. F. Hand, 10.  
F. L. Beckman, 10.

### LOS ANGELES—

Barbers, No. 295 (287):  
A. H. Sonner, 144.  
Dave Rios, 143.  
Bartenders, No. 284 (317):  
E. E. Day, 317.  
Coopers, No. 152 (30):  
Freeman Blake, 15.  
J. J. Cook, 15.  
Electrical Workers, No. 82 (77):  
Ben Workman, 77.

### Central Labor Council (2):

Claud E. Sheckles, 1.  
L. W. Butler, 1.  
Garment Workers, No. 125 (392):  
Joseph Wood, 392.  
Laborers Protective, No. 13,149 (67):  
D. G. Kosich, 67.  
Machinists, No. 311 (417):  
C. F. Grow, 417.  
Molders, No. 374 (156):  
Dan Regan, 78.  
Frank Belcher, 78.  
Musicians, No. 47 (483):  
C. L. Bagley, 97.  
W. A. Engle, 97.  
M. C. Glenn, 97.  
H. P. Moore, 96.  
J. L. Edmiston, 96.  
Printing Pressmen, No. 78 (65):  
J. B. Archer, 65.  
Press Feeders, No. 37 (60):  
J. H. Cronin, 60.  
Steam Engineers, 72 (107):  
Harry Welton, 107.  
Teamsters, No. 208 (69):  
R. A. Larrimore, 69.  
Typographical, No. 174 (300):  
George Stein, 300.  
Waiters, No. 17 (149):  
A. C. Beck, 149.

### OAKLAND—

Barbers, No. 184 (160):  
G. K. Smith, 160.  
Bartenders, No. 525 (104):  
M. L. Sullivan, 104.  
Boot and Shoe Workers, No. 324 (47):  
Edward Young, 24.  
J. A. Longo, 23.  
Carpenters, No. 36 (217):  
Reuben Wiand, 217.  
Central Labor Council (2):  
Daniel P. Sullivan, 2.  
Electrical Workers, No. 283 (300):  
R. E. Keyser, 300.  
Street Railway Employees No. 192 (600):  
Patrick Furey, 300.  
Louis Lebowsky, 300.  
Teamsters, No. 70 (249):  
James Cronin, 125.  
E. H. Hart, 124.

### PASADENA—

Typographical No. 583 (38):  
Harry A. Huff, 38.

**RANDBURG—**

Miners, No. 44 (8):  
C. M. Arandall, 4.  
Pete Osdich, 4.

**SACRAMENTO—**

Federated Trades Council (2):  
F. W. Payne, 2.  
Printing Pressmen, No. 60 (61):  
D. D. Sullivan, 61.  
Typographical, No. 46 (206):  
C. E. Sutphen, 206.

**SAN DIEGO—**

Bartenders, No. 768 (38):  
W. A. Powers, 38.  
Carpenters, No. 810 (363):  
D. W. Blackwell, 363.  
Cooks, Waiters and Waitresses, No. 402 (97):  
May Beck, 97.  
Federated Trades and Labor Council (2):  
Ira H. Markwith, 2.

**SAN FRANCISCO—**

White Rats Actors (50):  
Walter J. Talbot, 50.  
Alaska Fishermen's Union (1000):  
I. N. Hylen, 500.  
Charles F. Hammarin, 500.  
Bakers, No. 24 (647):  
Jack Zamford, 647.  
Barbers, No. 148 (450):  
Joe V. Ducoing, 225.  
Andy Gonzales, 225.  
Bartenders, No. 41 (600):  
Al. Condrotte, 600.  
Bay and River Steamboatmen of California (400):  
Henry Huntsman, 400.  
Beer Bottlers, No. 293 (265):  
E. Horan, 265.  
Beer Drivers, No. 227 (410):  
George Wagner, 82.  
W. A. Starr, 82.  
T. E. Hanahan, 82.  
Arthur L. Campbell, 82.  
Paul Volkman, 82.  
Bookbinders, No. 31 (200):  
George Buehn, 200.  
Boxmakers and Sawyers, No. 152 (100):  
W. G. Desepte, 100.  
Brewery Workers, No. 7 (400):  
Emil Muri, 200.  
Patrick O'Brien, 200.  
Butchers, No. 115 (200):  
D. J. Murray, 200.  
Cement Workers, No. 1 (501):  
O. A. Tveitmoe, 501.  
Cooks, No. 44 (513):  
Frank E. Merrifield, 513.  
Cooks Helpers' Union, No. 110 (566):  
James Lewis, 283.  
George H. Meyer, 283.  
Electrical Workers, No. 151 (383):  
E. S. Hurley, 383.  
Electrical Workers, No. 633 (356):  
M. J. Hoy, 356.  
Elevator Constructors, No. 8 (116):  
D. J. Murphy, 116.  
Gas and Water Workers, No. 9840 (357):  
John J. Breslin, 179.  
Phil Knell, 178.  
Labor Council (2):  
Andrew J. Gallagher, 1.  
John O'Connell, 1.  
United Laborers, No. 12,992 (667):  
William F. Dwyer, 667.  
United Laborers, No. 13,162 (43):  
P. Sioris, 43.  
Steam Laundry Workers, No. 26 (1300):  
Charles Hawley, 325.  
Charles Linegar, 325.  
Charles Child, 325.  
Harry Morrison, 325.

Machinists, No. 68 (1000):  
D. P. Haggerty, 1000.

Marine Cooks and Stewards of the Pacific (700):

Michael McHale, 700.

Marine Firemen, Oilers and Watertenders (833):

Patrick Flynn, 209.  
William Meehan, 208.  
Dennis Malloy, 208.  
Joseph Connolly, 208.

Molders, No. 164 (650):  
F. W. Judson, 325.

Joseph Duesdicker, 325.

Musicians, No. 6 (650):

Harry Menke, 217.  
Charles Foster, 217.  
William H. Lee, 216.

Pile Drivers and Bridge Builders, No. 77 (500):

W. E. Tostevin, 250.  
Don Cameron, 250.

Plasterers, No. 66 (442):

Thomas J. Walsh, 221.  
James J. Corbett, 221.

Sailors of the Pacific (2000):

E. Ellison, 400.  
John W. Ericksen, 400.  
Frederick Meyer, 400.  
H. Molander, 400.

Paul Scharrenberg, 400.

Stable Employees, No. 404 (321):

William Little, 321.

Sugar Workers, No. 10,519 (108):

Charles A. Oliva, 108.

Theatrical Stage Employees, No. 16 (159)

Samuel D. Simmons, 80.

Edward Wagner, 79.

Teamsters, No. 85 (1500):

Michael Casey, 750.

Jas. E. Wilson, 750.

Building Material Teamsters, No. 216 (449)

Walter Durvea, 449.

Typographical, No. 21 (833):

William A. Gallagher, 139.

George H. Knell, 139.

Wiley K. Galloway, 139.

Fayette M. Harlow, 139.

Charles H. Parker, 139.

James M. Scott, 138.

Upholsterers, No. 28 (146):

B. B. Rosenthal, 146.

**SAN JOSE—**

Federated Trades Council (2):

F. J. Hepp, 2.

Printing Pressmen, No. 146 (36):

A. L. Jones, 36.

General Teamsters, No. 287 (74):

A. W. Nickell, 74.

**SAN LUIS OBISPO—**

Carpenters, No. 1632 (36):

J. B. Brock, 36.

**STOCKTON—**

Leather Workers, No. 173 (10):

George Burkholder, 5.

T. C. Dooley, 5.

Moving Picture Operators, Branch No. 3 (9):

Leo Allard, 5.

D. E. Rothschild, 4.

**VALLEJO—**

Federal Labor Union, No. 11,345 (63):

J. B. Dale, 32.

L. B. Leavitt, 31.

Trades and Labor Council (2):

Harry Bartley, 2.

Machinists, No. 252 (185):

H. L. Freudenberg, 185.

**Fraternal Delegates.**

We also recommend that the following fraternal delegates be seated without vote:

Women's Union Label League, State of California—Frances Noel.

San Francisco Building Trades Council—P. H. McCarthy, W. H. Urmey, J. Leary.

State Building Trades Council of California—J. B. Bowen, Jas. A. Gray.

A credential has also been received from Juan Ramirez, Blacksmiths Union No. 282 of Los Angeles, which union affiliated with the California State Federation of Labor on July 17, 1911; also a credential from G. Corryell, Bakersfield Barbers Union No. 317, which union affiliated July 7, 1911, but owing to constitutional provision we find that they are not entitled to representation at this convention.

Respectfully submitted,

A. L. CAMPBELL, Chairman.

W. H. CONNER,

R. A. LARRIMORE,

Committee on Credentials.

It was moved that the report of the Committee on Credentials be adopted as read. Delegate Leavitt moved as an amendment that all delegates from affiliated unions in good standing be seated. Secretary Scharrenberg read the section of the constitution which provides that unions must be affiliated for at least three months in order to be entitled to representation. Delegates Bartley, Ingalls and Newman spoke on the motion.

Report of the Committee on Credentials was adopted as amended.

President Sullivan then stated that in accordance with section 8, article 5 of the constitution, the Committee on Constitution and Laws was appointed prior to the meeting of the convention, as follows:

I. N. Hylen, Alaska Fishermen's Union, San Francisco; S. W. Everson, Typographical No. 439, Bakersfield; Harry Welton, Steam Engineers No. 72, Los Angeles; Reuben Wiand, Carpenters No. 36, Oakland; F. W. Payne, Federated Trades Council, Sacramento.

The President also announced the following appointments: Wiley K. Galloway, Typographical No. 21, San Francisco, as assistant secretary; Chas. A. Oliva, Sugar Workers No. 10,519, as sergeant-at-arms, and Chas. Linegar, Laundry Workers No. 26, San Francisco, as assistant sergeant-at-arms.

The appointments on committees were then announced, as follows:

**Law and Legislation**—Andrew J. Gallagher, San Francisco Labor Council; L. Lebowsky, Street Railway Employees No. 192, Oakland; D. W. Blackwell, Carpenters No. 810, San Diego; Chas. Hawley, Steam Laundry Workers No. 26, San Francisco; C. E. Sutphen, Typographical No. 46, Sacramento.

**Reports of Officers**—O. A. Tveitmoe, Cement Workers No. 1, San Francisco; H. L. Freudenberg, Machinists No. 252, Vallejo; Chas. F. Fletcher, Kern County Labor Council; Emil Muri, Brewery Workers No. 7, San Francisco; A. C. Beck, Waiters No. 17, Los Angeles.

**Resolutions**—Geo. K. Smith, Barbers No. 134, Oakland; F. J. Hepp, Federated Trades Council, San Jose; C. W. Blanchard, Musicians No. 47, Los Angeles; E. Ellison, Sailors of the Pacific, San Francisco; C. E. Smith, Painters No. 314, Bakersfield.

**Labels and Boycotts**—L. W. Butler, Central Labor Council, Los Angeles; Geo. H. Knell, Typographical Union No. 21, San Francisco; A. J. Kemp, Bartenders No. 378, Bakersfield; Thomas J. Walsh, Plasterers No. 66, San Francisco; R. E. Keyser, Electrical Workers No. 283, Oakland.

**Grievances**—L. D. Biddle, Machinists No. 311, Los Angeles; John J. Breslin, Gas and Water Workers No. 9840, San Francisco; A. G. Bartlett, Painters No. 294, Fresno; Harry Bartley, Trades and Labor Council, Vallejo; W. E. Tostevin, Pile Drivers No. 77, San Francisco.

**Rules of Order**—Dave Rios, Barbers No. 295, Los Angeles; Michael Casey, Teamsters, No. 85, San Francisco; Daniel P. Sullivan, Central Labor Council, Oakland; Geo. Wagner, Beer Drivers No. 277, San Francisco; Patrick Flynn, Marine Firemen, Oilers and Watertenders of the Pacific, San Francisco.

**Thanks**—Edward Wagner, Stage Employees No. 16, San Francisco; J. B. Brock, Carpenters No. 1632, San Luis Obispo; Jennie Gerald, Laundry Workers No. 175, Bakersfield; Dan Regan, Molders No. 374, Los Angeles; Wm. F. Dwyer, United Laborers No. 12,992, San Francisco.

The various appointments were confirmed by the convention.

The roll was then called and badges and copies of officers' annual reports were distributed among the delegates.

The chairman of the local committee on arrangements announced that an automobile excursion had been arranged for the afternoon.

The convention then adjourned at 11:50 a. m., until Tuesday, 9:30 a. m.



**SECOND LEGISLATIVE DAY.****Tuesday, October 3, 1911—Morning Session.**

President D. D. Sullivan called the meeting to order at 10:05 o'clock.

**SUPPLEMENTAL REPORT OF COMMITTEE ON CREDENTIALS.**

The Committee on Credentials submitted the following supplemental report:  
We, the Committee on Credentials, have received additional credentials of delegates and find that the following are entitled to be seated, with the number of votes set opposite their names:

**BAKERSFIELD—**

Cooks and Waiters, No. 550 (45):  
W. S. Brice, 23.  
H. C. Jones, 22.  
Electrical Workers, No. 428 (11):  
W. S. Elliott, 6.  
L. W. Riddle, 5.  
Musicians, No. 263 (47):  
J. M. McIntosh, 23.  
C. A. Newman, 24.

**FRESNO—**

Cooks and Waiters, No. 62 (80):  
Tom C. Seaward, 40.  
D. D. Elcott, 40.

**SAN FRANCISCO—**

Carpenters, No. 22 (1473):  
John J. Hughes, 1473.  
Electrical Workers, No. 6 (400):  
A. Elken, 400.

We have also received credentials of Fraternal Delegate Godfrey Dawson of the Metal Trades Council of Los Angeles and recommend that he be seated without vote.

The committee also desires to make the following substitutions of delegates named in their original report: Los Angeles Machinists No. 311, L. D. Biddle, vice C. F. Grow; C. W. Blanchard from Los Angeles Musicians No. 47, vice Bagley, Moore and Edmiston; San Jose General Teamsters No. 287, Charles Washburn and George Batchelor, vice A. W. Nickell.

A. L. CAMPBELL, Chairman,  
W. H. CONNER,  
R. A. LARRIMORE,  
Committee on Credentials.

The supplemental report was adopted.

Secretary Scharrenberg read a telegram from Henry J. Ullner of the Brotherhood of Cement Workers, as follows:

San Francisco, Cal., Oct. 2, 1911.  
Paul Scharrenberg, Secretary California State Federation of Labor, Bakersfield, Cal.  
American Brotherhood of Cement Workers conveys greetings to annual convention and wishes them continued success in uplifting the cause of the workers.

HENRY J. ULLNER.

**REPORT OF COMMITTEE ON RULES AND ORDER.**

The Committee on Rules and Order of Business reported as follows:

Bakersfield, Cal., Oct. 3, 1911.

To the Officers and Members of the Twelfth Annual Convention of the California State Federation of Labor.

Your Committee on Rules and Order of Business respectfully submits the following report:

We recommend that the following rules and order of business shall govern the deliberations of the Twelfth Annual Convention of the California State Federation of Labor:

1. The sessions of this convention shall be from 10 a. m. to 12 m. and from 2 p. m. to 5 p. m., and no night sessions unless so ordered by a two-thirds vote of all delegates present.

2. Delegates, when arising to speak, shall respectfully address the chair, and announce their full name and the name and number of the organization which they represent.

3. In the event of two or more delegates arising to speak at the same time, the chair shall decide which delegate is entitled to the floor.

4. No delegate shall interrupt any other delegate while speaking, except for the purpose of raising a point of order.

5. Any delegate who is called to order while speaking shall, at the request of the chair, be seated until the question of order is decided, after which, if he is in order, he shall be permitted to proceed.

6. No delegate shall speak more than once on the same subject, until all who desire to speak shall have had opportunity to do so; nor more than twice on the

same subject without permission by vote of the convention; nor longer than five minutes at a time, without permission by vote of the convention.

7. No question shall be subject for debate until it has been seconded and stated by the chair, and any motion shall be reduced to writing at the request of one or more delegates.

8. When a question is before the house the only motions in order shall be as follows: (a) to adjourn, (b) to refer, (c) the previous question, (d) to postpone indefinitely, (e) to postpone to a stated time, (f) to divide or amend. These motions shall take precedence in the order named.

9. A motion to lay on the table shall be put without debate.

10. A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; and shall require a two-thirds vote to carry.

11. Each delegate shall report to the Sergeant-at-Arms at the opening of the session and shall sign the card presented to him, except, if unavoidably absent, he shall have the privilege of reporting to the Secretary.

12. No resolution shall be received by the chair or by the Committee on Resolutions unless it bears the signature of the delegate presenting it and the name and number of the organization represented by said delegate; and no resolution shall be introduced later than the fourth legislative day at 12 o'clock m., except by consent of two-thirds of the delegates present.

13. No motion or resolution shall be finally acted upon until an opportunity to speak has been given the delegate making or introducing the same.

14. It shall require twenty-five delegates to demand a roll call upon any vote where a roll call is not specified.

15. Any delegate wishing to retire during sessions shall receive permission from the chair.

16. All questions not herein provided for shall be decided in accordance with Roberts' Rules of Order.

We recommend the following order of business:

1. Call to Order.
2. Report of Committee on Credentials.
3. Roll Call. (By card system.)
4. Appointment of Committees.
5. Reports of Officers.
6. Communications and Bills.
7. Introduction of Resolutions.
8. Reports of Committees.
9. Unfinished Business.
10. New Business.
11. Election of Officers.
12. Deciding the Place of Next Convention.
13. Adjournment.

Respectfully submitted,

DAVE RIOS, Chairman,  
L. W. EVERSON,  
D. P. SULLIVAN,  
PATRICK FLYNN,

Committee on Rules and Order of Business.

On motion the committee's report was adopted as read.

Delegate Arandell spoke on the struggle of the Western Federation of Miners and the situation that confronts that organization.

Secretary Scharrenberg called the attention of the delegates to the time limit in which resolutions could be presented.

Fraternal Delegate J. Leary took the platform and congratulated the Federation on its good work and the progress it had made.

Fraternal Delegate Frances Noel addressed the convention, urging delegates' activities in behalf of woman's suffrage. She also directed attention to the labor struggle at present being waged in Los Angeles.

Secretary Scharrenberg read a communication from the Bakersfield Aerie of Eagles as follows:

Bakersfield, Cal., Oct. 3, 1911.

To the President and Delegates of the Twelfth Annual Convention, California State Federation of Labor.

Gentlemen and Ladies:—Bakersfield Aerie 93, Fraternal Order of Eagles, extends greeting and also the use of their club rooms to your ladies in attendance during your stay amongst us.

Fraternally,

CHAS. NEUMEISTER, Worthy President.

On motion the offer was accepted with thanks.

Secretary Scharrenberg read a number of telegrams and communications from various points in the State soliciting the next annual convention of the Federation as follows:

San Luis Obispo, Cal., Oct. 2, 1911.

California State Federation of Labor, Bakersfield, Cal.

The city of San Luis Obispo extends you a cordial invitation to hold your next Annual Convention in this city. We would be very glad to entertain you.

A. McALISTER, Mayor.

San Luis Obispo, Cal., Oct. 2, 1911.

Chairman California State Federation of Labor, Hill's Theater, Bakersfield, Cal.

The San Luis Obispo Chamber of Commerce sends greetings and most earnestly invites the State Federation to hold its Convention of 1912 in this city. Assuring you of a cordial reception, generous hospitality and entertainment, we hope you will see other advantages in meeting at this middle coast point.

J. H. MATHEWS, President.

San Diego, Cal., September 29, 1911.

Convention Assembled, California State Federation of Labor, Bakersfield, Cal.

Gentlemen: We are informed that an effort will be made to have San Diego named as your convention city in 1912. We desire to extend to you a most hearty welcome and it will be our pleasure to assist in making your visit a most pleasant one. San Diego now records the fact that her building permits per capita are greater than any other American city. This condition will be an inspiration to your organization which will be carried by the delegates to their home towns. In bidding for this convention we hope that San Diego will be the successful city.

Yours very truly,

RUFUS CHOATE, Secretary.

San Diego, Cal., September 29, 1911.

California State Federation of Labor, Bakersfield, Cal.—Greeting:

On behalf of the citizens of San Diego, I extend to your Federation a most cordial invitation to hold your next Convention in our city.

At the present time San Diego leads every city in the United States in the matter of building permits per capita and it will be a most opportune time for you to visit this rapidly growing southern city in the interest of organized labor. Among our leading citizens are many friends who appreciate your efforts for the betterment of the workingman's conditions.

Should you honor us with your presence we assure you of a most hearty welcome.

Very respectfully,

PERCIVAL E. WOODS,

President Common Council.

Executive Department, City of San Diego, State of California, September 28, 1911.  
Mr. Paul Scharrenberg, Secretary, California State Federation of Labor, Bakersfield, Cal.

My Dear Sir: I understand that at the meeting of your organization to be held in Bakersfield during the first week in October, among other things you will determine upon a place of meeting for the year 1912, and I, at this time, beg to urge upon you the careful consideration of San Diego as the proper place for such meeting.

A majority of your organization naturally comes from north of Tehachapi and it would be a great pleasure to have your members come to this southern city that they might personally see the wonderful progress that is being made in and about San Diego.

I sincerely trust that you may see your way clear to urge upon the members the choice of San Diego for your convention during 1912, bearing in mind that transportation charges are very nominal, this point being so easily reached by both rail and water.

Respectfully submitted,

JAMES E. WADHAM,

Mayor of the City of San Diego.

Delegate Haggerty requested the privilege of the floor for Delegate Tveitmoe that he might make some remarks on the general situation of labor throughout the State. Delegate Tveitmoe addressed the Convention on the situation in Los Angeles, the coming trial of the McNamara Brothers and other vital topics.

Secretary McIntosh of the local entertainment committee announced that the committee had arranged an evening's diversion for the delegates.

Delegates Brock, Dawson and Regan spoke on the Los Angeles labor situation.

Secretary Scharrenberg moved that the chair appoint a committee of three to

draft a telegram conveying greetings to the McNamara Brothers, in jail in Los Angeles. Motion unanimously carried. The chair appointed Secretary Scharrenberg and Delegates Tveitmoe and Haggerty on the committee.

Organizer A. Johannsen, of the State Building Trades Council of California, was called to the platform and made a few remarks regarding conditions in the southern part of the State.

Fraternal Delegate P. H. McCarthy entered the hall and was greeted with generous applause. Upon being called to the platform he made extensive remarks regarding organized labor, its objects and trials and outlined the scope of its activities, and beseeched the affiliated trades to stand shoulder to shoulder for the emancipation of all wage workers.

Delegate Andrew J. Gallagher addressed the convention on the labor situation in general, urging sincerity of purpose and united effort.

Announcements were made by the chairman of the respective committees regarding meetings.

The Convention then adjourned at 12:00 m.

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### Absentees, Morning Session, Oct. 3:

Delegates—W. H. Connor, Julia Hilyard, Geo. Pryor, Fred J. Voll, T. C. Vickers, A. H. Sonner, J. J. Cook, Ben Workman, W. M. Miller, R. A. Larrimore.

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### Tuesday, October 3, 1911—Afternoon Session.

The convention was called to order by President Sullivan at 2:05 o'clock.

The special committee appointed to draft a telegram to the McNamara Brothers, submitted the following:

Bakersfield, California, October 3, 1911.

To J. J. and J. B. McNamara, Los Angeles County, Jail, Los Angeles, California:—

The California State Federation of Labor in Twelfth Annual Convention assembled sends you greeting and bids you be of good courage and fortitude. Knowing your excellent character and fidelity to unionism and the worker's cause and being firmly convinced of your innocence, United Labor of this State and Nation is fully determined to fight for your rights, your life and your liberty with all the power within the resources of our organizations. Remember that the slogan of all toilers to-day is—jail or justice.

O. A. TVEITMOE,  
PAUL SCHARRENBURG,  
D. P. HAGGERTY,

Committee.

It was moved that the report be adopted and the telegram sent. Carried unanimously.

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Delegate Tveitmoe asked unanimous consent to read a resolution and asked for suspension of rules of order to consider same. Unanimous consent granted.

**Resolution A.**—Whereas, certain newspapers throughout the State have wantonly and viciously attacked the character and good name of a highly honored and trusted member of organized labor; therefore, be it

Resolved, by the California State Federation of Labor in the Twelfth Annual Convention assembled, that we hereby express our unshaken confidence in P. H. McCarthy, the peerless trade union fighter of the West and the aggressive yet wise General President of the State Building Trades Council of California; and be it further

Resolved, that we extend to P. H. McCarthy our sincere appreciation and heartfelt gratitude for his loyalty to the worker's cause, his ceaseless, energetic efforts and splendid achievements in behalf of the toilers, so freely and unselfishly rendered, both as a member and as an official of Organized Labor and as the Chief Executive of California's great metropolis; and, be it further

Resolved, that these resolutions be incorporated in the proceedings of this convention and a copy thereof appropriately engrossed and presented to the Honorable P. H. McCarthy, Mayor of San Francisco, General President of the State Building Trades Council of California, and one of the Fraternal Delegates of the Building Trades Council of San Francisco to this convention.

Delegate Tveitmoe moved a suspension of the rules of order. Motion carried.

Delegates Sheckles, Ducoing, Scott, Stein, Parker and Child spoke on the resolution. Resolution adopted.

Delegates Scott and W. A. Gallagher requested to be recorded as voting in the negative.

Delegate Bartley moved that a vote of thanks be extended to the St. Elmo Cigar Company of Los Angeles for free distribution of cigars to the convention.

Delegate Andrew J. Gallagher requested the permission of the convention for an audience for Misses Sellins and Hurley, representing the striking St. Louis Garment Workers. Permission granted.

Misses Sellins and Hurley made vigorous speeches, emphasizing the odds they are contending against and appealed for moral and financial support.

Delegate Payne moved that the ladies be extending a rising vote of thanks. Delegate Andrew J. Gallagher amended the motion to the effect that the Federation appropriate \$100 to the striking St. Louis Garment Workers.

Motion carried as amended.

Delegate C. E. Smith moved that the convention adjourn Wednesday at 4 p. m. for the purpose of having a convention picture taken. Motion carried.

#### REPORT OF COMMITTEE ON RESOLUTIONS.

The Resolution Committee reported on propositions as follows:

Your committee recommends that the argument in support of Resolution No. 1, presented by the delegate of Machinists' Union No. 68 be approved and made part of the record of this convention:

**Resolution No. 1.**—Whereas, the Secretary of Navy has appointed a committee to investigate modern practices and systems, and instructed this committee to report a plan of shop management, and

Whereas, this committee in its report recommends the adoption of the Taylor System as set forth in his text books, and

Whereas, the said Taylor system appears to be of such a character and nature as to be detrimental to the best interests of American workmen, being in its essential part a high speed process, where none but the strong survive, and they being constantly taxed to the maximum point of physical exertion, to the end that increased output may be obtained at a low labor cost, and

Whereas, it has ever been recognized that one of the highest functions of the Government is to guard with zealous care the happiness and welfare of its army of producers, and

Whereas, the partial or complete installation of the said Taylor System in Government work is a matter of tremendous importance to the people of the United States, and may be followed by consequences of far reaching character, both to labor and to capital, and

Whereas, the Government which at all times endeavors to obtain the highest point of skilled workmanship should consider the lives of the enlisted men before adopting a system which tends to place quantity above the quality.

Therefore, Be It Resolved, That the California State Federation of Labor in convention assembled protest against the adoption of the proposed Taylor System or any similar system in our Government Navy Yards and Arsenals and that we instruct our incoming Executive Board to request the California Congressional Delegation to do their utmost to prevent the adoption of proposed systems, and be it further

Resolved, That a copy of protest be forwarded to the Congressional committee having this question under investigation and that a copy be sent to our Secretary of Navy.

D. P. HAGGERTY,

Machinists' No. 68, San Francisco.

Committee reported favorably. Recommendation of the committee concurred in.

#### An Analysis of the "Taylor System," also an Argument in Support of Resolution No. 1:

(Submitted by Delegate D. P. Haggerty.)

San Francisco, California, September 27, 1911.

To the Officers and Members of San Francisco Lodge No. 68, I. A. of M.

Dear Sirs and Brothers: Your Law and Legislative Committee to which was referred the "Taylor System of Scientific Shop Management" for the purpose of criticism and analysis herewith submits its report.

This report will necessarily be brief and any of our members interested enough are recommended to carefully read the treatise on this system now in possession of this lodge.

The objects of this system are: First, for the purpose of ascertaining definitely and minutely the lowest cost at which any piece of work, or any part thereof, can be produced under conditions existing in any machine shop or manufacturing plant; and, second, for introducing such system of handling the employees and the work to be done, that all waste of time in producing same is eliminated, so that the maximum of output is secured at the minimum of cost, with the ostensible purpose in view of

keeping the employees in a happy and contented frame of mind and so that there will be no incentive to work except that of increased remuneration to the individual workman, irrespective of the condition of any other workman employed; further, that the tendency of employees to get together in any kind of an organization for mutual protection of the members of their trade will eventually be wiped out and the necessity for the existence of trade unions will not be appreciable.

This system, as proposed by Mr. Taylor, proposes in ascertaining the cost of production to reduce any given operation to its elemental or time unit parts—as ascertained by the use of a stop watch—divided into hundredths of a minute. For example, Mr. Taylor says:

"In the case of a man loading pig iron on to a car, the elements should be: Picking the pig from the ground or pile (time in hundredths of a minute); walking with it on a level (time per foot walked); walking with it up an incline to car (time per foot walked); throwing the pig down (time in hundredths of a minute), or laying it on a pile (time in hundredths of a minute); walking back empty to get a load (time per foot walked), and after this cost—all time units added together—has been computed, a task should be set for each man each day and

"A large daily task for each man as the first of four principles which should be included in the best type of management."

"The task should call for a large day's work, and the man should be paid more than the usual day's pay so that the position will be sought for by first-class, ambitious men."

"As soon as a careful study has been made of the time elements entering into one class of work, a single first-class workman should be picked out and started on ordinary piece work on this job. His task should require him to do between THREE AND ONE-HALF and FOUR TIMES as much."

The method of ascertaining the daily task of each man, says Mr. Taylor:

"For each job there is the quickest time in which it can be done by a first-class man. This time may be called the **QUICKEST TIME**, or the **STANDARD TIME** for the job.

"Under ordinary piecework the management watch every indication given them by the workmen as to what the **QUICKEST TIME** is for each job, and endeavor continually to force men toward this **STANDARD TIME**, while the workmen constantly use every effort to prevent this from being done and to lead the management in the wrong direction. In spite of this conflict, however, the **STANDARD TIME** is gradually approached.

"With accurate time study as a basis, the **QUICKEST TIME** for each job is at all times in plain sight of both employers and workmen, and is reached with accuracy, precision and speed, both sides pulling in the same direction under the uniform, simple and just agreement that whenever a first-class man works at his best he will receive from 30 to 100 per cent. more than the average of his trade.

"That in all cases money must be spent, and in many cases a great deal of money, before the changes are completed which result in lowering cost.

"And that unless taken in their proper sequence, there is great danger from deterioration in the quality of the output and from serious troubles with the workmen, often resulting in strikes."

And he further states:

"First—A Large Daily Task.—Each man in the establishment, high or low, should daily have a clearly defined task laid out before him. This task should not in the least degree be vague nor indefinite, but should be circumscribed carefully and completely, and should not be easy to accomplish.

"Second—Standard Conditions.—Each man's task should call for a full day's work, and at the same time the workman should be given such conditions and appliances as will enable him to accomplish his task with certainty.

"Third—High Pay for Success.—He should be sure of large pay when he accomplishes his task.

"Fourth—Loss in Case of Failure.—When he fails he should be sure that sooner or later he will be the loser by it. When an establishment has reached an advanced state of organization, in many cases a fifth element should be added, namely: the task should be made so difficult that it can only be accomplished by a first-class man.

"In case, for instance, of a machine shop doing miscellaneous work, in order to assign daily to each man a carefully measured task, a special planning department is required to lay out all the work at least one day ahead. All orders must be given to the men in detail in writing; and in order to lay out the next day's work and plan the entire progress of the work through the shop, daily returns must be made by the men to the planning department in writing, showing just what has been done.

"Before each casting or forging arrives in the shop the exact route which it is to take from machine to machine should be laid out. An instruction card for each operation must be written out stating in detail just how each operation on every piece of work is to be done and the time required to do it, the drawing number, any special

tools, jigs, or appliances required, etc. Before the four principles above referred to can be successfully applied it is also necessary in most shops to make important physical changes. All of the small details in the shop, which are usually regarded as of little importance and are left to be regulated according to the individual taste of the workman, or, at best, of the foreman, must be thoroughly and carefully standardized; such details, for instance, as the care and tightening of belts; the exact shape and quality of each cutting tool; the establishment of a complete tool room from which properly ground tools, as well as jigs, templates, drawings, etc., are issued under a good check system, etc.; and as a matter of importance (in fact, as the foundation of modern management) an accurate study of "unit times" must be made by one or more men connected with the planning department, and each machine tool must be standardized and a table or slide rule constructed for it showing how to run it to the best advantage.

"The following are the leading functions of the planning department:

"A.—The complete analysis of all orders for machines or work taken by the company.

"B.—Time study for all work done by hand throughout the works, including that done in setting the work in machines, and all bench, vise work and transportation, etc.

"C.—Time study for all operations done by the various machines.

"D.—The balance of all materials, raw materials, stores, and finished parts, and the balance of the work ahead for each class of machines and workmen.

"E.—The analysis of all inquiries for new work received in the sales department and promises for time delivery.

"F.—The cost of all items manufactured with complete expense analysis and complete monthly comparative cost and expense exhibits.

"G.—The pay department.

"H.—The Mnemonic Symbol System for identification of parts and for charges.

"I.—Information Bureau.

"J.—Standards.

"K.—Maintenance of system and plant, and use of tickler.

"L.—Messenger system and postoffice delivery.

"M.—Employment Bureau.

"N.—The shop disciplinarian.

"O.—A mutual accident insurance association.

"P.—Rush order department.

"Q.—Improvement of system or plant.

"One of the marked advantages lies in its freedom from strikes. The only case of which the writer (Mr. Taylor) can think in which a strike under this system might be unavoidable would be that in which most of the employees were members of a labor union, and of a union whose rules were so inflexible and whose members were so stubborn that they were unwilling to try any other system, even though it assured them larger wages than their own.

"As soon as the task is finished they should be allowed to go home; and, on the other hand, they should be made to stay at work until their task is done, even if it lasts into the night, no deduction being made for shorter hours nor extra pay allowed for overtime.

"Where the labor market is large enough to secure in a reasonable time enough strictly first-class men, the piece work rates should be fixed on such a basis that only a first-class man working his best can earn the average amount called for. This figure should be, in the case of first-class men as stated above, from 30 per cent to 100 per cent beyond the wages usually paid. The task system is emphasized with this style of piece work by two things—the high wages and the laying off, after a reasonable trial, of incompetent men; and for the success of the system, the number of men employed on practically the same class of work should be large enough for the workmen quite often to have the object lesson of seeing men laid off for failing to earn high wages.

"It is evident then that, in the great majority of cases, the four leading principles in management can best be applied through either "Task Work with a Bonus" or "The Differential Rate System," in spite of the slight additional clerical work and the increased difficulty in planning ahead incident to these systems. Three of the principles, namely, "A Large Daily Task," "High Pay for Success," and "Loss in Case of Failure" form the very essence of both of these systems and act as a daily stimulant for the men, and the fourth element is a necessary preliminary, since without having first thoroughly standardized all of the conditions surrounding the work, neither of the two plans can be successfully applied."

Mr. Taylor goes on to say, in introducing his system into one plant, that:

"An accurate time study was made through the use of a stop watch and record blank, to determine how fast each kind of inspection should be done. This showed that the girls spent a considerable part of their time in partial idleness, talking and half working, or in actually doing nothing. Talking while at work was stopped by

seating them far apart. The hours of work were shortened from  $10\frac{1}{2}$  per day, first to  $9\frac{1}{2}$ , and later to  $8\frac{1}{2}$ ; a Saturday half holiday being given them even with shorter hours. Two recesses of ten minutes each were given them in the middle of the morning and afternoon, during which time they were expected to leave their seats, and were allowed to talk. The final results of improved system in the inspecting department are as follows:

"Thirty-five girls did the work formerly done by 120.

"The girls averaged from \$6.50 to \$9.00 per week instead of \$3.50 to \$4.50 as formerly."

In other words, the opportunity of earning a poor living at this particular class of work was taken away from 85 girls—or a little over 70 per cent of these employees—with an increase in wages to those remaining from \$3.00 to \$4.50 per week each or less than 50 per cent increase to 30 per cent of the total number formerly employed. Right here it is pertinent to ask what became of the 85 girls thus thrown out of employment? This question might be answered by stating that they drifted into other lines of employment for which they were better adapted. Allowing that answer to stand for the sake of argument, let us assume, for the same purpose, that this "system" (Taylor system) was in force in every establishment. What, then, becomes of the surplus of labor caused by its introduction? We find no answer in Mr. Taylor's book.

Your committee believes that it has quoted sufficiently from Mr. Taylor's work to give you an idea of what his system if put in force in any plant would do to the employees and therefore sums up the whole matter briefly:

The Taylor System means, first, the **QUICKEST TIME AT WHICH** a job can be completed by a first-class man is to be the **STANDARD TIME AT WHICH ALL MEN ARE TO BE COMPELLED TO COMPLETE THE SAME JOB** under the **SYSTEM WITH A BONUS**, for coming up to the **STANDARD TIME** and a **FINE** and **DISCHARGE** for not coming up to that time and that in order to put this system into operation it is necessary to take everything out of the hands of the worker by the use of this **PLANNING DEPARTMENT** so that all the employee has to do is to "follow instructions" and work to the limit of endurance so that he may not be faced with a loss of wages or discharge at the end of the day's work, and in order to do this Mr. Taylor admits that it is necessary to very materially increase the overhead charges by the establishment of the **PLANNING DEPARTMENT**, and also through many **FUNCTIONAL FOREMANSHIPS** such as **ROUTE CLERKS**, **INSTRUCTION CARD MEN**, **COST AND TIME CLERKS**, **GANG BOSSES**, **SPEED BOSSES**, **INSPECTORS**, **REPAIR BOSSES**, and last but not least, the **SHOP DISCIPLINARIAN**. Mr. Taylor cautions employers, who may contemplate the introduction of his system in this wise: "It would be preposterous, for instance, in going from day work to piece work to start a large body of men on piece work at the same time. Each change made should affect one workman only, and after the single man affected has become used to the new order of things then change one after another from the old system to the new, slowly at first, and rapidly as public opinion in the shop swings around under the influence of proper object lessons. Such improvements then as directly affect the workman least should be started first. It is true, for instance, that the planning room, and functional foremanship render it possible for an intelligent laborer or helper in time to do much of the work now done by a machinist. Is this not a good thing for the laborer and helper? He is given a higher class of work, which tends to develop him and gives him better wages. This sympathy for the machinist is, however, wasted, since the machinist with the aid of the new system, will rise to a higher class of work which he was unable to do in the past, so that men who must otherwise have remained machinists all their lives, will have the opportunity of rising to a foremanship."

Some time ago when the question of raising the rates upon the railroads of the country was up before the Inter-State Commerce Commission, Louis D. Brandeis is credited with the statement that he could demonstrate to the railroad managers of this country where they could make an annual saving of many millions of dollars in the management of their railroads by the adoption of different methods from those now used by them so that there would be no necessity of raising rates, and considerable curiosity was aroused by this statement, owing to the fact that Mr. Brandeis gave no indication of what his plan was, and he was scoffed at by the railroad managers.

Recently there appeared an article by him in the Labor Clairon of September 1, 1911, which indicates to your committee that Mr. Brandeis had the "Taylor System" or one very near like it in mind when his first statement was made; your committee recommends the reading of that article also.

The advocates of "Scientific" management all admit that the bonus or piece-work system is an essential part of their plan, and our experience has taught us that the organization of labor that permits the inauguration of this scheme does great injustice to its membership. The average workman, under such system, has no chance whatever, as years and years of experience have demonstrated that the tendency is to



base the wage scale upon the earning capacity of the expert when he is at his best, and this only for a few years. The average worker must, under such a scheme, always be a slave, and the expert, after his vitality has been sapped and his nervous system ruined, then, too, must become an underpaid slave.

The system has not one redeeming feature from the standpoint of the wageworker. It is calculated only to put more money in the pockets of the employer, even though in doing so it must put the employee in his grave. The greed of the employee, developed by this system, has an insane tendency to cause him to be willing to wreck his health in order to gain the few pennies that he can earn by speeding up. And, on the other hand, the employer, when he sees that the foolish rusher is earning a little more than he thinks he should, immediately proceeds to reduce the rate to bring him down to a "fair" compensation, and the average man is caught in this whirlpool of greed and reduced to a starvation wage. Some men, and especially the employer of labor, will deny that the system will work out in this fashion, but we know it to be true, years of experience have demonstrated the accuracy of these statements.

The system not only ruins the worker, but his children are of the nervous type, puny and weak physically.

No trade unionist will object to the elimination of waste nor will he object to a fair day's work for the wages paid, but to any system that will grind the very life out of him, he will most strenuously object, and his objections will be re-enforced by every trade unionist in the country and by every person who has regard for the welfare of the human race. Such system in Siberia might be in its proper environment, but it does not stand four square with American ideals.

Your committee could cite other quotations showing the brutality and inhumanity of this system, but believes the foregoing sufficient, as it is of the opinion that this system wherever introduced would cater only to the avarice, greed and selfishness of the individual workman and would serve to throw out of employment those men who by extra exertions only could not reach the mark of STANDARD TIME.

Your committee recommends that our members oppose the introduction of this or any other like system with all of the vigor and power at our command, to the end that a reasonable minimum wage be established for all men of our trade, commensurate with the needs of himself and family.

Respectfully submitted,

(Signed) W. E. Jones, C. F. Blackmer, R. I. Wisler, Law and Legislation Committee, San Francisco Lodge No. 68, Int. Assn. of Machinists.

**Resolution No. 2.**—Whereas, the ever increasing number of mechanics are crowding to the Pacific Coast in search of employment, thereby causing hardships through an over supply of labor; and

Whereas, during the next three years a great many more men will come to the Pacific Coast, to assist in erecting the Panama Exposition buildings and equipments; and

Whereas, when this Exposition work is completed, the market for labor on this coast will be over-crowded; and

Whereas, the United States Government has, situated at Mare Island, Cal., a large Naval Station, at which they are able to build the largest of battleships at a fair cost of construction, and under good working conditions; and

Whereas, a battleship under way of construction at Mare Island, situated within two hours' ride of San Francisco, would be an exhibit of educational benefit and of great interest to visitors to the Pacific Coast during Exposition, and would also be an additional strength to our Navy as well as an exhibit; and

Whereas, the building of battleships at this time would assist greatly in relieving the unemployed problem, which will follow the closing of the Panama Exposition; therefore, be it

Resolved, that the California State Federation of Labor in Convention assembled urge our National Senators and Congressmen to use their best efforts towards having Congress enact legislation for the building of a battleship complete at Mare Island Navy Yard, which shall be under course of construction during the life of the Panama Exposition.

H. BARTLEY,

Vallejo Trades and Labor Council.

H. L. FREUDENBERG.

Vallejo Lodge No. 252, I. A. of Machinists.

Committee reported favorably.

Delegates Payne, Parker, Arandall, Scharrenberg and Engle spoke on the resolution.

Recommendation of the committee concurred in.

**Resolution No. 3.**—Whereas, the State Laws pertaining to schools, as they now exist cause scholars to attend school on Public Holidays; and

Whereas, Labor Day is considered a National Holiday in honor of the toilers, and, it being the only National Holiday to commemorate the present; and

Whereas, we believe the American youth should be taught to respect the day set aside in honor of the toilers; therefore, be it

Resolved, that the California State Federation of Labor voice its disapproval of this part of the school law in keeping the public school in session on Labor Day.

H. BARTLEY,

Vallejo Trades and Labor Council.

The committee recommended favorably, but that the word "cause" in the first paragraph be changed to "permit."

Report of committee on proposition as amended concurred in.

Delegate Osdich and Arandall sought financial assistance for an unfortunate member of the Western Federation of Miners, who happened to be in Bakersfield. Assistance voted.

Delegate Hughes, of Carpenters No. 22 of San Francisco, thanked the convention in behalf of his organization for the vote of confidence of the convention extended P. H. McCarthy, in a set of resolutions previously adopted.

The Convention adjourned at 4:10 o'clock.

### Absentees, Afternoon Session, October 3:

Delegates Julia Hilyard, L. W. Everson, T. C. Vickers, J. J. Cook, R. A. Larrimore, James J. Corbett, T. J. Walsh and Walter Duryea.

## THIRD LEGISLATIVE DAY.

### Wednesday, October 4, 1911—Morning Session.

President Sullivan called the convention to order at 10 o'clock.

### SUPPLEMENTARY REPORT OF COMMITTEE ON CREDENTIALS.

The Credentials Committee submitted the following supplementary report:

We, the Committee on Credentials, beg leave to report that we have received credentials from Fraternal Delegate J. H. O'Brien of the Brotherhood of Locomotive Firemen and Enginemen of Bakersfield, and recommend that he be seated without vote.

A. L. CAMPBELL, Chairman,

W. H. CONNER,

R. A. LARRIMORE,

Committee on Credentials

On motion the supplementary report of the Committee on Credentials was adopted.

Delegate Biddle moved an invitation be extended to striking railway shopmen to attend the sessions of the convention. Motion unanimously carried.

Secretary Scharrenberg read a number of telegrams and communications, as follows:

San Francisco, Cal. Oct. 3, 1911.

Paul Scharrenberg, Secretary State Federation of Labor, care Euclid Hotel, Bakersfield, California:—

Newspaper Solicitors' Union requests that delegate elected to A. F. of L. convention be instructed to do his utmost toward getting San Francisco Publishers' Association to recognize and deal with our union and also that convention instruct its officers to the same end.

SELIG SCHULBERG, Secretary.

It was moved that the request be granted. Carried.

The following telegram was read and referred to Clarence Darrow, of counsel for the McNamaras:

Oakland, Cal., Oct. 3-4, 1911.

Secretary State Federation of Labor, Convention Hall, Bakersfield, California:

Building Trades Council of Alameda County asks the State Federation of Labor to declare a general holiday of all workers in California as a protest against kidnaping and attempt to do to death our beloved brothers, J. J. McNamara and J. B. McNamara, to suit the iniquitous purposes of our enemies of labor.

F. H. PRATT, Secretary.

The following telegrams of greeting were received:

San Diego, Cal., Oct. 3-4, 1911.

Paul Scharrenberg, Secretary State Federation of Labor, Bakersfield, California:—  
 The San Diego Federated Trades and Labor Council extend and request your honorable body to select our city for your convention in 1912.  
 C. H. BROWN, President.

San Luis Obispo, Cal., Oct. 3, 1911.

Paul Scharrenberg, Secretary State Federation of Labor, Convention Hall, Bakersfield, California:

To the officers and delegates of the State Federation of Labor in convention assembled: The Carpenters Local No. 1632 send cordial greetings and extend to you a most hearty invitation to hold your next convention in San Luis Obispo, guaranteeing you a welcome never to be forgotten and commensurate with the greatness of your splendid organization we await with pleasure the date of your next convention in 1912.  
 R. J. KELLY, President.

The following communication was submitted by the Maritime Delegation:  
 To the California State Federation of Labor:—

Fellow Delegates: The undersigned delegates to the convention representing unions affiliated with the International Seamen's Union of America, hereby, on behalf of our respective organizations, extend to the Federation our thanks for assistance rendered in obtaining the passage of Senate Bill No. 247, a bill to repeal Section 645 of the Penal Code of California, which makes it a misdemeanor to "entice a seaman to desert," that is to leave his employment; thus bringing to a successful conclusion the struggle of the Seamen of this State for equal rights with working people on shore in the matter of quitting employment.

(Signed) Respectfully, John W. Ericksen, H. Molander, Fred Meyer, Paul Scharrenberg, E. Ellison, representing Sailors' Union of the Pacific; Patrick Flynn, Dennis Malloy, Jos. Connolly, Wm. Meehan, representing Marine Firemen, Oilers and Water-Tenders' Union of the Pacific; I. N. Hylan, Chas. F. Hammarin, representing Alaska Fishermen's Union; Henry Huntsman, representing Bay and River Steamboatmen's Union of California; Michael McHale, representing Marine Cooks and Stewards' Association of the Pacific Coast.

A communication was received from the Asiatic Exclusion League of San Francisco, also one from the Anti-Jap Laundry League of San Francisco, which, together with data accompanying, were referred to the committee of the convention having this matter under consideration.

Following is the paper submitted by the Asiatic Exclusion League:

#### **Report of Delegate from Asiatic Exclusion League.**

As a delegate from the Asiatic Exclusion League to the Annual Convention of the State Federation of Labor, I want to ask your attention for a short space of time to present a subject which has not been of particular import heretofore, but which will soon be one that will merit the serious attention of every man and woman interested in Organized Labor.

Organized Labor, as you all know, is an institution of the State of California and the Pacific Coast which has brought success and prosperity to a large number of persons who are dependent for their livelihood upon their labor. They have no capital other than their two hands and their brains, which, were it not protected by being united, would be at the mercy of the employer, whose only interest is a financial one, or, in other words, to get the most for the least return.

Organized Labor on this Coast has been conducted as a business enterprise. The Southern Pacific Railroad, the Standard Oil, the Union Oil and a hundred other industries are conducted in precisely the same manner for the benefit of their stockholders. In these business concerns the stockholders are those who put their money into a business venture, with the hope that they would receive a profitable return therefrom. They elect officers and directors to conduct that business, and upon the wisdom and discretion of such officers and directors depend the success of their business enterprise.

Organized Labor has no stockholders in the sense that members invest their money in the organization, but they have stockholders—the individual members of Organized Labor. These men invest their lives, and upon the successful conduct of the business is their happiness and prosperity dependent. The different constituent organizations elect officers, and the whole structure is capped by this Federation, which is essentially the body of directors. Of this business enterprise the officers are

elected from time to time, and they are looked to by all the people to unionize and properly safeguard their affairs and see that they have a fair representation in matters where other business operations are concerned.

Organized Labor has been particularly fortunate in this section because it has been able to attain a growth and a substantial standing from which those who belong to it have received the maximum benefit. In no place in the United States is Organized Labor as successful as it is on the Pacific Coast. In no place in the United States do members of unions receive as high compensation for a few hours' work as on the Pacific Coast.

In addition to the benefit directly derived by the members of Organized Labor, all labor conditions have been improved and in turn those who have business with the working men are benefited; the grocer, the butcher, the small shop keeper has each in his turn received a substantial benefit from the splendid organization and administration of this body.

At one period in the history of Organized Labor on the Pacific Coast its life was threatened by an influx of Asiatic labor. Before it had attained its present degree of perfection, in fact before there was any general movement towards the federation of labor bodies, the Chinese threatened the whole labor body. And at this point I want to give all honor and credit to the memory of a man who was much maligned, ridiculed and little understood, but who rendered a vast service to our people, and that was Dennis Kearney, at whose instigation the Chinese Exclusion Laws were enacted. I want to say here and now that no man since his time has ever been able to have written on the statute books of the United States a law that was as complete and effective as the law which he was instrumental in having passed. I refer to the Chinese Exclusion Law.

After this law was passed in 1882, the migration to the United States practically ceased and the danger to organized labor from that source was stopped,—and so the growth of trade unions became possible and developed under a condition that was favorable and which has been unequalled in any other part of the country.

Later there was an invasion of Japanese labor. This, indeed, became a serious menace. At this time Organized Labor was beginning to foresee what would actually happen if steps were not taken to counteract this evil, so it created an instrument with which to fight the enemy. Other business and social organizations do the same. Where a body of men join themselves together for the purpose of their mutual protection and advancement, their fundamental interest is to protect themselves from some objectionable condition.

Organized Labor, with foresight and judgment, saw that the menace of Japanese labor was one which must be promptly met, and so they created the instrument with which to combat it. That instrument, which I have the honor to represent, was the Asiatic Exclusion League, organized in the year 1905.

This League has been actively engaged since the time of its beginning in fighting Asiatic labor and protecting white labor on this coast. To this League is due the measures from which you are all now receiving benefit. That is, the agitation and strenuous work of the officers of this League in combating the Japanese immigration was responsible for the agreement between the United States and Japan, which has practically stopped Japanese immigration for the past two or three years. Japanese immigration now is of no volume, and although the number of Japanese at present on the Pacific Coast are of some moment, they are not influential enough to withstand the efforts of Organized Labor. Therefore, the purpose of the Asiatic Exclusion League has been justified, and its work has amply demonstrated that it was a necessity.

Within the last two years there has been an effort made to introduce the most objectionable of all Asiatic labor—that of the Hindus. This was promptly recognized by the Asiatic Exclusion League, and they took active measures to protest. Organized Labor stood with the League to a man, and I am happy to state that Hindu immigration is also absolutely checked, as no Hindu laborers are now admitted to the United States on the Pacific Coast.

So far, I have largely dealt with matters that are purely historical, and I have only dealt with them to prepare you, in a measure, for the conditions which it is thought will soon exist. Organized Labor on the Pacific Coast has had a peculiar advantage in that it has been able to carry out its purpose and perfect its unions and develop its strength in an environment that was somewhat isolated.

On the eastern coast it has been almost impossible to organize as effectively as we have done for the reason that with the vast army of immigrants arriving every day, in any one trade if an effort was made to stand up for living wages and suitable hours of labor, the places of those who were inclined to ask for their rights would at once be filled by immigrants, ten of which stand ready to take the place of any man at half the wages and for twice the hours of work.

I only want to ask you to refer to the conditions of the Pittsburg Survey where it was found that in certain sections of the steel industry in the great manufacturing State of Pennsylvania men worked 12 hours a day seven days in the week for \$1.75

a day, at the hardest sort of manual labor. A man's life was not good for more than 5 or 10 years in this arduous toil, and in the end he had nothing saved up but the wasted body. And so I could cite you instance after instance if time permitted, of conditions that exist in the eastern part of the United States where there are no trade unions. So I say that the environment under which our organizations have grown to their splendid present proportions on the Pacific Coast is one greatly favored, and in which we have so far attained our maximum growth and usefulness.

Now then, as I said before, Organized Labor on the Pacific Coast is a business organization of the laboring men. Being such, it must look forward and see what the outlook is going to be for the laboring man next year and the year after and the year after that. Let us take a lesson by what other business concerns do in matters of this sort. Let us look around us and see what is being done by large corporations with regard to the business of the future, in which they are interested. We see that the large steamship companies are making arrangements for large docks for the reception of large steamers. We know that in three or four short years the Panama Canal will be opened, that vessels may come directly from Europe to the Pacific Coast. We look forward to that time as one of great prosperity. There will be a great up-building and great settlement, and the development of this Coast will be something beyond the conception of any man here. These corporations are, as I said, preparing for the future. We see in Los Angeles one company expending a million dollars upon its water front. What for? So that it may participate in the commerce of Europe. It expects that many immigrants will come to that port and it will receive and distribute them.

In San Francisco the White Star Line, the North German Lloyd Line and others are preparing to do a large volume of passenger business.

Let us consider how this is going to affect labor on the Pacific Coast. What will be the condition in this State when each week one thousand, two thousand or three thousand people are dumped upon our shores, to seek employment. These men have been used to conditions in Europe which we are very glad to say we are not familiar with, except by hearsay. These men are used to working long hours for small pay, and be thankful if they get enough to eat and a place to sleep. They have no time for education; their children look forward to nothing except the worst kind of drudgery.

Here is a different condition, but the different condition is due to the influences and activities of Organized Labor. When we are facing this condition there will be, without doubt, a great effort to lessen wages. The capitalistic corporations who employ large numbers of men will seek to employ them at the lowest possible wage. Where to-day a carpenter receives \$5 a day for eight hours' work, he will probably receive \$2 or \$3 for more hours per day. And where at the present time their children are sent to school, receive an education and are well clothed and fed, we may have to fight a condition where there will be contentions and differences of wages.

Now what is going to be the effect of this vast influx of immigrant labor? For example, in the city of San Francisco, where the carpenters are working on the different buildings, an effort is made by those who employ labor to reduce the pay of the carpenters. Our members of the trades unions will protest, and rightfully so. They will endeavor to maintain their wages which are necessary, and which are proper. But what will be the condition? When a strike is called and there are no other carpenters near by, or but a few who are not organized, it will be difficult to replace those who are striking, and therefore there is a small chance of a reduction of wages. But what will be the condition if ten carpenters stand ready to take the place of every union man at half the price and twice the time? How will Organized Labor protect itself under that condition?

This is the question that I want to ask your serious consideration of. What steps shall Union Labor take at this time to prepare for the coming condition? Are we properly studying the future in order that we may be equipped to meet those conditions? Do we have men now who are trained and who are skilled, laying the foundation for a policy that will be put into effect when these conditions arise? I have shown you how these various business concerns are preparing for that business. What are we doing to prepare for our share in this thing? And if we are not doing anything, is it not time that we, at this present convention, take an initial step so that we may begin a course of action that will fortify our stockholders when that time comes? Are we taking any steps to see that proper legislation is put on the statute books so that we may require a substantial showing of means and character on the part of those immigrants that these large companies expect to bring here, that they may not be used when they land to take the place of any union man who happens to be on strike? It seems to me that this is a question to which we cannot give too much attention. It seems to me that if we, as delegates and representatives of Organized Labor in this State, do our duty to those who send us here and who depend upon us to protect their rights and their interests, we should bestir ourselves and inaugurate

a movement that will look to the proper scrutinizing of the immigration which all concede will come to the Pacific Coast so soon as the Panama Canal is opened.

You may properly ask what steps should be taken—what procedure should be followed—and I frankly confess that I am not prepared to tell you, because I do not know. But I do know that this body should authorize the appointment of a committee, and that committee should be composed of men who have the time and the inclination and the ability to study this question and prepare and outline a policy which should be adopted throughout the State and the Pacific Coast, in view of the impending crisis.

We have an example of the low condition to which labor, skilled and unskilled, has been brought on the Eastern coast, directly as the result of unlimited immigration. In the Port of New York to-day there are landing from one to two thousand, with very little money—\$25 to \$30 each—and they are ready and anxious to take any occupation at any price, that they may live. They have no knowledge of our unions. They have no knowledge of our methods of living and our standards of home life, the education which we provide for our children and the maintenance of our families. They only know one thing, and that is they have a limited amount of money and if they do not get some work they will starve. Therefore they are ready to step into the shoes of any man and take his place at a wage that will suffice to keep body and soul together.

I ask any of you here who have been in that section of the country and seen hundreds of single men herded together in shacks that are not good enough for our animals to live in, receiving a stipend that is not enough to buy food with, let alone any clothes or suitable home. I ask any one who has seen those conditions to join with me and use his influence that they may not be introduced on this Coast.

Take the great City of New York, where you find thousands of men and women and girls working from early morning to late at night in stores and in factories for the smallest possible wages. It has been a wonder and a phenomenon that one class of them have been able to protect themselves against this tendency to reduce to a starvation basis all employees of that class. But there are thousands and hundreds of thousands who have not that protection. Take the great woolen industry of the United States and other enterprises and industries that I could name where the real creator of the wealth, that is the men and women whose brain and brawn are the basis of all the wealth are the least thought of and the least rewarded. It has ever been the practice of the employer to foster immigration. It has ever been his wish that he could have a reserve of idle, unemployed men and women, reduced to the verge of starvation, to use as a whip over those employed. Under present immigration conditions, the old time of the employer knowing his employees no longer exists. The stockholders who put up the money for the corporations know nothing of those employed. They elect officers and directors, and look to those officers to obtain the best financial results possible; these officers, in turn, desire to make a record for administrative ability, and what does that mean? It means, in the last analysis, to get the very most out of the employee at the very least possible expense.

We hear a great deal of the Taylor system. Did you ever stop to think what the Taylor system meant? I will tell you. The Taylor system originated in the Bethlehem Steel Company where, in order that they might drive the employee to the limit of human endurance a man was placed over a number of employees. He had a stop watch. Every time a man took a drink of water, or looked up to breathe or coughed or performed any action of nature, voluntary or involuntary the stop watch was referred to and the amount of time that these living actions consumed was noted. After this had been pursued for a while it was found that an individual, probably the strongest and most proficient, without stopping for a moment, could, in a given number of hours turn out a given amount of work. Then all work and all individuals were measured by this standard. The cupidity and the natural desire of any man to make as much as he can was traded upon in putting into effect piece work, so that in a large plant where a thousand hands were employed a high standard was placed where perhaps 20 or 25 could meet the standard and even excel it. To these a liberal bonus was given and they were held up as examples as to what should be done; but the other nine hundred and seventy-five were practically penalized, because if they did not strain and exert themselves to perform as much as these few favored ones their income was reduced.

This is one of the elements of so-called competitive shop systems. That is simply another word for the lack of any consideration in the human being other than the number of strokes of a hammer that he may give in an hour or day.

I would like to ask you all to read the testimony given before a committee of Congress at which Mr. Gompers was present, where the president of a large steel company said that his company did not regard an employee any more than they did a machine. All they looked for was the bare results and if the employees were not able to produce it there were others who were ready to take their places at any time. Who were the others? The others were drawn from this vast reserve of immigrant

labor, that is and has been for the last twenty years in constant waiting on the Eastern Coast.

I could go on and dwell upon this subject for more time than can be spared at this meeting. But I think I have said enough to point out to you the necessity of consideration. The Asiatic Exclusion League is the instrument of Organized Labor, originally intended to protect it against Asiatic laborers. I think now that the time is coming when the scope of the League's activities will have to be greatly broadened, and it will have to work hand in hand with that great organization in the Eastern part of the United States, known as the Immigration Restriction League, in order that we may protect ourselves along the lines that I have spoken. It is submitted for your judgment and your consideration how far you want to go along this line. It is thought by those who have given the matter considerable attention and a few years of experience on the matter of immigration, that the Asiatic Exclusion League may well be continued, not only in its work against Asiatic labor but to protect the labor of this Coast against any labor that is going to break down this organization. For if the conditions that I hope will never come, but which may come if not properly provided for, if those conditions develop, you and I will not have occasion to meet here at any future time, because there will be nothing for us to meet about. If the time shall come when our splendid trade unions on this coast shall have to give way before numbers of immigrants, it will be of little avail for us to assemble here and consider circumstances which we have no power to control.

Having this in mind, I wish to go on record as serving notice that action should be commenced at once along these lines, and I hope before this convention shall be closed to see a committee appointed, with instructions to advise with the Asiatic Exclusion League and prepare for the future.

I take great pleasure in announcing that the League has prepared a bill, which practically excludes all Asiatic labor from the Pacific Coast. This bill is not based upon lines that will give offense to any nation, but simply serves notice on all interested that Asiatic laborers are not wanted in this country. The Hon. John E. Raker has introduced this bill, and it is spoken of very highly in Washington. It not only provides for the Pacific Coast, but as the League has advised, it will check the tendency of Asiatics to enter at the ports on the Atlantic seaboard. There has lately developed an immigration of Asiatic people from Western Asia, through the ports of New York, Boston and Philadelphia, which in many ways is as objectionable as our own Asiatic immigration.

This bill meets a specific condition in that respect and is being endorsed throughout the East as one which should be supported by members of Congress.

I do not refer to this in a spirit of vanity, but to illustrate the promptness with which the League is prepared to deal with immigration questions and to demonstrate how those questions, when properly presented will receive much more consideration than the sporadic utterances of many people not systematized. The point I make in this connection is that if Organized Labor shall feel in regard to immigration as I do, and regard the prospective immigration as something in which they are deeply interested, the Asiatic Exclusion League is equipped by experience and method to more effectively take on the additional duties of general immigration than any other body in this section of the United States. In order to prosecute this work independently, a large sum of money would be necessary for organization and expense. The League is already organized; it has the equipment; it has the machinery, and could well take upon itself the immigration work at a minimum cost to Organized Labor, and in view of the splendid achievements of the League in the past, your earnest consideration of the situation is asked.

A. E. YOELL.

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#### REPORT OF COMMITTEE ON RESOLUTIONS.

The committee on Resolutions reported as follows:

**Resolution No. 4.**—Whereas, Los Angeles has for years been under the domination of the Merchants and Manufacturers' Association and other union-hating organizations; and,

Whereas, through the pernicious activity of these un-American elements, much of the good effects of union labor organization have been abridged and retarded; and,

Whereas, through their continual assumption of political power the rights of the workers have been violently and maliciously assailed.

Resolved, That we, the State Federation of Labor, in Twelfth Annual Convention assembled, hereby heartily commend the political activity of the workers in Los Angeles; further,

Resolved, That the secretary of the State Federation of Labor be instructed to forward the secretary of the Union Labor Political Club the sum of Ten (\$10) Dollars weekly, for the weeks ending October 7th, 15th, 19th and 25th respectively.

C. E. SHECKELS,  
Central Labor Council, Los Angeles.  
DAN REGAN,  
Molders, No. 374, Los Angeles.

The committee recommended that the resolution be amended by striking out the words relating to the weekly donations in the second "Resolved," and that the resolution be concurred in as amended.

Delegate Sheckles spoke on the proposition and moved that the recommendation of the committee be concurred in. Motion carried.

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#### REPORT OF COMMITTEE ON LAW AND LEGISLATION.

**Resolution No. 5.**—Whereas, it is contrary to the best interests of the public that persons of school age should be engaged in industrial pursuits, and

Whereas, the employment of persons under 18 years of age on vehicles driven on public streets and highways is a menace to public life, limb and property, and

Whereas, the employment of minors has a tendency to lessen their efficiency in later life, to tear down conditions of labor, and to establish unfair and un-American competition in the distributive service; therefore be it

Resolved, that Local 70, I. B. of T., C., S. and H. respectfully and earnestly requests that the California State Federation of Labor go on record as favoring the prohibition by law of the operation by persons under 18 years of age of vehicles engaged in carrying passengers, freight or express matter, milk and food stuffs, ice and fuel, building materials and supplies of whatever kind or character on the public streets and highways of the State of California, and be it further

Resolved, That the subject matter of these preambles and resolutions be referred to the proper committee and officials of the California State Federation of Labor for action looking to the prohibition by legislative enactment of the operation by any person who has not attained the age of 18 years of any vehicle engaged in freight or passenger traffic as hereinbefore set forth on the public streets or highways of the State of California.

E. H. HART,  
Teamsters, No. 70, Oakland.

Committee recommended that the proposition be endorsed and reported to the Executive Council for legal construction. Recommendation concurred in.

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**Resolution No. 6.**—Whereas, the voters of this State will have before them at the special election to be held on October 10th, an amendment to the Constitution, providing for a "divided session" of the State Legislature, the first part of such session to be held for the sole purpose of introducing bills (followed by a thirty days' recess) and the later part to act thereon; said amendment being designated "Amendment No. 6," (No. 3 on the ballot), and,

Whereas, the 30 days' recess provided will give the people of the State an opportunity to examine the measures that will be acted upon by the Legislature and enable the members of that body to obtain the opinion and instructions of their constituencies upon such measures; and,

Whereas, the said amendment will do away with a lot of difficulties experienced by legislative agents of organized labor at former sessions of the State Legislature; therefore, be it

Resolved, By the California State Federation of Labor, that we endorse said Constitutional Amendment No. 6, and recommend the same to the favorable vote of the people of the State.

J. W. ERICKSEN,  
Sailors' Union of the Pacific, Eureka.

Committee reported favorably. Report adopted.

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**Proposition No. 14.**—Whereas, Constitutional Amendment No. 47, to be voted upon at the special election October 10th, proposes to confer upon the State Railroad Commission the power to control the rates of water, light and telephone companies, and of other public utilities corporations, which power has heretofore been held by the cities under their respective charters; and,



Whereas, the proposed amendment, will if enacted, take from the people of the cities their self government, and turn the control of their public utilities into the hands of a commission that is not responsible for its actions to the people of such cities, and therefore is likely to be influenced in its decisions by the corporation in interest, therefore, be it,

Resolved, By the California State Federation of Labor, in convention assembled, that we disapprove said Constitutional Amendment No. 47 and urge upon the voters of the State to defeat said measure.

JOHN W. ERICKSEN,  
Sailors' Union of the Pacific, Eureka.

Committee reported favorably. On motion proposition, was re-referred to committee.

**Resolution No. 7.**—Resolved, That it is the sense of the State Federation of Labor of the State of California that there should be brought before the State Legislature for the enactment into law, through the legislative committee, in the furtherance of better sanitary conditions for the working people of our State, the following:

That there be enacted a law which will make compulsory the furnishing to all male and female help palatable drinking water, free of expense to all employees.

Also the providing of proper places for the changing of wearing apparel and more sanitary wash rooms and toilets, in regard to both privacy and convenience.

F. W. JUDSON,  
Molders Union, No. 164, San Francisco.

Committee reported favorably and recommended that the Executive Council be urged to use every effort towards sanitary conditions in all departments for working men and women. Recommendation concurred in.

**Resolution No. 8.**—Whereas, inasmuch as Senator Bourne of Oregon, Chairman of Senate Committee on Post Offices and Post Roads, has introduced a bill for the establishment of a parcel post in the United States, such as we have at the present time with more than forty foreign countries;

Whereas, this bill will reduce the rate from sixteen (16) cents per pound now paid for fourth class matter, to a parcel rate (including merchandise) to a twelve (12) cent rate, the same as extended to foreign nations.

So, when realizing the benefits the masses of people derived from the parcel post such as in Germany where there are two hundred and twenty-five million parcels carried annually, an average of three and one-half parcels for each of its population, and an average of eight pounds per package, and where Great Britain profits to the amount of eighteen millions of dollars each year on parcels alone, and where the agricultural districts are greatly benefited by marketing small articles by a parcel post, therefore dispensing with the middle man, the great obstacle in the present commercial system, therefore, be it

Resolved, That this convention endorse said bill of Senator Bourne, and furthermore, realizing the great public convenience, and benefits to be derived from such a bill, that is almost an absolute necessity, further,

Resolved, That organized labor do all in its power to promote the passage of the parcel post bill and that Senator Bourne from Oregon be notified of our stand in the matter.

H. BARTLEY,  
Vallejo Trades and Labor Council.

Committee reported favorably on lower parcel rates and recommended that the Executive Council investigate the merits of this proposition. Recommendation concurred in.

**Proposition No. 6.**—Whereas, the maintenance of steam boilers is dangerous to the public at large in the hands of inexperienced men and youths under 18 years of age.

Whereas, the licensing of engineers will tend to put the care and management in the proper hands, as for instance the doctor, dentist and druggist, the engineer should be as rigidly looked after as any of the above crafts, therefore, be it

Resolved, That the State Federation of Labor endorse the licensing of Steam Engineers in the State of California.

D. P. SULLIVAN,  
Central Labor Council, Oakland.

Committee made no recommendation.

Delegate Andrew J. Gallagher explained the committee's position in the premises.

Delegate Haggerty moved proposition be filed. Delegate Stein moved as an amendment that proposition be re-referred to committee.

Delegates Parker, Arandall, Andrew J. Gallagher, Haggerty, W. P. Sullivan, O'Connell, Sheckles, Zamford, Merryfield, Smith, Dawson, Welton, Leavitt, Ellison, Hart, Brock, Child and Ellicott spoke on the matter.

Motion to re-refer lost. Original motion to file proposition carried.

The foregoing report is respectfully submitted,

A. J. GALLAGHER, Chairman

D. W. BLACKWELL

L. LEBOVSKY

CHAS. HAWLEY

C. E. SUTPHEN, Secretary

Committee on Law and Legislation.

## REPORT OF COMMITTEE ON LABELS AND BOYCOTTS.

The Committee on Labels and Boycotts reported as follows:

**Resolution No. 9.**—Whereas, the Central Labor Council of Los Angeles has for some time had on its official unfair list, the Baer Cigar Company, manufacturers of the El Templo brand of cigar; and,

Whereas, the Baer Cigar Company has replaced its men workers by employing women at a decreased wage scale, thereby coming into an unfair competition with the manufacturers of cigars who employ members of the Cigar Makers' International Union, to the detriment of those workers; and,

Whereas, the Cigar Makers Union No. 225 of Los Angeles has used every honorable means to bring about a settlement with the Baer Cigar Company; and,

Whereas, the Merchants and Manufacturers' Association of Los Angeles, is assisting the Baer Cigar Company by advertising it as the only open shop cigar firm west of the Mississippi, and to all appearances is assisting said cigar firm financially; therefore, be it,

Resolved, That the California State Federation of Labor in regular session assembled, place the Baer Cigar Company on the official unfair list of the California State Federation of Labor.

W. A. ENGLE,

Musicians' Union, No. 47, Los Angeles.

Committee recommended endorsement and similar action to that taken by the Federation last year relative to central and affiliated bodies being notified.

Delegates Engle, Scharrenberg and Zamford spoke on the proposition.

Recommendation of committee concurred in.

**Resolution No. 10.**—Whereas, on the 25th day of February, 1911, the Bishop Candy and Cracker Company, of Los Angeles, locked out its employes, giving as its reason for so doing that they had attended an open meeting, and dance, at the Labor Temple called for organization purposes; and,

Whereas, no demands had been made upon the Bishop Candy and Cracker Company by the union at the time it was formed; and,

Whereas, the product of the Bishop Candy and Cracker Company, consisting of crackers, cakes, confectionery, jellies, jams, and other eatables, has been widely advertised throughout the State of California; and,

Whereas, the Central Labor Council of Los Angeles has placed the firm of the Bishop Candy and Cracker Company on its official unfair list; and,

Whereas; repeated attempts have been made to secure a conference between the representatives of labor and the Bishop Candy and Cracker Company to the end that a settlement might be effected, but without success; therefore, be it

Resolved, That the California State Federation of Labor in Twelfth Annual Convention assembled, endorse the action of the Central Labor Council of Los Angeles, and places the Bishop Candy and Cracker Company on the official unfair list of the California State Federation of Labor.

W. A. ENGLE,

Musicians' Union, No. 47, Los Angeles.

The committee recommended that the resolution be adopted. Report of committee concurred in.

The Convention then adjourned at 12:10 p. m.

**Absentees Morning Session, October 4:**

Delegates—N. De Laso, A. B. Poland, George Pryor, T. J. Walsh.

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**Afternoon Session, Wednesday, Oct. 4, 1911.**

President Sullivan called the Convention to order at 2:10 o'clock.

A communication was received from Senator Caminetti, relating to the proposed Constitutional Amendment providing for a divided session of the State Legislature. The same was placed on file, it already having been approved by the convention.

A communication was read from S. C. Kelley, editor "The Labor Leader," of San Diego, inviting the Federation to hold its Thirteenth Annual Convention in that city.

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Secretary Scharrenberg requested through the chair that John Kean, Chief Deputy Labor Commissioner of California, be called upon for remarks.

Mr. Kean took the platform and addressed the Convention at length on the new laws which had been enacted affecting the interests of wage earners. Delegates Smith, McIntosh, Zamford, Payne and Ellison made inquiries of Deputy Kean regarding certain phases of newly enacted laws.

**REPORT OF COMMITTEE ON REPORTS OF OFFICERS.**

Bakersfield, California, Oct. 4th, 1911.

To the Officers and Members of the Twelfth Annual Convention of the California State Federation of Labor, Greeting:—

Your committee has held several meetings and considered carefully and thoroughly the reports of the officers as printed and submitted on the first day of the convention. Your committee found itself confronted with a rather difficult task as it was called upon to deal with so many and varied questions, several of which were but lightly touched upon in the numerous reports of your officers which were before us.

**President's Report.**

The president's report, although brief, is very comprehensive and covers fully all the important questions that have come closely in touch with the progress of the Trade Union movement of California during the past year.

**The McNamara Case.**

Foremost and prominent in the president's report we note his reference to the McNamara case. There is no doubt in the mind of any intelligent trade unionist that this case is of the greatest importance to the present status and stability of organized labor. If Trade Union officers can be stolen from one state, hurried into another across the continent, and charged with grave crimes, there will soon be nothing to prevent the massacre and starvation of the rank and file. From highway robbery to murder there is but a leisurely leap when the human beast is burdened down by raving passion and insatiate greed, such as is the product of our highly commercialized civilization.

If witnesses for the defense can be stolen and spirited away, which has been and is being done by the prosecution, it but proves the extreme desperation of our enemies and the necessity of our members standing by the defense with sufficient funds. Lives of men, women and children in the battle for bread count for nothing when pitted against pounds of profit measured by the almighty dollar. The trade union movement of the United States and Canada has taken steps to raise sufficient funds to insure the defense for the McNamara brothers. Resolutions have been passed by organized labor generally protesting against the kidnaping of John J. McNamara. If the enemy is so desperately thirsty for the union men's blood that it will deprive them of a defense by putting their attorneys in jail, then let us say with Clarence S. Darrow "Go to jail and rot rather than betray or desert the men and the cause of labor." Resolutions and telegrams are all proper and well but we know from experience that collection of money is a cumbersome task and large sums of money are needed for the McNamara brothers now under charge and on trial for murder in the city of Los Angeles, in order that they may have the best possible defense obtainable. There is a large amount of manufactured evidence

which must be unearthed and set aside. There are thousands of witnesses who will have to be brought across the continent. There is costly expert testimony which is essential and necessary to the proper elucidation and presentation of the case and the prosecution or persecution heaps every obstacle in the way of the accused men and the defense. Our attorneys and witnesses have been hailed before the grand jury and threatened with imprisonment. It is a procedure unheard of since popular government and modern courts of justice were instituted. But let us forget our feelings for the present and concern ourselves with the one subject, under consideration, the defense of the McNamara brothers. The one essential necessity for the proper defense of these brothers is funds, which are coming in rather slowly and in amounts far below what is needed. The enemy which controls the press has circulated all kinds of reports about enormous sums of money contributed to the defense of the McNamara brothers. The fact remains that the money sent to the chief counsel through the secretary of the American Federation of Labor is not more than one-fourth of the amount needed. We, therefore, recommend that the California State Federation of Labor strongly urge upon all central bodies, international unions and the American Federation of Labor that competent committees be appointed locally in every industrial center to visit unions and friends of organized labor and solicit contributions to the McNamara defense and that such moneys be speedily collected and forwarded to the secretary, Frank Morrison, of the American Federation of Labor. Your committee is further of the opinion that it will be highly appropriate for the union men and women of California to contribute at least one day's wage to the McNamara defense fund and that the sooner they do so the better for themselves and the cause which has given them the conditions and protections which they now enjoy.

#### **Legislation.**

Your committee cannot commend too highly the splendid legislative work accomplished by the Federation during the past year and we heartily concur in the sentiments expressed by President Sullivan concerning our legislative agents and the friendly co-operation of Governor Johnson and the progressive members of the State Legislature, and we recommend that these portions of the reports of officers, including the report of the legislative agents be referred to the committee on law and legislation for its specific attention.

#### **Union Label Agitation.**

We note with special pleasure the timely suggestions made by the president in his report in behalf of the Union Label agitation and heartily approve his sentiments.

Unionists are very often too lax in the employment of one of their most effective weapons, the purchasing power. If they would insist at all times upon union made articles and goods and demand the only proof, the Union Label, and take no other the merchants and manufacturers would soon begin to see a different light.

#### **Panama Pacific Exposition.**

Your committee notes with profound cogitation what the president has to say on this subject and although we feel satisfied that the World's Fair of 1915 will be built by Union Labor due to the impregnable Trades Council of San Francisco yet the completion of the Panama Canal will present new and grave problems to the Pacific Coast. For forty or fifty years the organized workers of California and sister States, backed up by our citizens have stood guard against the grinding avalanche of Asia which has been pressing in the form of 900,000,000 coolies over the broad Pacific to our shores. When the Panama Canal is completed it will be the ocean highway for commerce and immigration from Europe and when the reaction sets in after the boom caused by the World's Fair of 1915, we will have to contend not only with the oriental, but with the occidental immigration problem. We recommend that a committee of fifteen be appointed to act with a like committee from the State Building Trades Council of California for the purpose of devising ways and means that may tend to a solution of this new increasing and perplexing problem of our economic and social conditions.

#### **Los Angeles Situation.**

The report of the president as well as the report of the first vice-president on the Los Angeles situation are more than encouraging. If anyone had prophesied to the California State Federation of Labor two years ago the wonderful changes that have taken place in Los Angeles during the last fifteen months, most of us would have

thought that such a prophet would have been a fit candidate for one of our State insane asylums. That the membership of organized labor in Los Angeles has been increased by five or six thousand within the fiscal year is a noteworthy fact of astounding importance to organized labor, not only in the United States but throughout the world; yet what is still better is the aggressive, healthy, militant spirit of industrial solidarity which is at present manifest in the very atmosphere of the great and growing city of Southern California. Our brothers have been imprisoned and persecuted and some of our best union men are now languishing in the dungeon and bastille. Special ordinances and laws of oppression have been passed and policemen's clubs have been wielded upon the heads of union men to emphasize the tyranny of corrupt capital in the southern metropolis; yet all these outrages have been but the harbinger of a better day and the dawn is at hand. Judging from the reports of our president and the vice-president of the First District, Los Angeles will be both economically and industrially free after the first of January. But to gain this highly desirable goal it is necessary for all the Union Men in the State of California and elsewhere to give our brothers in Los Angeles moral and financial support until the decisive final victory is won.

#### **Migratory and Casual Labor.**

California has blazed the way on the field of labor more than once and it is therefore natural that this State Federation should take the initiative in organizing the migratory and casual laborers. The results from the work of the three organizers which the Federation has had in the field have been very satisfactory and may be rated as a good beginning. The importance of organizing these wandering workers is not fully appreciated by the men of organized labor, but we hope with the co-operation of President Gompers to arouse sufficient sentiment at the next convention of the American Federation of Labor to start the organizing work for millions of these men all over the country.

#### **Second District.**

We note with great gratification the good work done in this district and trust that it will be continued. Your committee suggests to the incoming executive council that an organizer be sent to Fresno at the earliest opportunity for the purpose of visiting the brewery workers and other organizations and instructing them in the principles of organized labor and the duties they owe to the union cause.

#### **Third District.**

From the report of the third vice-president it appears that organized labor in Santa Clara county and adjoining territory has retained its usual strength during the past year. While your committee concedes this to be a fact, we are still of the opinion that the splendid trade union movement in this territory can be considerably strengthened by closer affiliation and adhesion to the principles and laws of affiliation. We observe with great pleasure the friendly relations that exist between the Santa Clara Labor Organizations and the Farmers' Union and hope that this in future years will be augmented by still closer beneficial and co-operative intercourse.

#### **Fourth District.**

We are glad to note the progress made in the Fourth District and we believe that the locked out men in Crockett ought to receive the support of organized labor in this State. In order that this might be efficiently and intelligently accomplished we recommend that an organizer be sent there to investigate the conditions at the very earliest opportunity.

#### **Fifth District.**

The Fifth District is to be congratulated upon its splendid showing as it is set forth in the report of the fifth vice-president. The organizations appear to be strong and united but while this is true we must not forget that Sacramento is the center on this Coast of a great struggle with a most formidable foe. Here the railroad shopmen of the Southern Pacific are employed in a greater number than in any other industrial center connected with the system, therefore, we recommend Sacramento to the special care of the California State Federation of Labor, and in this connection we should always be mindful of the other districts where the railroad shopmen are fighting for the recognition of their rights and for better conditions.

**Sixth District.**

We have carefully searched the report of officers but fail to find a report from the vice-presidents of the Sixth District. While we know from personal observation that the Sixth District is as thoroughly unionized as any other community in the United States and although the report of the Sixth District vice-president's to this convention is noticeable by its absence your committee is of the opinion that San Francisco is still on the map.

**Seventh District.**

Your committee has carefully noted the report of the seventh vice-president and it respectfully recommends that the California State Federation of Labor send an organizer to this district as soon as possible and also requests the co-operation of the State Building Trades Council of California and the various international and national unions to the end that this district may be more thoroughly organized in the various crafts, trades and callings.

**Eighth District.**

The report of the eighth vice-president presents the conditions of the most isolated district in the State. Union labor in Humboldt county has made a hard and gallant struggle for existence against great odds, and is entitled to the best support that the trade union movement of California can give to men and women who are willing to fight their way over a rocky road to the goal of economic freedom and industrial liberty. We recommend this district to the special attention and care of the incoming executive council.

**Ninth District.**

From the report of the ninth vice-president it appears that splendid work has been done in this district during the past year through the assistance and co-operation of the State Building Trades Council, but from all facts obtainable your committee is of the opinion that the good work so well done is only a small beginning and that to achieve the desired results the organization work in San Diego must be continued without cessation or interruption. Judging from the reports there exists in this beautiful city a great lack of understanding among the rank and file concerning the fundamental principles of the trade union movement. For that reason your committee recommends that the educational work must be carried on persistently in this district in order to attain that harmony and solidarity which alone can secure lasting success to the workers.

**Organizers.**

The three organizers that this Federation has employed during the past year have done splendid work. Results speak louder than words and your committee believes that the State Federation of Labor is to be congratulated upon what has been accomplished by its organizers. We note that Organizer Dale is a veteran in the trade-union movement and is specially adapted for the field and your committee was surprisingly pleased to find such new soldiers in the field as organizers as Ramirez and Sioris and we hope that the Federation will be able to continue their services until all the un-organized labor of the State becomes thoroughly united and educated into the principles upon which the future welfare of the workers depends.

**Report of the Delegate to the American Federation of Labor.**

Your committee notes with pleasure that the California State Federation of Labor was ably and well represented by its delegate, L. W. Butler, at the Thirtieth Annual Convention of the American Federation of Labor held in St. Louis last November. The work accomplished at that convention by your delegate and his associates brought the California trade-union movement closer to the hosts of organized labor not only in America but throughout the world. We hope that the Twelfth Annual Convention will select an equally able representative to the convention in Atlanta, who can bring the important message from California to the organized workers of our continent in a manner that the toilers of all lands will understand.

### Report of Executive Council.

We note with special gratification the good work accomplished by the executive council during the past year and we deplore the loss sustained by the Federation in the death of one of our vice-presidents, Chris Ploeger. We recommend that this convention concur in the resolutions adopted by the executive council to his memory. Your committee also recommends and concurs in the report of the special investigating committee on the "Times" disaster. We note the happy termination of the paving cutters' strike in Santa Rosa and desire to express our appreciation of the good will extended to the Federation by the organized farmers of the State. We recommend, as previously stated, that the report of the legislative agents found on pages Nos. 20, 21, 22, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41 and 42 be referred to the committee on law and legislation.

### Secretary-Treasurer's Report.

The Secretary-Treasurer's report shows conscientious and painstaking effort. He has conducted the details of his office with systematic care and your committee is of the opinion that the splendid progress the Federation has made in the past year can, in a large measure, be attributed to the energetic work of our secretary-treasurer. We note the magnificent increase of members in the affiliation of 122 unions during the fiscal year and we believe that this fact ought to offer sufficient inducements for the organizations that are not yet affiliated with the Federation to take such action at an early date as will place them on equality with the best labor organizations in the State and thus fulfill their duty as organized workers to the trade union movement of the country. We are aware, however, that this can only be accomplished by the cordial co-operation of the central labor bodies, the State Building Trades Council of California, the National and International Unions and the American Federation of Labor. We concur in the sentiments expressed by the secretary-treasurer on the subject of unemployed labor and recommend that this convention carry into effect the suggestions made by him, as follows:

### The Panama Canal—The Unemployed—Migratory Labor.

All thinking men realize that some as yet unforeseen changes will occur in California when the completion of the Panama Canal will to some extent shift the immediate destination of the European immigrants from the Atlantic Coast ports to the ports on the Pacific Coast. Emissaries of large foreign transportation companies have already frankly discussed their intention of stimulating direct wholesale importation of immigrants to this coast.

While "the interests" are thus figuring on the profits which this traffic will bring to the steamship companies and point with pride to the benefits which will accrue to those industries which desire cheap labor, it behooves us to do whatever lies within our power to meet and prepare for the change in conditions.

I believe that our incoming executive committee should give very serious consideration to this problem. The establishment of State employment agencies on the plan initiated in Ohio in 1890, and now used in twenty states, would, in my judgment be a step in the right direction. If established before the opening of the canal and if under the supervision of a friendly Labor Commissioner these bureaus would bring together the jobless men of the city, and the manless job of the country, and have a tendency to help us immeasurably in our efforts to organize the migratory workers who are already with us.

Statistics recently compiled by the State Bureau of Labor Statistics show that upward of \$300,000 per annum is collected in fees by privately conducted employment agencies in California. By far the greatest portion of this large sum paid for securing jobs is mulcted from the so-called unskilled laborers, whose average term of employment is the shortest, and who receive the lowest pay for the most exacting toil. Investigations carried on by our organizers during the past year also uncovered a system of mean and despicable graft practiced by employment agents of railroad companies upon their laborers, which is almost unbelievable. When the proofs of contemptible grafting were submitted to officials of the Western Pacific Railroad Company they pleaded ignorance and innocence.

In the final analysis of all proposed remedies to ameliorate the lot of the underdog of society, self help, or in other words organization, is after all the most potent factor. This is what we have tried to bring about and in this we have partly succeeded although pitted against indifference and at times open hostility of those who should be expected to lend a helping hand.

The helpful (?) attitude of certain individuals is shown by the following extract from an editorial appearing in a recent issue of the "Industrial Worker:"

"There are nearer ten millions than three millions migratory workers in America and they will not organize under the American Federation of Labor for the purpose of protecting the skilled workers, nor because they are dangerous to society.

They will organize into one red union of the workers known as the I. W. W., will overthrow present society and make the craft unions dance to their music whether they like it or not. Sacred contracts won't be worth the paper they are written on when the migratory workers get next to their power. Any time they allow sleek fakery to make catpaws out of them for the purpose of protecting society or aristocratic labor, that minute they 'foul their own nest.'"

It will be seen by the foregoing that our friends the Industrial Workers of the World are hard to please. They damned us because we did not try to organize and uplift the migratory workers, and now they damn us because we do.

But we will go on despite all opposition; agitating, organizing and federating the workers, whether skilled or unskilled. A house that is built in a day does not compare with one built in the ordinary length of time. And so it is with our organizations; those that grow without serious effort and encounter no opposition in any cause is welcomed, for it gives the serious worker more confidence in himself and spurs him to renewed efforts.

In conclusion, your committee desires to compliment the California State Federation of Labor on the splendid work accomplished by its officers during the past year and we earnestly hope the incoming Executive Council will continue and successfully carry on the noble efforts that will keep the banner of California at the head of the American trade-union column.

Respectfully and fraternally submitted,

O. A. TVEITMOE, Chairman

EMIL MURI

H. L. FREUDENBERG

CHAS. F. FLETCHER

A. C. BECK, Secretary,

Committee on Reports of Officers.

On motion the report of the committee was adopted and the recommendations contained therein concurred in.

#### NOMINATION OF OFFICERS.

President Sullivan stated the hour for nomination of officers for the ensuing year had arrived. The following nominations were made:

President—D. D. Sullivan. Nominated by Delegate Haggerty, seconded by Delegate Breslin.

Vice-President, District No. 1—W. A. Engle. Nominated by Delegate Butler, seconded by Delegate Day and others.

Vice-President, District No. 1—Harry A. Huff. Nominated by Delegate Markwith, seconded by Delegate Scheckles.

Vice-President, District No. 2—Thomas C. Seaward. Nominated by Delegate Beck, seconded by Delegate Ellicott.

Vice-President, District No. 2—J. M. McIntosh. Nominated by Delegate Smith, seconded by Delegate Newman and others.

Vice-President, District No. 3—A. L. Jones. Nominated by Delegate Hepp, seconded by Delegate Higgins.

Vice-President, District No. 3—George Batchelor. Nominated by Delegate Washburn, seconded by Delegate Duryea.

Vice-President District No. 4—G. K. Smith. Nominated by Delegate L. C. Lebow-sky, seconded by Delegate D. P. Sullivan and others.

Vice-President, District No. 4—E. H. Hart. Nominated by Delegate Keyser, seconded by Delegate M. L. Sullivan.

Vice-President, District No. 5—C. E. Sutphen. Nominated by Delegate Payne, seconded by Delegate Harlow.

Vice-President, District No. 6—Don Cameron. Nominated by Delegate O'Connell, seconded by Delegate Murray.

Vice-President, District No. 6—A. Condrotte. Nominated by Delegate Leavitt, seconded by Delegate Ellicott.

Vice-President, District No. 6—John J. Breslin. Nominated by Delegate Murray, seconded by Delegate Oliva and others.

Vice-President No. 6—Chas. Child. Nominated by Delegate Hawley, seconded by Delegate Corbett.

Vice-President, District No. 6—D. P. Haggerty. Nominated by Delegate Hurley, seconded by Delegate Sullivan and others.



Vice-President, District No. 6—F. W. Judson. Nominated by Delegate Duesdicker.

Vice-President, District No. 7—L. B. Leavitt. Nominated by Delegate Wiand, seconded by Delegate Freudenberg and others.

Vice-President, District No. 8—John W. Ericksen. Nominated by Delegate Ellison.

Vice-President, District No. 9—Ira H. Markwith. Nominated by Delegate Blackwell, seconded by Delegate Beck.

Secretary-Treasurer—Paul Scharrenberg. Nominated by Delegate Merryfield, seconded by Delegate Andrew J. Gallagher and others.

Delegate to American Federation of Labor—Andrew J. Gallagher. Nominated by Delegate Tveitmoe, seconded by Delegate Urmy and others.

#### APPOINTMENT OF ELECTION BOARD.

The President then announced the appointment of the following Election Board:

Supervisors—Geo. H. Knell, Typographical No. 21, San Francisco; R. Wiand, Carpenters No. 36, Oakland; Harry Welton, Steam Engineers No. 72, Los Angeles. Tally Clerks—C. A. Newman, Musicians No. 263, Bakersfield; A. Elken, Electrical Workers No. 6, San Francisco; Henry Huntsman, Bay and River Steamboatmen of California, San Francisco; J. W. Gorrell, Labor Council, Fresno; Chas. Washburn, Teamsters No. 287, San Jose; Harry Morrison, Steam Laundry Workers No. 26, San Francisco; Daniel P. Sullivan, Central Labor Council, Oakland; Joseph Duesdicker, Molders No. 325, San Francisco; E. E. Day, Bartenders No. 284, Los Angeles.

#### REPORT OF COMMITTEE ON GRIEVANCES.

The Committee on Grievances reported as follows:

**Resolution No. 11:** Whereas, The painters and carpenters of Bakersfield are having trouble continuously in regard to the setting of glass.

Resolved, That the State Federation of Labor endorse and recommend that the decision of the American Federation of Labor at their convention at St. Louis, Mo., be complied with (that the Brotherhood of Painters and Decorators have full jurisdiction over the setting of glass), and that the Building Trades Council of Bakersfield and the Carpenters' Local of Bakersfield be notified of this endorsement.

C. E. SMITH,

Painters No. 314, Bakersfield.

The committee recommended that the proposition be referred to State Building Trades Council. Recommendation of committee concurred in.

The Convention then adjourned at 4:15 p. m. for the purpose of having the official convention picture taken.

#### FOURTH LEGISLATIVE DAY.

##### Thursday, October 5, 1911—Morning Session.

President Sullivan called the Convention to order at 10:15 o'clock.

#### SUPPLEMENTARY REPORT OF COMMITTEE ON CREDENTIALS.

The Committee on Credentials submitted the following supplemental report:

We, the Committee on Credentials, beg leave to report that we have received credentials from E. J. Shields, from Kern River Lodge No. 731, of the Brotherhood of Locomotive Firemen and Enginemen of Bakersfield, and would request that he be seated without vote.

A. L. CAMPBELL, Chairman.

W. H. CONNER,

R. A. LARRIMORE,

Committee on Credentials.

On motion the supplementary report of the Committee on Credentials was concurred in.

#### REPORT OF COMMITTEE ON RESOLUTIONS.

The Committee on Resolutions reported jointly on Resolution No. 12 and Proposition No. 21, as follows:

**Resolution No. 12:** Whereas, the employees of the Harriman railroads are now on strike for the recognition of the System Federation; and

Whereas, the shop employees are banded together for the purpose of solidifying the entire shop force under one organization thereby enabling them to resist the encroachments of the railroad company and to assist each other in their struggle for better conditions; therefore be it

Resolved, That the California State Federation of Labor in Twelfth Annual Convention assembled, does hereby recognize and endorse the action taken by the System Federation of Railway Employees; and be it further

Resolved, That we extend to the railway employees on strike our moral support and financial assistance, if necessary.

D. P. HAGGERTY, Machinist No. 68,  
L. D. BIDDLE, Machinist No. 317,  
H. BARTLEY, Machinist No. 252,  
H. FREUDENBERG, Machinist No. 252.

**Proposition No. 21.**—Whereas, the Shop Federation is at present in a great struggle with the Southern Pacific Railroad Company; and

Whereas, the dispute is not only of wages and hours, but more than this, it is a fight to compel the railroads to recognize and deal directly with the Shop Federation; and

Whereas, the owners of the railroads in dispute realize the danger (to their interests) of dealing with such a powerful industrial organization as the Shop Federation; and

Whereas, we further realize that the time has passed, not only of the capitalist dealing with the individual worker, but the time has also passed to allow the master class to deal with the single craft union; therefore, be it

Resolved, That we in our Twelfth Annual Convention assembled, give to our striking brothers not alone our hearty support; but that we also endorse and encourage the industrial form of our organization such as the Shop Federation; and be it further

Resolved, That a copy of this resolution be sent to the various official organs of the railroad workers.

JACK ZAMFORD.

Bakers No. 24, San Francisco.

The committee reported having considered two propositions dealing with the strike of the shopmen of the Harriman railroad system, namely, Resolution No. 12 and Proposition No. 21, and recommended that Resolution No. 12, introduced by representatives of the Machinists' Unions be adopted as the expression of the convention on this subject, and that Proposition No. 21 be placed on file.

Delegate Smith explained the action of the committee.

Delegates Zamford, Bartley, Ellison, Osdich, Haggerty, Stein, Phil Knell, Biddle, Hylen, Tveitmoe, E. S. Hurley, Secretary Scharrenberg and Delegate Andrew J. Gallagher spoke on the matter.

Delegate A. J. Gallagher moved that Propositions No. 21 and 26 be re-referred to committee with instructions to bring in a substitute. Motion lost.

The recommendation of the committee was then concurred in by a standing vote of 78 ayes and 25 nays.

**Resolution No. 13.**—Whereas, there is great need of organization of migratory workers and mechanical craftsmen in the Kern County oil fields and Bakersfield and vicinity;

Resolved, That this Twelfth Annual Convention endorse the placing of Organizer J. B. Dale in this vicinity for a period of sixty days to assist in the work of organizing said locality.

Presented by Bakersfield delegation.

Committee recommended that it be referred to the incoming Executive Council with a recommendation for favorable consideration.

Recommendation of committee concurred in.

**Resolution No. 14.**—Whereas, the building of the Panama Pacific International Exposition during the next four years will cause an influx of labor in every craft; and

Whereas, it is the honest endeavor of the miscellaneous crafts that every effort should be utilized to secure the consolidation of all this influx into the ranks of organized labor; and

Whereas, the Hotel and Restaurant Employees International Alliance and Bartenders' International League of America are vitally affected in securing the union shop in San Francisco; therefore, be it

Resolved, That we, the delegates to the California State Federation of Labor in Twelfth Annual Convention assembled, do urge upon the General President, the General Secretary and General Executive Board of the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America the importance of establishing a branch office in San Francisco and maintaining for the next four years an organizer in that district.

F. E. MERRYFIELD, Local No. 44,  
P. H. McCARTHY,  
JNO. O'CONNELL,  
ANDREW J. GALLAGHER,  
O. A. TVEITMOE,  
PAUL SCHARRENBURG.

The committee recommended concurrence in this resolution.  
Recommendation of committee concurred in.

**Resolution No. 15.**—Whereas, there has existed for many years within our movement friction, strife and confusion due to the variance of laws among the International Unions, on the question of initiation fees, and much trouble has resulted from the difference between the time of application and installation in the matter of fees; now therefore, be it

Resolved, That our delegate to the convention of the American Federation of Labor be instructed to use his endeavors to the end that any proposal to agitate for a universal low initiation fee, and a system of acceptance to transfer cards that will be to our mutual benefit and advancement shall be furthered to whatever extent may be within his power.

F. W. JUDSON,  
Molders' Union No. 164, San Francisco.

Committee recommended that the subject matter of the resolution be referred to the delegate to be elected to the coming convention of the American Federation of Labor, with the request that he give the same careful consideration.

The recommendation of the committee was concurred in.

**Proposition No. 13.**—Resolved, by the California State Federation of Labor, in convention assembled, that we are opposed to woman's suffrage on the ground that we see in the demand for the elective franchise for women a manifestation of a modern social tendency to place woman on an equality with man, that is to say, to make her man's competitor in the industrial field as well as politically, which tendency, if permitted to pursue its present course, will lead to a war between the sexes and ultimately to the destruction of our civilization and our race.

E. ELLISON,  
Sailors' Union of the Pacific, San Francisco.

Committee presented majority and minority reports on the resolution, the majority, composed of Brothers Geo. K. Smith, C. E. Smith and Blanchard, recommending that it be non-concurred in; while the minority, Brothers Hepp and Ellison, report favorably thereon and recommend that it be adopted.

Delegate Andrew J. Gallagher moved adoption of majority report. Delegate W. A. Gallagher moved that both reports be tabled. Latter motion lost.

Delegates Ellison, Arandall, Sheekles, Frances Noel and Zamford discussed the matter.

Moved that further discussion be postponed until afternoon session. Motion carried.

The Convention adjourned at 12:05 o'clock.

#### Absentees Morning Session, Oct. 5th.

Delegates—G. Pryor, R. H. Sonners, D. Rios, E. H. Hart, H. P. Moore.

#### October 5th, 1911—Afternoon Session.

President Sullivan called the Convention to order at 2:15 o'clock.

Discussion of Proposition No. 13 was resumed.

Delegates Andrew J. Gallagher, Child, Regan, Hughes, Scott, Noel, Secretary Scharrenberg and Delegate Edward Wagner discussed the propositions.

Delegate W. A. Gallagher moved that debate on this proposition be limited to 3 p. m. Motion carried.

The unfavorable report on Proposition No. 13 was concurred in.

#### REPORT OF COMMITTEE ON LAW AND LEGISLATION.

**Resolution No. 16.**—Whereas, labor is organized for the purpose of securing to every worker the full product of his or her toil, in order that justice and human happiness may prevail; and

Whereas, we cannot peacefully attain this end so long as the laws under which the government is conducted are made, interpreted, and enforced by and for the few, to the injury of the many; and

Whereas, advocates of progressive government have succeeded, after many years, in placing before the voters of California on October 10th, of this year, the option of amending the State Constitution so that the majority of the people shall henceforth hold absolute and constant authority as to what laws shall be passed or repealed, and what officials shall be chosen or dismissed; now, therefore, be it

Resolved, the California State Federation of Labor in convention assembled, that we most earnestly appeal to our fellow toilers throughout this State in loyalty to the highest ideals of the labor movement and in defense of the fundamental rights of humanity, to work and vote on October 10th for the amendments which provide for the initiative and referendum, the recall and equal suffrage. We make this appeal in the knowledge that when the people make and interpret and enforce the laws they will do so for the benefit of the many, and that the day of rule by the masses will usher in an era of rapid progress towards labor's ultimate goal, justice and happiness on the basis of equal opportunity.

ANDREW J. GALLAGHER,

San Francisco Labor Council, San Francisco.

The committee reported favorably and the resolution was adopted.

#### Election of Officers.

President Sullivan announced the time for balloting for officers.

Candidates Child, Condrotte and Judson withdrew as candidates for Vice-President of District No. 6.

Delegate Beck moved that the secretary cast the vote of the Convention for nominees having no opposition. Motion carried.

Secretary Scharrenberg, in accordance with above motion, cast the vote of the Convention for D. D. Sullivan for President; W. A. Engle and Harry A. Huff for Vice-Presidents of District No. 1; C. E. Sutphen for Vice-President of District No. 5; Don Cameron, J. J. Breslin and D. P. Haggerty for Vice-Presidents of District No. 6; L. B. Leavitt for Vice-President of District No. 7; John W. Ericksen for Vice-President of District No. 8; Ira H. Markwith for Vice-President of District No. 9; Paul Scharrenberg for Secretary-Treasurer, and Andrew J. Gallagher for delegate to the American Federation of Labor.

The President then declared the above-named elected by unanimous vote.

Balloting for contested offices was then proceeded with, in accordance with the laws of the Federation.

When all delegates present had voted the Election Board retired to tally the vote cast.

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The Committee on Law and Legislation then resumed their report as follows:

**Proposition No. 14.**—Whereas, Constitutional Amendment No. 47, to be voted upon at the special election October 10th, proposes to confer upon the State Railroad Commission the power to control the rates of water, light and telephone companies, and of other public utilities corporations, which power has heretofore been held by the cities under their respective charters; and,

Whereas, the proposed amendment will, if enacted, take from the people of the cities their self-government, and turn the control of their public utilities into the hands of a commission that is not responsible for its actions to the people of such cities, and therefore is likely to be influenced in its decisions by the corporation in interest; therefore, be it

Resolved, By the California State Federation of Labor, in convention assembled, that we disapprove said Constitutional Amendment No. 47 and urge upon the voters of the State to defeat said measure.

JOHN W. ERICKSEN,

Sailors' Union of the Pacific, Eureka.

The committee reported having given further consideration to this subject and now reported unfavorably, it was moved that the unfavorable report of the committee be concurred in.

Delegate A. J. Gallagher explained the committee's position.

Delegates Ellison, E. S. Hurley, W. A. Gallagher, Sheekles, O'Connell, Leavitt, Flynn and Secretary Scharrenberg discussed the subject matter.

It was moved that further consideration of the proposition under discussion be made a special order of business for 10:30 a. m. Friday. Motion carried.

**Resolution No. 17.**—Whereas, the menace of Chinese labor, now greatly allayed by the passage and enforcement of the Chinese Exclusion Act, has been succeeded by an evil similar in its general character but much more threatening in its possibilities, to wit: The emigration to the United States and its insular territory of large and increasing numbers of Japanese, Koreans, Hindus and other races of natives of Asia; and

Whereas, the American public sentiment against the immigration of Chinese labor, as expressed and crystallized in the enactment of the Chinese Exclusion Act, finds still stronger justification in the demanding of prompt and adequate measures of protection against the immigration of Japanese, Koreans and Hindus and other races native of Asia on the grounds (1) that the wage and living standard of such labor are dangerous to, and must, if granted recognition in the United States, prove destructive of the American standards in these essential respects, (2) that the racial incompatibility as between the peoples of the Orient and the United States present a problem of race preservation which it is our imperative duty to solve in our own favor, and which can only be thus solved by a policy of exclusion; and

Whereas, the systematic colonization by the Orientals of our insular territory in the Pacific, and the threatened and partly accomplished extension of that system to the Pacific Coast and other Western localities of the United States, constitutes a standing danger, not only to the domestic peace, but to the continuance of friendly relations between the nations concerned; therefore, be it

Resolved, By the California State Federation of Labor, in Twelfth Annual Convention assembled, this 4th day of October, 1911, that if the terms of the Chinese Exclusion Act should be enlarged and extended so as to permanently exclude from the United States and its insular territory all races native of Asia other than those exempted by the present terms of that Act; therefore, be it further

Resolved, That these resolutions be submitted through the proper channels to the Congress of the United States, with a request for favorable consideration and action by that body.

F. J. HEPP,  
Federated Trades Council of San Jose.  
GEO. K. SMITH,  
Barbers No. 134, Oakland.

Committee reported favorably.  
Recommendation of the committee concurred in.

**Resolution No. 18.**—Whereas, under the Chinese Exclusion Act alien Chinese, except those of certain exempted classes, are excluded from the jurisdiction of the United States; and

Whereas, many American vessels engaged in the foreign trade are manned wholly or in part by alien Chinese seamen; and

Whereas, this practice is a violation of the Chinese Exclusion Acts, the Supreme Court of the United States having declared that "An American ship is American soil"; therefore, be it

Resolved, By the California State Federation of Labor, in convention assembled, that the Chinese Exclusion Acts should be enforced on American vessels, and the employment of Chinese seamen upon such vessels prohibited.

E. ELLISON,  
Sailors' of the Pacific San Francisco.

Committee reported favorably.  
Recommendation of the committee concurred in.

**Resolution No. 19.**—Whereas, under the present laws of the State of California prisoners of the several penal institutions must have bondsmen in order to obtain release; and

Whereas, if the prisoners expect to retain the same they must do the bidding of said bondsmen who makes a report to the police; and

Whereas, we find that upon the report of the bondsman depends the freedom of the paroled prisoner; and

Whereas, we find in a great many instances paroled prisoners are forced by their bondsman to take the places of organized workmen and when the workmen are on strike and the prisoner fearing the persecution and abuse of our present day penal institutions more than the cares for the bread and butter organization have to perform the work set aside for them, viz: the breaking of Labor Unions, or suffer the consequences; therefore, be it

Resolved, By the convention here assembled that we, the California State Federation, do instruct our incoming Executive Board to take up this matter with the aim to right this terrible wrong that is being done to Organized Labor, the paroled prisoner and the community in general.

R. E. KEYSER,

Electrical Workers' Union No. 283, Oakland.

Committee reported favorably.

Recommendation of the committee concurred in.

**Resolution No. 20.**—Whereas, the power of taxation is the fundamental power in organized government; and

Whereas, the manipulation of this power by a privileged few for their own benefit has in all ages been a reason for their ability to keep the workers in poverty; and

Whereas, California has particularly suffered by reason of the fact that the burden of taxation has fallen heaviest upon the rank and file of the producers of wealth, while the owners of enormous land holdings went almost free; therefore, be it

Resolved, By the California State Federation in convention assembled, that we urge upon the Assembly and Senate of this State and upon Governor Johnson, that they give their approval at the forthcoming special session of the State Legislature to a proposed amendment to the State Constitution which shall provide for "home rule in taxation" to the end that the majority of the people in each city and county of California may determine for themselves the methods by which they shall be taxed.

ANDREW J. GALLAGHER,

San Francisco Labor Council, San Francisco.

Committee reported favorably.

Recommendation of the committee concurred in.

**Resolution No. 21.**—A resolution recommending the enactment, by the municipalities of regulations, providing for the establishment of Bureaus of Elevator Inspection, and compulsory inspection by authorized and competent representatives of the municipalities of all elevators, and the machinery and appurtenances connected therewith, and used in their operation and maintenance:

Whereas, many large cities in the eastern section of this country maintain bureaus of inspection for the purpose of insuring the safety and protection of life and limb, of persons while riding in elevators or hoists; and

Whereas, up to the present date, in no city in the State of California, does any bureau of this character maintain, despite the fact that it is a matter of common knowledge that elevators have been continued in operation for years without any examination, which would determine the condition of the apparatus and safety appliances, which appliances must be depended upon to save the lives of people who ride in the elevators, in case of accident to the machinery or cables; and

Whereas, recent accidents, due to the failure of wornout apparatus, have brought forcibly to the attention of the people of this State the necessity of some action that will provide protection to the public against accidents due to careless, ignorant or negligent persons who maintain and operate elevators; therefore, be it

Resolved, That the California State Federation of Labor in Twelfth Annual Convention assembled, favors the enactment, by the municipalities of this State, of laws establishing and providing for the efficient maintenance of inspection bureaus, whose duty it will be to "through inspectors, who through experience are competent to judge," and enforce such repairs or alterations, as may be deemed necessary by the head of the bureau, in order to maintain all passenger and freight hoists or elevators in a condition which will guarantee safety from accident, to the general public and employee who use the same.

D. J. MURPHY,

Elevator Constructors' Union No. 8, San Francisco.

Committee reported favorably.

Recommendation of the committee concurred in.

**Resolution No. 22.**—Whereas, the lives of the public generally and in thousands of instances the welfare of the workers particularly are endangered by the employment of non-union, incompetent persons in the handling of dangerous machinery, as engineers, firemen and other craftsmen; and

Whereas, the loss of life that has resulted from the mis-handling of machinery, etc., is in the greatest measure due to a parsimonious policy of employers of cheap non-union labor; therefore, be it

Resolved, That this convention emphatically records its reiteration of its oft repeated demand for safety appliances, and for such state regulation as will amply protect the public; we favor the examination and licensing of persons engaged in handling or operating of hazardous machinery; provided, however, that any license issued under State or local authority shall specifically state that it in no way affects the rights of union mechanics to obey the mandate or will of trade-union organizations to which they may be members

ANDREW J. GALLAGHER,  
San Francisco Labor Council, San Francisco.

Committee reported favorably.

Recommendation of the committee concurred in.

**Resolution No. 23.**—Whereas, the Japanese in the State of California are continually encroaching on the laundry industry of this State; and

Whereas, the Japanese have always proved themselves to be a detriment to the Caucasian race, and are continually undermining the high standard of living maintained by this race, and will destroy, if they are successful in their efforts, the Laundry Workers' Unions of this State; therefore, be it

Resolved, That whereas the anti-Jap Laundry League of San Francisco has been of material assistance to the Steam Laundry Workers of that city; that we, the California State Federation of Labor, in Twelfth Annual Convention assembled, do heartily endorse the activity of the anti-Jap Laundry League of San Francisco; and be it further

Resolved, That this convention do petition central labor bodies and all affiliated unions to give at least their moral support, and to aid in the formation of anti-Jap Laundry Leagues throughout this State where the Laundry Workers are organized, and thereby keep the laundry industry in the hands of the white race and for the members of the Laundry Workers' Unions.

CHAS. CHILD,  
H. MORRISON,  
C. LINEGER,

Steam Laundry Workers' Union No. 26, San Francisco.

Committee reported favorably.

Delegate Child spoke on the proposition.

Recommendation of the committee concurred in.

**Resolution No. 24.**—Whereas, the fishing industry of California is being fast appropriated by Japanese and other Oriental coolie laborers who are ineligible for citizenship in the United States and who cannot be assimilated as an integral part of a body politic; therefore, be it

Resolved, By the California State Federation of Labor, in convention assembled, that we favor an amendment to the Fishermen's License Act, by inserting these words in Section Three of said Act, after the word dollars in the eighth line: To any person not eligible to become a citizen of the United States upon payment of One Hundred (\$100.00) Dollars, so that Section three in its amended form will read as follows: Licenses shall be issued and delivered upon an application to the State Board of Fish and Game Commissioners or their deputies. The licenses herein provided for shall be issued as follows: To any citizen of the United States upon the payment of Two and One-half (2½) Dollars; to any person not a citizen of the United States upon the payment of Ten (\$10.00) Dollars; to any person not eligible to become a citizen of the United States upon the payment of One Hundred (\$100.00) Dollars and so on to the end of the Section as the law now reads; and, be it further

Resolved, That the Officers and Legislative Agents of this Federation be directed to use every effort and honorable means within their power to further the passage and enactment of the law as hereinbefore suggested. In the interest and for the protection

of the thousands of natives and naturalized citizens and white workers who some day will become a part of our people and who must depend upon the fishing industry of our State for a livelihood for themselves and for those who are dependent upon them.

I. N. HYLEN,

CHARLES F. HAMMARIN,

Alaska Fishermen's Union, San Francisco.

Committee reported favorably.

Delegate Hylen spoke on the proposition.

Recommendation of the committee concurred in.

**Resolution No. 25.**—Whereas, a great number of attorneys are of the opinion that the eight-hour work day on public work does not apply to any improvements that are constructed under the Act commonly known as the "Vrooman Law"; therefore, be it

Resolved, By the California State Federation of Labor, in regular session assembled, that the incoming Executive Council be directed to cause an amendment to be drafted and submitted to the next session of the State Legislature whereby the provisions of the Eight Hour Work Day Law may be made applicable to all public work, including such improvement as may be carried on under the "Vrooman Act," or any other act, that may be called into service in connection with work done for the State or any political subdivision thereof.

O. A. TVEITMOE,

Cement Workers' Union No. 1, San Francisco.

Committee reported favorably.

Recommendation of the committee concurred in.

Unanimous consent was granted to Delegate M. C. Glenn to introduce a resolution, which was referred to the Committee on Resolutions.

The Convention then adjourned to 5:15 o'clock.

#### **Absentees, Afternoon Session, Oct. 5th, 1911.**

Delegates—L. W. Riddle, T. C. Vickers, R. H. Sonner, Dan Rios, T. Blake, J. J. Cook.

### **FIFTH LEGISLATIVE DAY.**

#### **Friday, October 6, 1911—Morning Session.**

President Sullivan called the convention to order at 10:15 o'clock.

Delegate Ellicott moved that speakers be limited to five minutes in debating questions. Motion carried.

Secretary Scharrenberg read a communication from E. E. Phillips, which was on motion referred to the State Building Trades Council for consideration.

Delegate O. A. Tveitmoe introduced the following resolution by unanimous consent:

**Resolution B.**—Whereas, Samuel Gompers, President of the American Federation of Labor, accepted our pressing invitation and traveled thousands of miles across the Continent for the purpose of giving whatever assistance and help to the California labor movement that his peerless gifts and powerful influence could lend; therefore, be it

Resolved, By the California State Federation of Labor, representing the organized workers of this commonwealth in twelfth annual convention assembled, that a unanimous and rising vote of thanks be, and is hereby tendered, to Samuel Gompers, president of the American Federation of Labor for his splendid and valuable services to the workers' cause in this State and for his manly words of encouragement and wisdom which inspired greater aspiration and brighter hope in the hearts of our toilers and thus helped to keep the flame burning that lights the pathway to industrial freedom and economic liberty.

On motion the resolution was adopted and an engrossed copy ordered sent to President Gompers.



## REPORT OF ELECTION BOARD.

Bakersfield, Oct. 5, 1911.

The Election Board reports as follows in contested Districts Nos. 2, 3 and 4:  
 For Vice-President District No. 2: McIntosh, J. M., 8340; Seaward, T. C., 18,863.  
 For Vice-President District No. 3: Batchelor, G., 6846; Jones, A. L., 20,320.  
 For Vice-President District No. 4: Hart, E. H., 16,035; Smith, G. K., 11,168.  
 We, your Election Board, certify this result to be correct.

(Signed) GEO. H. KNELL,  
 R. WIAND,  
 H. HUNTSMAN,

Supervisors.

JOS. F. DUESDICKER,  
 HARRY WELTON,  
 C. A. NEWMAN,  
 E. E. DAY,  
 H. MORRISON,  
 A. ELKEN,  
 D. P. SULLIVAN,

Tally Clerks.

President Sullivan then declared the following candidates duly elected for the ensuing year:

Vice-President, District No. 2, T. C. Seaward.

Vice-President, District No. 3, A. L. Jones.

Vice-President, District No. 4, E. H. Hart.

(Note.—A detailed tabulated statement of the vote for officers is published elsewhere in these proceedings.)

## REPORT OF COMMITTEE ON RESOLUTIONS.

**Resolution No. 26.**—Whereas, The Theatrical Managers' Association of Los Angeles has thrown down the gage of battle to Musicians' Union No. 47 by their refusal to grant a slight increase in wages provided for in the price list of Local No. 47; and

Whereas, The theaters affected are the Empress, booking the Sullivan and Considine acts; Pantages, booking Pantages; Clunes and Hymen theaters, booking local acts; and

Whereas, The Theatrical Association is a part of the Merchants and Manufacturers' Association of Los Angeles; therefore, be it

Resolved, By the California State Federation of Labor that in the effort to unionize Los Angeles we must oppose every effort on the part of the Merchants and Manufacturers' Association to retard the progress of the trades-union movement, and that the vice-presidents of District No. 1 be instructed to, upon their return to their district, use their best endeavors to adjust this matter between the management of these theaters and Local No. 47, to the end that the efforts of the musicians of Los Angeles to gain better conditions may be furthered.

M. C. GLENN,  
 Musicians' Union No. 47, Los Angeles.

Committee reported favorably.

Recommendation of committee concurred in.

**Resolution No. 27.**—Whereas, The employees of cement, brick, tile, terra cotta, and lime factories in this State are nearly all unorganized and working under onerous conditions and for low wages; therefore, be it

Resolved, That the organizers of the California State Federation of Labor be directed to co-operate with the organizers of the State Building Trades Council of California and the various international unions affected in order that the men working in these plants may be organized and their conditions of labor improved.

O. A. TVEITMOE,  
 Cement Workers' Union No. 1, San Francisco.

Committee reported favorably.

Recommendation of committee concurred in.

**Resolution No. 28.**—Whereas, We, as trade unionists, realize the effective work and able assistance that has already come and can be still further developed by the women of our households in energetic work for the cause of unionism, especially when directed in the proper channels, by being further educated in the needs of the cause; therefore, be it

Resolved, That the State Federation of Labor does most heartily recommend the forming of Ladies' Auxiliaries in each local in every branch of the trade movement in California and ask the delegates on going back to their respective localities to use every endeavor to further the movement along this line by bringing the same to the attention of all the organized crafts of the State.

Molders' Union No. 374, Los Angeles.

Committee reported favorably.

Delegates Payne and Hoff spoke on the proposition.

Recommendation of committee concurred in.

#### CONSIDERATION OF PROPOSITION NO. 14.

The special order of business, being the further consideration of Proposition No. 14, was then taken up.

**Proposition No. 14.**—Whereas, Constitutional Amendment No. 47, to be voted upon at the special election October 10th, proposes to confer upon the State Railroad Commission the power to control the rates of water, light and telephone companies, and of other public utilities corporations, which power has heretofore been held in the cities under their respective charters; and

Whereas, the proposed amendment will, if enacted, take from the people of the cities their self-government, and turn the control of their public utilities into the hands of a commission that is not responsible for its actions to the people of such cities, and therefore is likely to be influenced in its decisions by the corporation in interest; therefore, be it

Resolved, By the California State Federation of Labor, in convention assembled, that we disapprove said Constitutional Amendment No. 47 and urge upon the voters of the State to defeat said measure.

JOHN W. ERICKSEN,  
Sailors' Union of the Pacific, Eureka.

The committee having reported unfavorably, the motion being to concur in the unfavorable report of the committee.

Delegates Tveitmoe, Ericksen, G. K. Smith, Ellison, E. S. Hurley, Emerson, Child, A. J. Gallagher, Engle, Scott, Ellicott, Scharrenberg, Elken, W. A. Gallagher and O'Connell spoke on the matter.

Delegate Haggerty moved that John Kean, Chief Deputy Labor Commissioner, be requested to explain his view on proposed Constitutional Amendment No. 47. Motion carried. Delegates Shields and Keyser requested to be recorded as voting in the negative.

Delegate Stein then demanded a roll call on Proposition No. 14. A sufficient number of delegates seconded the demand for a roll call and it was so ordered.

#### ROLL CALL ON THE UNFAVORABLE REPORT OF PROPOSITION NO. 14.

FOR—W. S. Ellicott, L. W. Riddle, J. M. McIntosh, C. A. Newman, C. E. Smith, James Hurley, Tom Seaward, M. C. Glenn, A. C. Beck, G. K. Smith, M. L. Sullivan, Reuben Wiand, Daniel P. Sullivan, Patrick Furey, Louis Lebowsky, James Cronin, E. H. Hart, D. D. Sullivan, C. E. Sutphen, D. W. Blackwell, May Beck, Ira H. Markwith, I. N. Hylen, Charles F. Hammarin, Jack Zamford, Al Condrotte, Henry Huntsman, George Buehn, D. J. Murray, John J. Hughes, O. A. Tveitmoe, Frank E. Merryfield, James Lewis, George H. Meyer, M. J. Hoy, A. Elken, D. J. Murphy, John J. Breslin, Andrew J. Gallagher, John O'Connell, William F. Dwyer, P. Sioris, Charles Hawley, Charles Linegar, Charles Child, Harry Morrison, D. P. Haggerty, Michael McHale, Patrick Flynn, William Meehan, Dennis Malloy, Joseph Connolly, F. W. Judson, Joseph Duesdicker, Harry Menke, Charles Foster, William H. Lee, W. E. Tostevin, Don Cameron, Thomas J. Walsh, James J. Corbett, William Little, Charles Oliva, James E. Wilson, Walter Duryea, Wiley K. Galloway, Walter J. Talbot, A. L. Jones, J. B. Brock, L. B. Leavitt, J. B. Dale. Total, 19,186.

AGAINST—Fred R. Turner, W. H. Connor, L. W. Everson, D. D. Ellicott, S. F. Hand, F. L. Beckman, E. E. Day, Juan Ramirez, Freeman Blake, Claud E. Sheckles, L. W. Butler, Joseph Wood, Dan Regan, Frank Belcher, W. A. Engle, J. H. Cronin, E. A. Larrimore, George Stein, R. E. Keyser, Harry A. Huff, C. M. Arandall, Pete Osdich, F. W. Payne, W. A. Powers, Joe Ducoing, Andy Gonzales, E. Horan, George Wagner, W. A. Starr, T. E. Hanahan, Arthur Campbell, Paul Volkman, Emil Muri,

Patrick O'Brien, E. S. Hurley, Phil Knell, Fred Meyer, Paul Scharrenberg, Edward Wagner, George H. Knell, Fayette M. Harlow, Charles H. Parker, William A. Gallagher, James M. Scott, Harry Bartley, H. L. Freudenberg. Total, 5,903.

Declined to Vote.—E. Ellison.

For the unfavorable report of Proposition No. 14.....19,186 votes  
Against the unfavorable report of Proposition No. 14..... 5,903 votes

Majority for the unfavorable report of Proposition No. 14.....13,283 votes  
The Convention adjourned at 12:30 o'clock.

### Friday, Oct. 6, 1911—Afternoon Session.

President Sullivan called the convention to order at 2:05 o'clock.

#### REPORT OF COMMITTEE ON LAW AND LEGISLATION.

The Committee on Law and Legislation submitted the following report:

**Resolution No. 29.**—Whereas, The provisions of the election laws that give the workers two hours in which to vote have proved inadequate and detrimental to the full exercise of a free ballot; therefore, be it

Resolved, That the incoming Executive Council be, and is hereby directed, to cause an amendment to the election laws to be drafted and submitted to the next session of the State Legislature, whereby provision is made for a legal holiday on all primary and general election days.

O. A. TVEITMOE,  
Cement Workers' Union No. 1, San Francisco.

Committee reported favorably.

Recommendation of committee concurred in.

**Resolution No. 30.**—Whereas, the duly graduated nurses, employed in the hospitals (commercial enterprises), are working twelve or more hours per day, with a large number of patients to take care of; and

Whereas, The lives of many patients are jeopardized by not receiving necessary attention and care on account of tired and overworked nurses; and

Whereas, The nurses are not organized, and consequently not in position to submit to arrest, and test the eight-hour law for women, whether it applies to their particular line of business; and

Whereas, The State Labor Commissioner has announced that it has been decided that the law did not apply to nurses, and the only way to determine the point was to make a test case; therefore, be it

Resolved, By the California State Federation of Labor in convention assembled, that we believe that graduated trained nurses, who are employed in hospitals are violating the eight-hour law for women, and we request the State Labor Commissioner to proceed to correct the condition, and pledge him our financial support, if necessary, to assist in carrying out this purpose.

HARRY MENKE,  
Musicians, No. 6, San Francisco.

Committee recommended resolution be referred to incoming Executive Council to co-operate with the State Labor Commissioner in making a test case of the subject matter embodied therein.

Recommendation of committee concurred in.

#### FINAL REPORT OF COMMITTEE ON LAW AND LEGISLATION.

Bakersfield, Oct. 6, 1911.

To the Delegates of the Twelfth Annual Convention, State Federation of Labor:

Concluding our report on the many measures referred to us we desire to briefly comment on parts of the reports of officers and to make the following recommendation bearing thereon:

In the President's report he notes the failure of passage of the Anti-Injunction Bill at the last session of our Legislature and recommends a renewal of our efforts to secure the enactment of the law of this highly important proposed legislation. Your committee thoroughly agrees with the President and recommends that the Executive Council in conjunction with such joint bodies as may be represented at the next session make an energetic effort and demand for the passage of a bill designed to correct the abuse of issuance of injunctions in the State of California.

#### Joint Legislative Headquarters.

Dealing with that part of the report of your Executive Council on the establishment and maintenance of joint legislative headquarters at Sacramento your committee, some of the members of which have had opportunity for personal contact with such headquarters desire to express its fullest approval of the establishment and conduct and efficiency of the legislative headquarters at Sacramento during the last session and

we urgently recommend that this convention instruct the Executive Council to, whenever the Legislature of California is in session, establish and maintain under joint financial arrangement with other councils, headquarters at Sacramento.

### Constitutional Amendments.

We redirect the convention's attention to the proposed constitutional amendments to be voted upon by the citizens of California on October 10th, next, and we recommend that immediately upon the adjournment of this convention the Executive Council stand instructed to use whatever available means may be at hand to further advise the trade unionists of the State of California upon the necessity of exercising their franchise in favor of the following constitutional amendments:

Amendment No. 2: Authorizing inspection of weights and measures.

Amendment No. 8: Granting suffrage to women.

Amendment No. 22: Establishing the initiative and referendum.

Amendment No. 23: Establishing the recall of all the elective officials, including the judiciary.

Amendment No. 32: Authorizing the enactment of a compulsory employers' liability and compensation law for industrial accidents.

Amendment No. 50: Increasing the power of the Railroad Commission of the rates of transportation.

### Defense of Women's Eight-Hour Law.

We recommend that your Executive Council stand instructed to continue to assist in the defense of the constitutionality of the Women's Eight-Hour law at every opportunity. We further recommend that they direct their especial attention during the coming year to a policy looking to the strict enforcement of this law. This, in the opinion of your committee, is a piece of legislation that is too highly important to permit encroachment and we take pleasure in congratulating the Executive Council upon the manner in which it has assisted in upholding and defending this humane legislation. At this time it would be well for this convention to pay its tributes to the splendid battle made by the representative women of our trade union movement in assisting in the passage of this law; indeed it is only fair to say that had it not been for the never tiring efforts of these women this bill could not have passed the Legislature. Special mention is also deserved by Mr. John I. Nolan, legislative agent of the San Francisco Council, Eugene Clancey, legislative representative of the State Building Trades Council of California; J. M. Murphy and other representatives of the Joint Legislative Board of the Railroad Brotherhood; Theodore Johnson, chairman of the Law and Legislative Committee of San Francisco Labor Council, and not omitting the credit that is due your own legislative agent, L. B. Leavitt.

We recommend a continuance of our association with the American Association for Labor Legislation.

We commend the work of your Executive Council in the matter of calling the attention of the workers to the records of Congressmen, legislators and other elective officials and we recommend that that policy be approved and furthered.

We recommend that the Executive Council stand instructed to renew its efforts for the passage of such bills as failed at the last session of the Legislature and as approved by this Federation.

In conclusion it is only proper that this convention express its thanks to the legislators who manfully supported the wishes of labor at the last session and it is proper, too, that this convention record its thanks to the present progressive Executive of the State of California. For years labor had struggled unceasingly for some small measure of legislation conducive to the welfare of the men and women of this State and in line with a spirit of humanity to man. In the crucible of political life it is only fair to say that it remained for Governor Johnson and the last Legislature to enact and further the most progressive legislation the State of California has had at the hands of Governors or Legislatures within its entire history, and we advise the workers, organized and unorganized, to pay heed to the events transpiring in this State and to support with every energy every effort of the State's authorities to serve the ideals of popular government.

Respectfully submitted,

A. J. GALLAGHER, Chairman;  
L. LEBOWSKY,  
D. W. BLACKWELL,  
CHAS. HAWLEY,  
C. E. SUTPHEN, Secretary,

Committee on Law and Legislation.

The report of Committee on Law and Legislation was adopted and recommendation concurred in.

## REPORT OF COMMITTEE ON LABELS AND BOYCOTTS.

Bakersfield, Oct. 6, 1911.

To the Delegates of the Twelfth Annual Convention, State Federation of Labor:  
We, your Committee on Labels and Boycotts, recommend as follows:

**Resolution No. 31.**—Resolved, That much good can be accomplished for the union labels of our sister organizations by local unions instructing stewards on jobs, chapel chairmen or other delegated union officers in the shops and on the jobs, to examine the garments of members and to continually admonish and advise them of their duty to the union label; and be it further

Resolved, That the secretary is instructed to communicate this policy to affiliated unions and request them to carry it out in every-day practice.

F. W. JUDSON,  
Molders No. 164, San Francisco.

Committee recommended endorsement and concurrence.  
Recommendation of committee concurred in.

**Resolution No. 32.**—Whereas, This California State Federation of Labor placed the Santa Cruz Casino and Beach Company on the unfair list, and has prosecuted the same vigorously; and in a great measure successfully, in that thousands of prospective patrons have refrained from spending their vacation in Santa Cruz; and

Whereas, We find that the organized workers of Santa Cruz continually patronize the Casino and the Beach, a fact which Mr. Swanton, the manager of the unfair company, makes great use of, against the Musicians Union, as an argument that organized labor is not in sympathy with the demands of the Musicians' Union; be it

Resolved, By this Twelfth Annual Convention of the State Federation of Labor, in convention assembled, that we demand that the Central Labor Council and the Building Trades Council of Santa Cruz, insist upon their members and the members of their affiliated bodies to refrain from patronizing the unfair Casino and Beach, and to prosecute the boycott with more vigor than they have done in the past year. We would suggest a fine of not less than \$5 for any union man caught on or about the premises of the Santa Cruz Beach Company.

Delegates from Musicians No. 6, San Francisco.

Committee recommended concurrence and also that resolution be referred to the State Building Trades Council and that they be requested to assist in the prosecution of the boycott.

Delegates Menke and Tveitmoe spoke on the proposition.

Delegate Tveitmoe moved that the resolution be amended to read: "Santa Cruz Beach Company—Casino and Hotel Casa del Rey."

Resolution as recommended by committee and as amended by motion adopted and referred to Building Trades Council for co-operation in the enforcement of the boycott.

**Resolution No. 33.**—Resolved, That the Stevens Ice Machine, manufactured in Los Angeles, be placed on the unfair list of the California State Federation of Labor, and that all central bodies be requested to prosecute a vigorous campaign against these unfair machines.

HARRY WELTON,

Steam Engineers No. 72, Los Angeles.

Committee recommended endorsement and concurrence.  
Recommendation of committee concurred in.

**Resolution No. 34.**—Whereas, The agitation for the union label is becoming stronger each year, and owing to the fact that there are so many different labels, it is very confusing to the general public, and the substituting of counterfeit labels for the genuine in a great many cases is a very easy matter; therefore, be it

Resolved, That the California State Federation of Labor in twelfth annual convention assembled, declare in favor of a universal label and instruct their delegate to the American Federation of Labor to do all in his power to have the A. F. of L. adopt the same.

E. S. HURLEY,

Electrical Workers No. 151, San Francisco.

Committee recommended non-concurrence.

Delegates E. S. Hurley, Tveitmoe, A. J. Gallagher, Scott, Ellicott, W. A. Gallagher, Ducoing, Ellison, Payne and Keyser spoke on the question.

On motion to concur in recommendation of committee the following vote prevailed: Ayes, 13; nays, 78.

Delegates Parker, Harlow, Knell, Galloway, Scott, W. A. Gallagher, Payne, Kemp, Buehn, Ellison, Sheekles and Keyser desired to be recorded as voting to concur in committee's recommendation (against universal label).

**Resolution No. 35.**—Whereas (previous to 1911), The Woman's International Union Label League had no provisions in its Constitution relative to State Leagues; and

Whereas, In their convention held in June, 1911, an amendment was adopted granting permission to any ten leagues in any one State to apply for a charter; and

Whereas, The State of California has had for the past four years a State League, but which has not the constitutional number of leagues affiliated with it to secure a State charter; therefore, be it

Resolved, That the State Federation of Labor recommends and urges, that all leagues organized in the State of California, affiliate with the Woman's Union Label League, State of California, to the end that a charter may be obtained from the International League; and further

Resolved, That the Secretary of the State Federation of Labor stand instructed to forward a copy of these resolutions to all union label leagues and to all trade unions in the State.

FRANCES N. NOEL,

State League of Women's Union Label Leagues, Los Angeles.

Committee recommended request be granted and resolution adopted.

Recommendation of committee concurred in.

Respectfully submitted,

L. W. BUTLER,  
GEO. H. KNELL,  
A. T. KEMP,  
THOS. J. WALSH,  
R. E. KEYSER,

Committee on Labels and Boycotts.

Report of committee on Labels and Boycotts was adopted as acted upon.

Delegate Bartley requested that the committee from striking shopmen be allowed the privilege of making collection among delegates. Request granted and the sum of \$63.80 collected among delegates.

Brother A. L. Williams, chairman committee of striking shopmen, thanked the delegates for their generous contributions to the cause of the strikers.

#### REPORT OF COMMITTEE ON THANKS.

The Committee on Thanks reported as follows:

Bakersfield, Oct. 6, 1911.

On behalf of the delegates to the Twelfth Annual Convention of the California State Federation of Labor we wish to convey our heartfelt thanks to Mr. Sam Schenck for his courtesy and generosity in donating the use of his theater to this convention. We heartily recommend that a vote of thanks be extended to the Chamber of Commerce, Board of Trade, Fraternal Order of Eagles, Royal Arch, Merchants' Association and the local Arrangement Committee for the magnanimous hospitality given to the delegates of this convention. We also wish to offer a vote of thanks on behalf of the local Arrangement Committee for the local unions of this city to Misses Hurley and Sellins of the St. Louis Garment Workers for their efficient and able work among the merchants and factories of this city. We take great pleasure in especially recommending a vote of thanks to Mr. Fred L. Dribble of the City Council of Bakersfield, Cal., for the hearty welcome and personal indulgence extended to the delegates of this convention. We also wish to thank the delegates of this convention for the generous support given to this committee.

(Signed) EDWARD WAGNER, Chairman;  
J. F. BROCK,  
JENNIE GERALD,  
W. F. DWYER,  
DAN REGAN,

Committee on Thanks.

The report of the Committee on Thanks was on motion concurred in by a unanimous vote.

The members of the local committee were then called to the platform and presented with tokens of esteem.

Delegate McIntosh responded on behalf of the local committees.

Delegate Urmy moved that the sum of \$500 be voted for expenses of delegate to the Atlanta Convention of the American Federation of Labor. Motion carried.

Secretary Scharrenberg read the following communication:

Bakersfield, Cal., Oct. 5, 1911.

Mr. Paul Scharrenberg, Secretary-Treasurer, State Federation of Labor, Bakersfield, California.

Dear Sir: The Kern County Board of Trade extends to the members of your Federation, their wives and visiting friends a most cordial invitation to visit our Board of Trade rooms, where we will be pleased to show our county exhibit and explain the general advantages of our community.

Yours very truly,

T. F. BURKE,

Secretary Kern County Board of Trade.

President Sullivan announced that the next order of business was the selection of the next convention city.

Delegate Markwith placed San Diego in nomination. Seconded by Delegate Beck and others, San Diego was unanimously chosen as the convention city for 1912.

A communication was read from the Bakersfield delegation:

Bakersfield, Oct. 6, 1911.

We, the delegates of the Bakersfield unions, wish to tender to the visiting delegates our hearty thanks for coming here at this time and sincerely hope that if, at any time in the future, it should be deemed advisable to again bring the convention of the State Federation of Labor to Bakersfield, that you will remember us kindly.

Signed by Bakersfield delegates.

Delegate A. J. Sullivan moved that a rising vote of thanks be tendered Ernest C. Carey, editor Bakersfield "Union Labor Journal," thanking him for copies of his paper and also for courtesies extended visiting delegates. Carried unanimously.

Stirring remarks were made by Delegate Tveitmoe on the labor situation in general and in Los Angeles in particular. Delegates Sheckels, A. J. Gallagher, Regan and Meyer also made appropriate remarks.

The convention then adjourned sine die at 4:15.

WILEY K. GALLOWAY,  
Assistant Secretary.

**TABULATED VOTE FOR OFFICERS**

**Twelfth Annual Convention  
Bakersfield, October 5, 1911**

NOTE—All Officers except those whose names appear in this tabulated statement were elected without opposition by acclamation.

	FOR VICE- PRESI- DENT Dist. No. 2	FOR VICE- PRESI- DENT Dist. No. 3	FOR VICE- PRESI- DENT Dist. No. 4
T. C. SEAWARD	J. M. MCINTOSH	GEO. BATCHELOR	A. L. JONES
E. H. HART	G. K. SMITH		
<b>BAKERSFIELD—</b>			
Barbers, No. 317:			
G. Corryell (11).....	11	11	11
Bartenders, No. 378 (175):			
Fred R. Turner, 58.....	58	58	58
Nick De Losa, 57.....	57	57	57
A. J. Kemp, 57.....	57	57	57
Carpenters, No. 743 (92):			
C. W. Beardsley, 46.....	46	46	46
W. H. Connor, 46.....	46	46	46
Cooks and Waiters, No. 550 (45):			
W. S. Brice, 23.....	23	23	23
H. C. Jones, 22.....	22	22	22
Electrical Workers, No. 428 (11):			
W. S. Elliott, 6 (for delegation).....	11	11	11
L. W. Riddle, 5.....			
Kern County Labor Council (2):			
Charles F. Fletcher, 2.....	2	2	2
Musicians, No. 263 (47):			
J. M. McIntosh, 23.....	23	23	23
C. A. Newman, 24.....	24	24	24
Laundry Workers, No. 175 (50):			
Jennie Gerald, 25.....	25	25	25
Julia Hilyard, 25.....	25	25	25
Painters, No. 314 (28):			
C. E. Smith, 14.....	14	14	14
J. C. Harter, 14.....	14	14	14
Teamsters and Chauffeurs, No. 402 (3):			
George Pryor, 3.....			
Typographical, No. 439 (20):			
Fred J. Voll, 10.....			
L. W. Everson, 10 (for delegation).....	20	20	20
Steam Engineers, No. 469 (2):			
Dick Abbott, 2.....	2	2	2
<b>CROCKETT—</b>			
Warehouse Workers, No. 537 (63):			
James Hurley, 63.....	63	63	63
<b>FRESNO—</b>			
Bartenders, No. 566 (25):			
Fred W. Meyer, 25.....	25	25	25
Cooks and Waiters, No. 26 (80):			
Tom Seaward, 40.....	40	40	40
D. D. Ellicott, 40.....	40	40	40
Painters, No. 294 (36):			
A. G. Bartlett, 36.....	36	36	36
Fresno Labor Council (2):			
J. W. Gorrell, 1.....	1	1	1
T. C. Vickers, 1.....			



	FOR VICE- PRESI- DENT Dist. No. 2		FOR VICE- PRESI- DENT Dist. No. 3		FOR VICE- PRESI- DENT Dist. No. 4	
	T. C. SEAWARD	J. M. McINTOSH	GEO. BATCHELOR	A. L. JONES	E. H. HART	G. K. SMITH
NOTE—All Officers except those whose names appear in this tabulated statement were elected without opposition by acclamation.						
<b>HANFORD—</b>						
Painters, No. 594 (20):						
S. F. Hand, 10.....		10	10		10	
F. L. Beckman, 10.....		10	10		10	
<b>LOS ANGELES—</b>						
Barbers, No. 295 (287):						
A. H. Sonner, 144.....						
Dave Rios, 143.....						
Bartenders, No. 284 (317):						
E. E. Day, 317.....	317			317		317
Blacksmiths, No. 282 (25):						
J. Ramirez, 25.....	25			25	25	
Coopers, No. 152 (30):						
Freeman Blake, 15.....						
J. J. Cook, 15.....						
Electrical Workers, No. 82 (77):						
Ben Workman, 77.....						
Central Labor Council (2):						
Claud E. Sheckles, 1.....		1		1	1	
L. W. Butler, 1.....	1		1		1	
Garment Workers, No. 125 (392):						
Joseph Wood, 392.....	392		392			392
Laborers' Protective, No. 13149 (67):						
D. G. Kosick, 67.....		67		67		67
Machinists, No. 311 (417):						
L. D. Biddle, 417.....	417			417	417	
Molders, No. 374 (156):						
Dan Regan, 78.....		78	78		78	
Frank Belcher, 78.....		78	78		78	
Musicians, No. 47 (483):						
W. A. Engle, 161.....	161		161			161
M. C. Glenn, 161.....		161		161	161	
C. W. Blanchard, 161.....		161		161		161
Printing Pressmen, No. 78 (65):						
J. B. Archer, 65.....	65			65		65
Press Feeders, No. 37 (60):						
J. H. Cronin, 60.....	60			60	60	
Steam Engineers, No. 72 (107):						
Harry Welton, 107.....	107		107			107
Teamsters, No. 208 (69):						
E. A. Larrimore, 69.....		69	69		69	
Typographical, No. 174 (300):						
George Stein, 300.....		300		300	300	
Walters, No. 17 (149):						
A. C. Beck, 149.....	149			149	149	
<b>OAKLAND—</b>						
Barbers, No. 134 (160):						
G. K. Smith, 160.....	160			160		160
Bartenders, No. 225 (104):						
M. L. Sullivan, 104.....	104			104		104
Boot and Shoe Workers, No. 324 (47):						
Edward Young, 24.....						
J. A. Longo, 23.....						

NOTE—All Officers except those whose names appear in this tabulated statement were elected without opposition by acclamation.

	FOR VICE- PRESI- DENT Dist. No. 2	FOR VICE- PRESI- DENT Dist. No. 3	FOR VICE- PRESI- DENT Dist. No. 4			
NOTE—All Officers except those whose names appear in this tabulated statement were elected without opposition by acclamation.	T. C. SEAWARD	J. M. MCINTOSH	GEO. BATCHELOR	A. L. JONES	E. H. HART	G. K. SMITH
<b>OAKLAND—Continued.</b>						
Carpenters, No. 36 (217):						
Reuben Wiand, 217.....	217			217		217
Central Labor Council (2):						
Daniel P. Sullivan, 2.....	2			2		2
Electrical Workers, No. 283 (300):						
R. E. Keyser, 300.....		300	300		300	
Street Railways Employees, No. 192 (600):						
Patrick Furey, 300.....	300			300		300
Louis Lebowsky, 300.....	300			300		300
Teamsters, No. 70 (249):						
James Cronin, 125.....	125		125		125	
E. H. Hart, 124.....		124	124		124	
<b>PASADENA—</b>						
Typographical, No. 583 (38):						
Harry A. Huff, 38.....		38	38		38	
<b>RANDSBURG—</b>						
Miners, No. 44 (8):						
C. M. Arandall, 4.....		4	4		4	
Pete Osdich, 4.....		4	4		4	
<b>SACRAMENTO—</b>						
Federated Trades Council (2):						
F. W. Payne, 2.....		2		2	2	
Printing Pressmen, No. 60 (61):						
D. D. Sullivan, 61.....		61		61		61
Typographical, No. 46 (206):						
C. E. Sutphen, 206.....	206			206	206	
<b>SAN DIEGO—</b>						
Bartenders, No. 768 (38):						
W. A. Powers, 38.....	38		38			38
Carpenters, No. 810 (363):						
D. W. Blackwell, 363.....	363		363			363
Cooks, Waiters and Waitresses, No. 402 (97):						
May Beck, 97.....	97			97	97	
Federated Trades and Labor Council (2):						
Ira H. Markwith, 2.....	2		2			2
<b>SAN FRANCISCO—</b>						
Alaska Fishermen's Union, (1000):						
I. N. Hylen, 500.....	500			500	500	
Charles F. Hammarin, 500.....	500			500	500	
Bakers, No. 24 (647):						
Jack Zamford, 647.....		647		647	647	
Barbers, No. 148 (450):						
Joe V. Ducoing, 225.....	225			225		225
Andy Gonzales, 225.....	225		225			225
Bartenders, No. 41 (600):						
Al. Condrotte, 600.....	600			600		600
Beer Bottlers, No. 293 (265):						
E. Horan, 265.....	265			265	265	
Beer Drivers, No. 227 (410):						
George Wagner, 82.....	82			82	82	
W. A. Starr, 82.....		82		82	82	

NOTE—All Officers except those whose names appear in this tabulated statement were elected without opposition by acclamation.	FOR VICE- PRESI- DENT Dist. No. 2		FOR VICE- PRESI- DENT Dist. No. 3		FOR VICE- PRESI- DENT Dist. No. 4	
	T. C. SEAWARD	J. M. McINTOSH	GEO. BATCHELOR	A. L. JONES	E. H. HART	G. K. SMITH
<b>SAN FRANCISCO—Continued.</b>						
T. E. Hanahan, 82.....	82			82	82	
Arthur Campbell, 82.....	82			82	82	
Paul Volkman, 82.....	82			82	82	
<b>Bookbinders, No. 31 (200):</b>						
George Buehn, 200.....	200		200			200
<b>Brewery Workers, No. 7 (400):</b>						
Emil Muri, 200.....	200			200	200	
Patrick O'Brien, 200.....	200			200	200	
<b>Butchers, No. 115 (200):</b>						
D. J. Murray, 200.....	200			200	200	
<b>Carpenters, No. 22 (1473):</b>						
John J. Hughes, 1473.....	1,473			1,473	1,473	
<b>Cement Workers, No. 1 (501):</b>						
O. A. Tveitmoe, 501.....	501			501	501	
<b>Cooks, No. 44 (513):</b>						
Frank E. Merryfield, 513.....	513			513	513	
<b>Cooks' Helpers' Union, No. 110 (566):</b>						
James Lewis, 283.....	283			283	283	
George H. Meyer, 283.....	283			283	283	
<b>Electrical Workers, No. 151 (383):</b>						
E. S. Hurley, 383.....	383			383	383	
<b>Electrical Workers, No. 633 (356):</b>						
M. J. Hoy, 356.....	356			356	356	
<b>Electrical Workers, No. 6 (400):</b>						
A. Elken, 400.....	400		400		400	
<b>Elevator Constructors, No. 8 (116):</b>						
D. J. Murphy, 116.....	116			116		116
<b>Gas and Water Workers, No. 9840 (367):</b>						
John J. Breslin, 179.....	179		179		179	
Phil Knell, 178.....	178			178	178	
<b>Labor Council (2):</b>						
Andrew J. Gallagher, 1.....	1			1		1
John O'Connell, 1.....	1			1	1	
<b>United Laborers, No. 12992 (667):</b>						
William F. Dwyer, 667.....	667		667		667	
<b>United Laborers, No. 13162 (43):</b>						
P. Sioris, 43.....	43		43		43	
<b>Steam Laundry Workers, No. 26 (1300):</b>						
Charles Hawley, 325.....	325			325		325
Charles Linegar, 325.....	325			325		325
Charles Child, 325.....	325			325		325
Harry Morrison, 325.....	325		325			325
<b>Machinists, No. 68 (1000):</b>						
D. P. Haggerty, 1000.....	1,000			1,000	1,000	
<b>Marine Cooks and Stewards of the Pacific (700):</b>						
Michael McHale, 700.....		700		700		700
<b>Marine Firemen, Oilers and Watertenders (833):</b>						
Patrick Flynn, 209 (for delegation).....		833		833		833
William Meehan, 208.....						
Dennis Malloy, 208.....						
Joseph Connolly, 208.....						

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	FOR VICE- PRESI- DENT Dist. No. 2	FOR VICE- PRESI- DENT Dist. No. 3	FOR VICE- PRESI- DENT Dist. No. 4
T. C. SEAWARD	J. M. McINTOSH	GEO. BATCHELOR	A. L. JONES
E. H. HART	G. K. SMITH		
<b>SAN FRANCISCO—Continued.</b>			
<b>Molders, No. 164 (650):</b>			
F. W. Judson, 325.....	325	325	325
Joseph Duesdicker, 325.....	325	325	325
<b>Musicians, No. 6 (650):</b>			
Harry Menke, 217.....	217	217	217
Charles Foster, 217.....	217	217	217
William H. Lee, 216.....	216	216	216
<b>Pile Drivers and Bridge Builders, No. 77 (500):</b>			
W. E. Tostevin, 250.....	250	250	250
Don Cameron, 250.....	250	250	250
<b>Plasterers, No. 66 (442):</b>			
Thomas J. Walsh, 221.....	221	221	221
James J. Corbett, 221.....	221	221	221
<b>Sailors of the Pacific (2000):</b>			
E. Ellison, 400.....			
John W. Ericksen, 400 (for delegation).....	2,000	2,000	2,000
Fred Meyer, 400.....			
H. Molander, 400.....			
Paul Scharrenberg, 400.....			
<b>Stable Employees, No. 404 (321):</b>			
William Little, 321.....	321	321	321
<b>Sugar Workers, No. 10519 (108):</b>			
Charles A. Oliva, 108.....	108	108	108
<b>Theatrical Stage Employees, No. 16 (159):</b>			
Samuel D. Simmons, 80.....	80	80	80
Edward Wagner, 79.....	79	79	79
<b>Teamsters, No. 85 (1500):</b>			
Michael Casey, 750.....			
James E. Wilson, 750 (for delegation).....	1,500	1,500	1,500
<b>Building Material Teamsters, No. 216 (449):</b>			
Walter Duryea, 449.....	449	449	449
<b>Typographical, No. 21 (833):</b>			
George H. Knell, 139.....	139	139	139
Wiley K. Galloway, 139.....	139	139	139
Fayette M. Harlow, 139.....	139	139	139
Charles H. Parker, 139.....	139	139	139
William A. Gallagher, 139.....	139	139	139
James M. Scott, 138.....	138	138	138
<b>White Rats, Actors (50):</b>			
Walter J. Talbot, 50.....	50	50	50
<b>SAN JOSE—</b>			
<b>Federated Trades Council (2):</b>			
F. J. Hepp, 2.....	2	2	2
<b>Printing Pressman, No. 146 (36):</b>			
A. L. Jones, 36.....	36	36	36
<b>General Teamsters, No. 287 (74):</b>			
Chas. Washburn, 37.....	37	37	37
Geo. Batchelor, 37.....	37		37
<b>SAN LUIS OBISPO—</b>			
<b>Carpenters, No. 1632 (36):</b>			
J. B. Brock, 36.....	36	36	36

## PROCEEDINGS OF

NOTE—All Officers except those whose names appear in this tabulated statement were elected without opposition by acclamation.	FOR VICE- PRESI- DENT Dist. No. 2		FOR VICE- PRESI- DENT Dist. No. 3		FOR VICE- PRESI- DENT Dist. No. 4	
	T. C. SEAWARD	J. M. McINTOSH	GEO. BATCHELOR	A. L. JONES	E. H. HART	G. K. SMITH
<b>VALLEJO—</b>						
Federated Labor Union, No. 11345 (63):						
J. B. Dale, 32.....						
L. B. Leavitt, 31 (for delegation).....	63			63		63
<b>Trades and Labor Council (2):</b>						
Harry Bartley, 2.....		2		2	2	
<b>Machinists, No. 252 (185):</b>						
H. L. Freudenberg, 185.....		185		185	185	
Totals .....	18,863	8,340	6,846	20,320	16,035	11,168

We, your Election Board, certify this result to be correct.

GEO. H. KNELL,

R. WIAND,

H. HUNTSMAN,

Supervisors.

JOS. F. DUESDICKER,

HARRY WELTON,

C. A. NEWMAN,

E. E. DAY,

H. MORRISON,

A. ELKEN,

D. P. SULLIVAN,

Tally Clerks.

## REPORTS OF OFFICERS

### PRESIDENT'S REPORT.

Sacramento, Cal., Sept. 1, 1911.

To the Officers and Delegates to the Twelfth Annual Convention of the California State Federation of Labor,

Greeting:

I herewith submit my annual report as President of the organization.

As you are well aware, our last convention met in Los Angeles, immediately after the destruction of the Los Angeles Times building, with its consequent loss of life. At that time charges against organized labor, as being responsible for this terrible disaster, were freely made and given the widest publicity. Public feeling ran high and your representatives were met with suspicion and aversion.

I am pleased, however, to note that a general revulsion of public opinion has occurred, and that unbiased citizens are becoming convinced of the innocence of the labor movement, and I am strongly of the opinion that the cause of this disaster was an explosion of gas and not a dynamite outrage as charged by our enemies.

The McNamara brothers are now on trial for complicity in this matter, and I am convinced will be acquitted of the heinous charge against them. Money is being raised not only for the purpose of their defense, but also for the purpose of prosecuting, to the fullest extent, those responsible for the outrageous manner of their arrest and forcible removal from their homes under suspicious conditions and in violation of their rights as citizens.

It is desirable that such persecution of labor representatives should be stopped once and for all; and to this end it is necessary that severe punishment be meted out to the perpetrators of this outrage on citizenship.

I hope and trust that justice will prevail and that the responsibility for this sad disaster will be placed where it properly belongs.

The most important work of this body consists in the results accomplished during the last session of the state legislature. This is fully covered in the report of our legislative agents, and I shall merely touch in general on this important topic.

While all we desired was not accomplished yet we may congratulate ourselves, and the labor movement, on the fact that more bills, favored by this body, were passed by the last legislature than at any former session.

I further wish to state that more labor bills received the executive approval of Governor Johnson, than any previous Governor. Governor Johnson showed himself fair and impartial, and is to be commended for his treatment of the labor bills presented to him for executive action.

Among the bills which failed of passage I note particularly the "Anti-Injunction bill," which was strongly championed and deserved success. Its defeat will make necessary a renewal of our efforts at the next session of the legislature.

Several bills, opposed by this body, were defeated, the most pernicious, in my opinion, being the so-called "Compulsory Arbitration bill."

Notwithstanding the fact that some of our bills failed to become laws and a few met with the Governor's disapproval, yet sufficient was accomplished to amply justify the expense in money and effort; and to show the absolute necessity for the existence of our organization.

The establishment of headquarters in Sacramento during the legislative session was of great value to our agents and a material aid in their labors. This feature should be continued at subsequent sessions and experience may point out improvements in the methods of conducting the headquarters.

Our Secretary's report will show an increase in our membership which is gratifying, but I am of the opinion that we must persist in our efforts to include in our membership every bona fide labor union in our State.

The expense is small to the unions, and the possible results from an increase in revenue are so great that every effort should be made to attain the desired end.

The organization of the Migratory Laborers of the State has passed the experimental stage and the results so far attained justify past efforts, and make it desirable that the work should continue until this class of laborers are fully organized in every section of our State.

The steady growth of unionism in Los Angeles and vicinity, and the successful termination of some of our contests there, give us hope that this section of our State will soon cease to be the home of the "open shop," and will stand for trade union principles.

The Metal Trades strike in Los Angeles has repeatedly been exhaustively dealt with by the General Campaign Strike Committee, so that I shall only say that so much

has been gained that the efforts so far made must not be lost, but the fight continued until victory rests with those who have fought so long and so nobly.

The Union Label agitation is bearing good fruit and will undoubtedly grow and prosper until it will become in fact, the most powerful factor in the labor movement.

Every possible aid should be given toward educating union men, and particularly the women, in the demand for the Union Label on all purchases.

The movement to locate the Panama-Pacific Exposition in the metropolis of our State having succeeded, our energies should be directed toward conserving the benefits of the event, so far as possible, among the organized wage earners, and thus give the people the best value for the immense sums which will be put in circulation.

There being no session of the Legislature during the coming year, our efforts should be directed mainly toward perfecting our organization, prosecuting the conflicts now existing, and preparing ourselves for the future.

In closing I desire to give testimony to the assistance rendered by the members of the Executive Council in all matters taken under consideration. I desire in particular to commend our Secretary, on whom most of the work necessarily devolves, for his reliability, competence and fitness for the duties of the office.

On April 10th, Vice-President Chris Ploeger, of Los Angeles, departed this life. Bro. Ploeger's death is a great loss to the labor movement of this State. He nobly performed his duty in the service of the State Federation, and was ever a sincere and earnest trade-unionist.

I shall always harbor a deep appreciation for the kindness and consideration shown me by all with whom I have been brought in personal contact during my term of office and remember with gratitude the membership of this body who have so highly honored me.

With the earnest wish that the California State Federation of Labor may grow in power and importance as the years pass and become a factor for the good of the cause of Labor and the best interests of our State, I remain,

Yours fraternally,

D. D. SULLIVAN, President.

## **REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 1.**

Los Angeles, Cal., September 15, 1911.

Fellow Delegates:

In the year that has elapsed since the close of the Eleventh Annual Convention of the California State Federation of Labor, District No. 1 has probably been the scene of more stirring events on the industrial field than any other district of the Federation. The fiscal year of the Federation, opening, as it did, with the warring of sentiment occasioned by the horrible disaster at First and Broadway, Los Angeles, presented a situation that required the nicest handling and most constant supervision. However, through the clean-cut methods of the men having charge of the industrial struggle and the desire evidenced by the membership of the movement for nothing more than absolute fair play, has done much to eliminate the adverse sentiment that was prevalent at that time, and I can report that, generally, commendation has taken the place of criticism and that labor in Los Angeles, to the credit of the steadfastness of the movement in the State, is rapidly taking its place as a recognized factor in society.

The pleasure of attending the meetings of the Executive Board has been denied me, for obvious reasons. During the first three months of my official term I was working in the interest of the Los Angeles situation in Ohio and Indiana, which resulted in the raising of funds for the benefit of our brothers out on strike in District No. 1. Upon my return to the State of California I became as active as circumstances would permit in the local movement, and have endeavored to advance the interests of the Federation by advancing the interests of the general movement.

The trade-union movement in District No. 1 is in far better condition than at any previous time in its history. The struggle there has brought forth glorious results as to gain in membership and co-operative action, which is evidenced by the fact that the Central Labor Council is now composed of 91 organizations as against 77 in January, 1911, and the membership has increased over 100 per cent. in the past year, and now numbers approximately 15,000. Fourteen new organizations have been formed in the past year with a membership of approximately 2,500. Notable among these are the United Laborers No. 13,097, which is composed of Mexicans laborers, and Laborers' Protective Union No. 13,149, composed of Russians, Slavonians and men from southeastern Europe. It is with pleasure that I commend the work of Organizer Juan Ramirez, whose untiring efforts have made these two organizations possible.

It is a matter of regret that there are so many locals in the District that have not affiliated with the Federation; but the heavy and constant drain on their treasuries causes them to hesitate before assuming new obligations. The necessity of the Fed-

eration is fully realized by them and it is my belief that, with the return of normal conditions, the locals of District No. 1 will not be backward in affiliation.

At the time of the last convention there were four strikes in progress in District No. 1, viz.: Leather Workers on Horse Goods, Brewery Workers and allied crafts, all organizations of the Metal Trades, and all crafts employed on the aqueduct. The first and last named still exist, and are being pressed as vigorously as possible. The Brewery Workers have won a signal victory in their struggle and have returned to work with a feeling of having fought a good fight to the benefit of not only their own craft, but to the entire movement.

The fight of the Metal Trades is still on, and is being conducted in the ablest manner by the General Campaign Strike Committee of California. Every man has always been found at his post and always ready for duty. The fight has reached out into the surrounding towns and into Districts No. 2 and No. 9, and has been carried on as vigorously in one place as another. An evidence of the spirit of the men on strike is demonstrated by the fact that out of 1800 men on strike only 10 have so far forgotten their manhood as to "scab."

On February 22, 1911, a meeting of the Cracker Bakers and Packers was called in the Labor Temple for the purpose of organizing a local of that craft, and on February 25 Bishop & Co. locked out all their employees that had attended the meeting, and declared for the "open shop." No demand of any kind had been made on Bishop & Co. Twenty-five men and eleven girls were affected. Of that number two men and one girl returned to the factory. Their fight was taken up to the Central Labor Council and General Strike Committee, owing to the inability of the locals to finance it. All the members out on strike have since secured employment except nine girls and one boy. The girls were put out on committee work, and since that time have called on more than 1200 stores that were patrons of the company, and have had marked success in reducing the sale of the unfair goods. They have received insults from business men and the police, but in the face of it all have continued their work like veterans. The fight is still on and I trust that some action will be taken by the Federation to make it effective throughout the State.

The establishment of the \$4.00 scale by the Carpenters was another signal victory for labor. The strike was called on May 1st, and affected 1100 men in Los Angeles, Pasadena, Long Beach, Santa Monica, Venice and Ocean Park. The strike lasted eleven weeks and was a decided success in every particular.

On May 1st the Bakers made a demand for the nine-hour day and an increase of 5 cents per hour on overtime. Previous to this demand the Bakers had been working 10, 11 and in some cases 15 hours per day. The fight was successful from the first. Instead of six label shops, which they had when the demand was made, they now have twenty-seven shops using the union label, and the membership has increased over 100 per cent. This demand affected Los Angeles, San Pedro, Pasadena, Long Beach, Ocean Park, Venice and Santa Monica.

It is with the deepest sorrow that I report the death of my colleague, Brother Chris Ploeger, Vice-President of the First District, who departed this life in the early part of April of this year. Brother Ploeger was a victim of the great White Plague, and in his death the Federation has lost an ardent supporter and a valiant worker.

I feel that I can not close this report without saying a word regarding the political situation in Los Angeles and its relation to the labor movement. The events of the past year have educated the working classes of Los Angeles to the absolute necessity of taking the control of the powers of government in order that they may receive justice at the hands of the officials. The imprisonment of union men without warrant and upon trumped-up charges that they have utterly failed in proving, the imprisonment of large numbers of them on suspicion; in short, the rigid administering of the infamous, un-American Anti-Picketing Ordinance, has forced a coalition of the workers on the political field, without regard to previous affiliations. The situation is as forceful as unique and one must have lived it to thoroughly understand it; but it is my belief that it is the handwriting on the wall that, in the working out of its interpretation will place the power of government in the hands of the governed and will sound the death knell to corporation control of court, police and military.

As the Vice-President of District No. 1, I desire in behalf of the membership of the Federation in the District, to express our heartfelt gratitude for the loyal support accorded us by the Federation. We realize that the support thus far has been voluntary on the part of our sisters and brothers, as the result of a deep sympathetic feeling for the men who are struggling so valiantly for better conditions. But now, a struggle, the magnitude of which develops as it progresses, is confronting us and, in my opinion, that which has hitherto been a voluntary expression of good will has become a duty, the discharging of which is necessary to maintain the movement and afford the protection we have pledged to those brothers in prison who are persecuted in Labor's name.

Respectfully submitted,

W. A. ENGLE,

Vice-President, First District.



## REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 2.

Fresno, Cal., September 15, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor:

Greeting—I have the honor to report that since our last convention there has been a very marked increase in the general activity amongst labor organizations of this district.

An increase of membership all along the line, the securing of a decrease of hours in certain lines with an advance of wages paid in others, have all contributed toward making the situation a better one than for some time past.

Conditions in Fresno are especially favorable. Several building trades unions have been organized, the teamsters and bartenders under the miscellaneous trades, while two unions of unskilled labor under the jurisdiction of the Migratory League have been organized.

In addition to this several grievances between the unions and the employees have come up which for a time threatened to stir up trouble, but all have been amicably settled and there is at present the best of good will and feeling toward union labor in Fresno, as well as in Bakersfield and Stockton and other points in the San Joaquin valley.

When the eight-hour law for women went into effect there seemed to be some opposition amongst a certain element to agree to terms as to wages. We came out of the situation with every restaurant in the city signed up to an agreement which allowed the women the same pay for eight hours' work as they had been getting for nine, ten and more; while the men were allowed better hours as well.

Th plumbers and tinnners were the first here to secure recognition of their demands for a half holiday on Saturday with an increase in pay allowing them the same weekly wage. The demand of the inside electrical workers along the same line was met by a lockout of about eight men employed by the power company, but no attempt was made to fill their places with scab labor, with the result that all of the union boys are now working with the firms who allowed the demands and are securing increased business due to the short-sighted policy of the power company.

One of the largest things to the credit of organized labor is the organization of the migratory laborers. This is being carried on by your Vice-President, with the able assistance of Organizer P. Sioris. The first union to be organized was that of all of the unskilled laborers among the Greeks. This was followed by a similar organization among the Mexicans. The German-Russians are now being brought under the union banner, and other nationalities will be added as soon as we can find the proper persons to take charge of the organization work. By the time that this report is read 3900 Greeks and Mexicans will be lined up. If the campaign is continued there is no reason why there should not be a membership of 5000 in the United Laborers' Unions in this district alone. Too much credit can not be given to Brother Sioris, who is responsible for the hearty response given the movement by his countrymen, the Greeks.

Mrs. Josephine de Kelongé, an educated woman of Spanish descent, has also given us remarkable results in bringing together the Mexicans. As a result of her activities, Mrs. de Kelongé will have to face trial on a charge of disturbing the peace. To the best of my knowledge this consisted in certain statements she made to the section employees of the Santa Fe Railroad. So convincing was her talk in favor of the men securing work on the farms through the organization she represented, that the company was threatened with a labor famine. Her arrest followed.

I hope I have made it plain that our work of taking out a large class of the unskilled from the cities, the class who make good scabs when the occasion demands, is of immeasurable worth. For this reason I would recommend that this convention continue to give the movement its support, as it has in the past.

An interesting fight we have been thrown into here is that instigated by the management of the "S. and C." Vaudeville Theater. On the date that this report was written, I was arraigned in police court on a charge of extortion, this being the second time that I have been charged with this felony. The facts in the case are briefly these, Miss Agnes Burr, a member of the Theatrical Union known as the White Rats, had a claim of \$32.57 against the management. On refusal of the management to pay this claim, which upon investigation was found to be just, the stage employees, actors and musicians walked out. It took Mr. Salling, the manager, about 15 minutes to conclude that the claim was just and he paid me the money in cash, taking a receipt for same.

Though this action was taken with the police on hand to see that nothing was done that would be in any way outside the law, I was arrested on the following day, August 11th, on a charge of extortion, and in default of bail thrown behind the bars of the county jail for a short period. The charges were dismissed September 15, at the same time an amended information being filed which had been fully prepared by high-priced attorneys to make the case against me more sure. The outcome of this matter you probably know by the time this reaches the convention. Suffice it to say that we have the support of the musicians and the stage hands in this fight, which will be fought out to the bitter end.

In regard to the stand taken by the Federation in favor of the Woman Suffrage amendment, will state that we have done what could be done toward securing the passage of the bill. The result of our activities in this line is shown by the large number of union men who, during the period of registration, have appeared at the County Clerk's office to register or to transfer. There is every indication that the valley vote will be strong for the amendment.

Another important matter taken up is that of the enforcement of the child-labor law. At the beginning of the present school year we found the school rolls 700 short. I immediately took the matter up with the truant officers and with the officers of the Juvenile Court. All agreed with me that this was a condition which should not be allowed to exist for a moment. Judge Austin, of the Superior Court, was especially impressed by the statements I laid before him, with the result that beginning Monday, September 18, the officers of this county will be instructed to bring the parents of all children under 15 who are not attending school before the Court on a charge of contributing to juvenile delinquency.

We have one great need in Fresno, some action on which we hope this body will take, and that is the establishment of a branch office of the State Federation of Labor. The great end to be gained by such a move would be the use of that office as a free employment bureau, to assist in the work that is being done in migratory laborers. We ask that the Executive Board be instructed to establish such an office for us in Fresno, basing this request on what has been accomplished within the short space of time that active work along this line has been done.

Though both Mr. Sioris and myself were new to the business of securing laborers for the vineyards, have secured positions for no less than 1800 men. These for the most part were brought down from San Francisco. Though our office for conducting this work was but a limited office space at union headquarters, we have been in touch with the farmers of this district, cementing the bond that should exist among the farmers and unions. Notwithstanding the fact that we started late in the season, notwithstanding that we knew little or nothing about prices paid for laborers, we have absolutely demonstrated to the farmers what they have hitherto believed impossible—that white labor can be had and that it is, in spite of the fact that the men are for the most part inexperienced, as good as and in most cases superior to the Asiatic labor. With proper support, there is no reason why a single Asiatic should be employed in the San Joaquin valley next year.

Mr. A. Sorensen, president of the local Farmers' Union, has materially assisted us in the placing of the men. It is his opinion, as well as almost every farmer whom we have supplied, that the Greeks, Mexicans and other Caucasian laborers are far superior to Asiatic labor. We have the assurance that there will be a bigger demand next season than there was this year for this class of labor, and many of our men will be given steady employment on the farms the year round.

Space forbids further consideration of this subject. We trust that enough has been said to lead the delegates of this convention to look with favor on the request that we have made, and for the continued support in the campaign we are waging, which means nothing short of the driving out of the Asiatics from our country and the salvation of the White Race.

Very respectfully submitted,

TOM C. SEAWARD,

Vice-President Second District.

**REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 3.**

San Jose, Cal., Sept. 2, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor,

Greeting:

As Vice-President of the Third District, I herewith present my report covering the period since the last convention.

All the unions in this district with the exception of one or two are in a very prosperous condition. There has been very little friction between the unions and employers during the last year.

Several of the unions have secured an increase in wages.

The Cooks and Waiters Union was reorganized last January and is now in a fairly prosperous condition.

Drug Clerks were organized in the early part of the year, and all drug stores in our city with the exception of two are now under union rules. Numerous efforts have been made to induce the unions comprising the Building Trades Council to affiliate with the Federated Trades Council, but so far has met with no success.

During the past year a most determined effort has been made in Santa Clara County to supplant Asiatic labor in harvesting the fruit crop of the valley. Mr. Homer Craig and Mr. V. L. Summers, prominent in the Farmers' Union, deserve great credit for the intelligent effort put forth. With the co-operation of the Mayor of San Jose and the City Superintendent of Schools, they have established a registration bureau which enabled the fruit growers to get in touch with white people who wanted work in that line. Several times the demand for white help exceeded the supply and called on San Francisco for sufficient help. The result of this movement has been the displacement of a large number of Japanese and it is expected to more fully perfect the plan next year.

The San Jose Asiatic Exclusion League continues to be active in doing all it can to keep all Japanese, Chinese and other Asiatics from getting any more footholds in Santa Clara Valley. It is found that the greatest offenders in hiring these people are doctors and other professional men. The League is doing good work, however, and is making its influence felt with these people.

I am glad to state that the Women's Label League have done effective work during the last year. By always demanding the label they have convinced a great many of our merchants that it is to their advantage to carry a full line of label goods, which I am glad to state a great many of them are doing.

Respectfully submitted,

A. L. JONES, Vice-President.

**REPORT OF VICE-PRESIDENT FOR DISTRICT NO 4.**

Crockett, Cal., Aug. 29, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor,

Greeting:

As Vice-President of the Fourth District, I herewith present my report.

Since the adjournment of the last annual convention of the State Federation, there has been a marked activity among the labor organizations of the district I represent.

The rank and file of the workers are fast coming to the conclusion that they must centralize and move as one man at the ballot box and when they do many difficulties will be easier adjusted. But in gaining that power let it be used with discretion and business judgment.

The two locals that were instituted in the Fourth District before the last convention—the Local of Laborers in Oakland is in a flourishing condition, while the one in Point Richmond is not so fortunate on account of local conditions and lack of individual effort on the part of its members.

At the present writing the warehousemen who were employed by the California-Hawaiian Sugar Refining Company were locked out three months ago, because of a demand for better wages and shorter hours. I hope that they will win out as I know that their cause is just.

Respectfully submitted,

JAMES HURLEY, Vice-President.

**REPORT OF VICE-PRESIDENT FOR DISTRICT NO 5.**

Sacramento, Cal., Aug. 23, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor.

Greetings:

As Vice-President of the Fifth District, I herewith present my report covering the period since the last convention.

The conditions of Organized Labor in Sacramento are all in a prosperous state, and the utmost harmony prevails. No disturbance of any kind has existend here the past year. Each organization has continued to increase in membership, and some of them have secured better conditions in the way of reduced hours and increased wages, and this has been obtained with but slight friction between employers and employees.

The Labor Council is very active, and doing good work for the advancement of Organized Labor. At our next meeting on September 1 there will be an organizer elected from the Federated Trades to get together and organize all labor not now provided with locals. The object is to make Sacramento so airtight that there will be no room for a scab to squeeze in, although it is already one of the best organized cities in the United States. Every encouragement from the different unions should be given the organizer to help along the good work and make Sacramento what it should be—bottled and corked with the union label.

The following new unions have been organized: Cooks and Waiters, Garbage Collectors, Incinerator Employees, and the Street Railway barn employees.

The Bricklayers have renewed their contract for two years longer for seven dollars a day. The Painters, Typesetters and Pressmen have all got an increase in wages.

At this writing there is a secret strike ballot being taken at the Labor Temple by members of five local railroad crafts embraced in the shop federation of the Harriman lines, for the purpose of determining the sentiment of the men relative to the enforcement of the recognition of that body by the officials of the Southern Pacific and allied systems. The members of the Car Workers' Union, fifth craft in the Federation, have already voted. After the ballots were taken, the votes were sealed by the secretaries of the five unions. They will be opened by the local Executive Council of the Federation after all of the five locals have taken a vote, and the result will be sent to the General Secretary.

It is believed that the men lined up unanimously in favor of a general strike in the event of the officials of the Harriman system refusing (first) to recognize the Shop Federation as representatives of all railroad crafts; (second) to grant a conference for the purpose of discussing the recent demands for an eight-hour day and a seven per cent. increase in wages. In the Southern Pacific shops in Sacramento, ninety per cent. of the thirty-five hundred now employed are affiliated with the Federation. The ballots taken in this city have followed the same action of railroad crafts on the entire Harriman system, representing about twelve thousand shop workers. There will be two attempts made to gain Federation recognition before a strike order will be issued. The next step of the officers of the Federation will be to gain a hearing from Julius Kruttschnitt, director of maintenance of the Harriman lines at Chicago. In the event of a refusal from that source, an appeal will then be taken to President Lovett. But conservative leaders feel that there is every hope of a compromise being effected and a serious strike condition averted.

The Union Label League was established on November 22, 1910, and is now a rousing success. Delegates are sent from almost every local in Sacramento. The meetings are well attended with earnest workers ever ready to help, and that is what has made most of the large stores in Sacramento solicit the union man's trade by carrying union label goods. One large store in particular has changed the name of the store with a big sign in front bearing the words, "The Union Label Store."

The Union Label League held an open meeting on August 7 for the purpose of effecting an organization of a woman's auxiliary to the Sacramento Union Label League, and were successful in receiving one hundred and ten applications for membership. The charter was then thrown open on the night of August 14, when twenty-four ladies signed the roll and became charter members. Secretary R. L. Ennis has sent to the A. F. of L. for a charter. The organization of the auxiliary will be perfected August 28 by the election of officers and the initiation of the remainder of the candidates.

In conclusion, I wish to state that I will use every effort to further the noble cause of Organized Labor and will never lose an opportunity to help continue the success of the California State Federation of Labor.

Respectfully submitted,

R. W. TITHERINGTON, Vice-President, Fifth District.

**REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 7.**

Vallejo, Cal., Sept. 23, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor.

Greeting: As Vice-President of the Seventh District, I herewith present my report covering the period since the last convention.

The conditions of organized labor in the Seventh District are generally good, nearly all of the unions in Vallejo are in prosperous condition, and are doing good work in the field of labor. The Central Council and the Building Trades Council are working together in harmony to build up the labor movement in Vallejo. There is active interest in behalf of the union label in the Central Council, at its meetings a demand is made of the local unions that they give their normal support in demanding the label at all times. I have been unable to bring about an organization of a Women's Union Label League in Vallejo. I am aware of the great importance of this movement and shall do everything possible to bring about the demand of the label.

I received a communication from Secretary-Treasurer Paul Scharrenberg requesting me to visit Petaluma on July 28th to assist in organizing a Central Council in that city. I attended a meeting of the unions of Petaluma on that date, but owing to the absence of some of the delegates I was unable to perfect an organization at that time. I arranged a meeting on the evening of August 9th, and I am pleased to state the Petaluma Labor Council was organized, by representatives from five different unions, namely: Barbers, Carpenters, Musicians, Boot and Shoe Workers, and the Garment Workers, and I believe much good work will be done for labor in that city. There is good prospect for a Federal union and a Team Drivers' Union, and I am glad to state there is a general improvement of organized labor in Petaluma.

With a good delegation from Vallejo I took part in the celebration of Labor Day in Santa Rosa; there was also a good number present from San Rafael, Mill Valley and Petaluma, and I am pleased to say that the celebration of Labor Day in Santa Rosa was a grand success. I find there is a lack of harmony between the Labor Council and the Building Trades Council in Santa Rosa. I used my best efforts to bring the two Councils together for the good of Labor in Sonoma county. I would request that an organizer be sent to Petaluma and Santa Rosa for the purpose of strengthening weak unions, reorganizing lapsed ones and forming new ones. The unions of San Rafael are in fairly prosperous state, the Labor Council and Building Trades Council are working together in harmony for the cause of Labor, and through their activity have improved conditions of labor all along the line in San Rafael. On Wednesday, Sept. 20th, I attended a joint meeting of the Building Trades and Labor Council; this meeting was well attended by delegates of the two Councils and members of the unions of San Rafael. I was pleased to note the favorable conditions existing and interest shown in the labor movement, and it is gratifying to feel the work is being fully appreciated by members of organized labor of San Rafael.

Respectfully submitted,

L. B. LEAVITT, Vice-President 7th District.

**REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 8.**

Eureka, Cal., Sept. 15, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor:

The labor year of 1910-1911 has in Humboldt County been one of "marking time." Our local unions have held their ground in spite of insidious attacks made by A. B. Hammond, notorious in the West as a labor hater—a miniature Harrison Gray Otis. This Hammond is the same individual who is an official of the Citizens' Alliance in San Francisco. He owns big timber properties in Humboldt and runs a mill at Samoa on Humboldt Bay.

Hammond began a fight for the "Open Shop" two years ago, and though beaten then, he has never ceased his opposition to the unions. Through the lumber barons of the county he has for several years prevented the union longshoremen from working the vessels in port, with a few exceptions. And then the columns of the Eureka Herald—a daily controlled, if not owned by him—the readers are fed "doped" news which ever misrepresents unions and unionists.

Then the old-time millowner has practically gone. In his place has come the seeker after dividends with his demands for cheap labor. Hence the family man, the citizen with a life standard that called for decent wages, has been displaced. Instead European labor is filling the county and receiving from 30 to 50 per cent. less wages than formerly was paid.

Since the woodsmen's strike here in 1907, men speaking many languages have been imported to make harmony among the workers hard to obtain. Humboldt needs labor literature in Italian especially, and we hope the California State Federation of

Labor will provide it, as thousands of Italian workers are coming into the State and must be informed of the purposes of organized labor.

If a tactful man who knows the Italian language could be obtained, a few weeks in the woods under the Federation auspices would prepare great numbers of the lumber workers for the revival of the unions which must soon come in this industry.

These two needs—labor literature in Italian and an Italian organizer—Humboldt asks of this convention.

In the City of Eureka both the Trades Council and the Building Trades Council retain their organization. No new unions have been added to the list during the year, neither have any charters lapsed.

Cooks and waiters, barbers, machinists and longshoremen have strengthened their positions. Printers and cigarmakers are 100 per cent. organized. The men of the building trades, though much handicapped by Hammond's tactics, have held their ground and contributed their mite to the Los Angeles fight, and now are giving to the McNamara defense fund.

The Labor Day celebration this year was the best we have had in years.

The Trades Council has a committee at work on the idea of a Labor Temple. First a site and then the building. Our local labor paper—"The Labor News," under the control of Editor Bredsteen—has rendered us splendid service in the year just closed. In fact, to the effective defense of "The Labor News" we credit the maintenance of our position in Humboldt.

With the growth of the union movement in Los Angeles and Southern California, the market for Humboldt lumber—our chief product—coming under better control, will help us to organize the workers in that industry. Given a victory in Los Angeles for the workers in the coming municipal campaign, and Humboldt can be expected to line up strong with the rest of the State at the convention of 1912.

Respectfully submitted,

JOHN W. ERICKSEN, Vice-President.

## REPORT OF VICE-PRESIDENT FOR DISTRICT NO 9.

San Diego, Cal., Sept. 7, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor.

Greeting:

As Vice-President of the Ninth District I herewith submit my report for year ending to date.

During the last year there has been great activity among the labor unions of this district. Riverside has fallen off slightly in membership, but the southern part around San Diego has been exceedingly good, taking all crafts as a whole.

A local union of the International Brotherhood of Blacksmiths and Helpers, Bakers and Confectionery International Union of America, the American Brotherhood of Cement Workers, Journeymen Tailors, International Brotherhood of Woodmen and Sawmill Workers, International Association of Bridge and Structural Iron Workers and Shinglers were organized during the last year.

The Laundry Workers and the Laundry Drivers were compelled to give up their charters during the last year, owing to the fact that no interest was being shown among themselves and a combination of the laundry owners going against union labor.

In the miscellaneous crafts everything is progressing fine and all the unions are gaining membership with the exception of the Bakers and the Cooks and Waiters. The Bakers have every shop in the city organized except the largest (Southern California Baking Company), which is backed by the Merchants' Association in their stand. The Waiters have had three of their pickets arrested for disturbing the peace, just because they were standing before the place of business. The decision of the police judge in the Waiters' case makes the situation about picketing as bad in San Diego as in Los Angeles, and the Federated Trades have decided to back the Cooks and Waiters to the limit so that the cases can be carried to the highest court, if necessary, to secure a favorable decision.

The Building Trades on May 15, 1911, went out for the enforcement of the State Building Trades working card among all the crafts, and am sorry to report that so far the movement has not had much success. The movement was hampered by the rank and file refusing to follow the advice of Brother J. B. Bowen and through petty jealousy among some of the local business agents and officers.

All are striving now to get the unions closer together, and at the present time there is better feeling among the different crafts than at any time since the 1st of May. I think that the various unions can be brought closer together during the next few months and will be united with a solid front for the coming year.

In closing, let me say that I have been unable to give as much time to the Federation as I would have liked, but conditions were such that it was impossible under the circumstances.

Yours fraternally,

IRA H. MARKWITH, Vice-President.

**REPORT OF ORGANIZER DALE.**

Richmond, Cal., Sept. 20, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor.

Greeting: The following is a report of my work as your organizer for the year beginning October, 1910:

On the adjournment of the last convention held in Los Angeles your Executive Board directed me to San Luis Obispo to co-operate with Brother Tucker, who was in charge of the strike situation at that place.

The men on strikes were employed by the Llewellen and Lacy Iron Works of Los Angeles, who are unfair to organized labor.

I was to organize, if possible, the unorganized crafts in San Luis Obispo. I found this to be practically impossible at that time for the reason that nearly the entire citizenship of that city was mesmerized or hypnotized into the belief that the oil magnates would, if too strenuous opposition developed to their plans, as a punishment for the unions and their sympathizers, remove the seat of their operations from San Luis Obispo and thereby destroy the future prospects of their city. In other words, many seemed to believe that the capitalists could and would take an oil well in their grip sacks, a pipe line under each arm and a million-gallon oil tank in their hip pockets, and seek a clime where unions and union agitators were unknown. I circulated petitions, called, or tried to call, meetings of the different craftsmen to organize and affiliate them with their respective internationals, and where a sufficient number could be mustered to secure a charter.

Of the crafts whose numbers were insufficient to secure a charter my plan was to form a United Laborers' Union, chartered from the American Federation of Labor, and to organize and affiliate it with a Central Labor Council which I tried to organize. I failed in the undertaking. I then communicated with President Gompers, informing him of my mission in San Luis Obispo, at the same time telling him that for me to remain in said city until a thorough organization was effected would utilize more time and money than the California State Federation could afford to spend there. I recommended the commissioning of Brother J. F. Hayes of Carpenters' Local No. 1632 of San Luis Obispo. He was commissioned as a volunteer organizer for said city and took charge of the situation.

On reporting to Secretary Scharrenberg, I was sent to Modesto to look over the situation. Reaching there November 9th and getting in touch with the labor leaders, found the Building Trades fairly well organized. They were operating under the jurisdiction of the Stockton, San Joaquin County, Building Trades Council.

After canvassing the situation I organized the Barbers, the Electricians and the Lathers, when Secretary Scharrenberg directed me to Stockton. On arriving in Stockton on November 24, I found a wide-awake militant labor movement both in the Building Trades and in the miscellaneous crafts. During my stay the following organizations were effected: United Laborers of America, No. 13116; Delivery Wagon Drivers, No. 427; Garment Workers, No. 271; Glaziers, No. 962; Bootblacks, No. 13156; Butchers, No. 427, and the Shipwrights, Joiners and Caulkers of America, whose charter was later surrendered, caused by the attitude assumed by the Shipwrights, Joiners and Caulkers' Water Front Association of San Francisco.

I also organized in Lodi Cement Workers' Union No. 165. Assisted Brother Max Licht, president of the International Retail Clerks' Protective Association, in organizing the retail clerks, and Brother Haugh, general organizer for the Culinary Workers, with the cooks and waiters of Stockton.

I take this means to thank the trade-unionists of Stockton for the splendid support accorded me. Had it not been for their efforts much of the work that stands to my credit could not have been accomplished.

The Executive Board at its regular meeting held April 30, 1911, directed me to Modesto to look over the ground, pick up the loose ends of the various crafts and connect them with the Labor movement through the proper channels. When this was accomplished to proceed to Bakersfield, there to get in touch with the Labor Council and urge all unions not affiliated with the State Federation to affiliate with the body and to assist the unions in their preparation for entertaining the delegates to the 12th annual convention of the California State Federation of Labor. On returning to Modesto on May 1, the following unions were organized: Blacksmiths, Retail Clerks and Central Labor Council, with the following locals affiliated: Carpenters, Painters, Cement Workers, Bricklayers, Plumbers, Electricians, Retail Clerks, Barbers, Blacksmiths and Teamsters. I then proceeded to Bakersfield, where the following organizations were effected: Beer Bottlers, Bakers and Teamsters. I also assisted Brother Harter in organizing the Theatrical Stage Employees, International Alliance. Brother Barker, of the Amalgamated Society of Carpenters and Joiners, and Brother McConley, the Stationary Engineers. Many other organizations were affiliated with the California State Federation of Labor.

During my stay in Bakersfield I was accorded the most hearty support by Brother C. F. Fletcher of the Cigarmakers' Union, who is one of the most indefatigable workers in Labor's cause that I have ever met. Brother Harter of the Painters, Brother Moore of the Machinists, Brothers McIntosh and Everson of the Musicians, and Brother Kemp of the Bartenders, who were always on the job.

Again returning to Modesto, met Brother Max Licht, whom I had requested to visit Modesto to encourage the Clerks' Local of that city. After looking over the situation Brother Licht returned to San Francisco, accompanied by Brother Krosen. I visited Turlock, where I initiated the members and installed the officers of a Blacksmiths Local. From Turlock I went to Richmond, and getting in touch with the local affairs visited several locals and found the town quite well organized but with no Central Labor Council.

Assisted by Brother Boswell of the United Laborers' Union of Richmond, we called a meeting with a view of organizing a Central Labor Council. The following unions responded to the call: Barbers, Retail Clerks, Teamsters, United Laborers and Bartenders. We made application to the American Federation of Labor for a charter to be known as the Contra Costa County Central Labor Council, located in the city of Richmond.

Several other unions have signified their intention to affiliate with this council. With the co-operation of Brothers Boswell and Cummings of the United Laborers of Richmond, that organization is forging ahead, initiating members and assisting very materially the labor movement in general. The task of organizing the semi-skilled and unskilled and migratory man, as assumed by the California State Federation of Labor assisted by the California State Building Trades Council and the San Francisco Labor Council, has made creditable progress.

Up to date the following locals of the United Laborers of America have been organized: Two in San Francisco, one in Oakland, one in Richmond, one in Stockton, two in Los Angeles, two in Fresno and one in Riverside. I find the greatest obstacle in organizing these men is indifference and erroneous ideas entertained by the majority of the men whose hours have been decreased and wages increased by organization.

When approached and asked to assist in this work many men shrug their shoulders and say "It is a hard job." Certainly it is a hard job; none realize this more than the men who have undertaken the work, but the future of organized labor depends upon the organization of these men.

The men who are organized to buy labor realize the helpless and hopeless condition of these unorganized workers, and use every available means to pit them against the union man. It is from this class that strike breakers, gun men and Farleyites are obtained, and until they are taught that organized labor has a real interest in their welfare and material advancement the spectacle that has confronted us for the past year and a half in Los Angeles will be ever present. If the organized man could only realize the importance, yea, the necessity, of organizing these nomads and that it is not entirely the saving of the unorganized, but the saving of the organized from the unorganized man that makes this work essential to the workers of to-day and to the workers of to-morrow, they would bend every energy to bring them into the ark of organized labor.

Andrew Furuseth, Secretary of the Sailors' Union of the Pacific, and O. A. Tveitmoe, Secretary of the California State Building Trades Council, are undoubtedly two of the ablest reasoners in the labor movement in America. These Daniels of the labor movement, interpreting the handwriting on the wall, in an open letter to Samuel Gompers and the members of the Executive Council of the American Federation of Labor, pointed out the necessity of organizing and affiliating these wandering workers with the American labor movement. This letter will be found in full in the report of the Executive Board to this convention. It is well worth the careful reading of every delegate to this convention, and for that matter of every union man and union woman and lover of humanity in this land. It lays the ax at the root of the evil, diagnoses the disease and names the remedy. It is a masterpiece. Read it.

The contents of this letter is of deep significance to the Trade Unionists of this country, and it is to be hoped that the proper application will be made of the warning given as to the urgent necessity of throwing the life line of organization to this homeless, friendless, struggling class who in the last analysis bear more than their share of life's burdens, and like the Macedonians of old, are asking for help. Say, brothers, will you help them. The Labor movement of this nation awaits your answer, not in words, but in deeds, for by our works we shall be judged.

J. B. DALE, Organizer.



**REPORT OF ORGANIZER RAMIREZ.**

Los Angeles, Cal., Sept. 8, 1911.

To the Officers and Delegates of the Twelfth Annual Convention,

Greeting:

I have the pleasure of submitting the following report covering the period of time since my appointment, February 1, 1911, to September 1, 1911.

According to my instructions I have put in this time in the city of Los Angeles and vicinity. With the assistance of the Organizing Committee of the Central Labor Council and of Brother J. W. Lundy, District Organizer of the American Federation of Labor, results very beneficial to the general movement have been obtained.

I spent some time in the beach cities of Long Beach, organizing Migratory Laborers; San Pedro, organizing the Lumber Handlers, and in Redondo, organizing the Lumber Handlers. The Migratory Labor of Long Beach were affiliated with the local in Los Angeles, while the work in San Pedro and Redondo resulted in the organization of locals in both cities affiliated with the International Longshoremen's Union; also, in the city of San Pedro, a Fishermen's Union with a membership of 160.

As a result of the work in the city of Los Angeles, the following new unions have been chartered: United Laborers' No. 13,097, Laborers' Protective Union No. 13,149, Roofers' No. 21, Lumber Handlers' No. 38-42, Elevator Operators' No. 13,195, Flour and Cereal Mill Employees No. 13,213, and Expressmen's Union No. 255; making a total of ten organizations with an aggregate membership of 1919. I have also assisted in organizing work in the following organizations: Bakers' No. 37, Cement Workers' No. 3, Teamsters' No. 208, Railway Carmen No. 410, Railway Carmen No. 115, Cooks and Waitresses' No. 27 and Waiters' No. 17.

The following is the aggregate monthly increase in membership in the organizations above mentioned:

February, six organizations .....	250
March, six organizations .....	295
April, seven organizations .....	434
May, ten organizations .....	485
June, nine organizations .....	385
July, twelve organizations .....	360
August, ten organizations .....	225
Total .....	2,435

The following organizations have affiliated with the State Federation of Labor within the past four months:

Flour and Cereal Mill Employees No. 13,213.  
 Elevator Operators No. 13,195.  
 Blacksmiths No. 282.  
 Cooks and Waitresses No. 27.  
 United Laborers No. 13,097.  
 Laborers' Protective No. 13,149.

In view of the fact that a strike exists in this city and many other emergencies constantly arising, owing to the industrial situation, which renders the expenditure of money necessary, makes the securing of new affiliations extremely difficult at this time.

The spirit of unionism in the city of Los Angeles is better to-day than at any other time in the history of the movement. The political aspect of the movement offers the greatest possibilities and there is no doubt but that labor will be represented and have something to say in the coming city administration.

The Labor Day parade held in the city on September 4th was, beyond a doubt, the greatest demonstration of Organized Labor ever witnessed in Southern California. It certainly made the "Old General" and all his followers sit up and take notice.

The corrupt conditions that confront us are daily growing worse but the working people are arousing themselves and becoming educated to the point of rebellion against the oppressor; and the fact that each man who toils is recognized as a co-worker with the same rights and privileges, regardless of creed or color, carrying out the policy of the American Federation of Labor, is bringing about a solidarity, both industrially and politically, that will bring better conditions to the working class.

Fraternally submitted,

JUAN RAMIREZ, Organizer.

**REPORT OF ORGANIZER SIORIS.**

Fresno, Cal., September 14, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor:

Dear Sirs and Brothers—Below is a brief summary of my work as Organizer of the California State Federation of Labor.

On January 23, 1911, I received a letter of introduction from Brother Paul Scharrenberg to those concerned in the organization of labor, giving me the authority to proceed with my work.

On February 5, 1911, I called the first meeting at 792 Harrison street, San Francisco, more than four hundred people being present to hear my address. This was my first effort to organize migratory labor. This meeting was the commencement of my success in forming a local union under the name of United Laborers No. 13,162.

I do not consider it necessary to write the details of the difficulties I encountered with the enemies of labor unions. During this time I endeavored to arrange a meeting with the foreign newspapermen of San Francisco. I succeeded with a meeting in the office of the California State Federation of Labor. There was the priest of the Russian church of San Francisco, also the editor of the Italian paper, "The Italia," the editor of the Slavonian paper, and editor of the Greek newspaper, "Pacific."

Brother Scharrenberg and I explained to these men to the best of our ability the true meaning of American Federation of Labor; also we answered every question they put to us concerning it. The editors present published the items of this meeting, and the priest made the question the subsequent subject of his sermon in his church.

During the next three months I was very busy explaining to the people the necessity of joining our Union. I held several good meetings in San Francisco and Oakland. I presented myself in the houses of the laborers, to talk to them, also in the halls and clubs. Because I had no paper to help me explain matters, excepting the "Atlantis," a daily Greek newspaper of New York, which paper helped me very much, publishing full explanations without expecting any remittance.

For those first three months of my work I received no salary; neither did I expect such. I realized that we must plan some means by which the laborers could be made to understand our every interest for their welfare, as they at times were uncertain of the good we could do for them. In order to accomplish this purpose we must first give some of them immediate work with union wages and union hours in order to make the others believe in us, or proceed to fight those who are against the labor unions and who aim to derive benefit from those not yet members.

I was assigned to Sacramento the first week in May, where I held a meeting, which was attended by President D. D. Sullivan. We were discouraged by encountering a small attendance, but enough people heard us to accomplish good results. I was aided by finding official papers in Sacramento which proved how Mr. L. G. Skliris, in the employ of the Western Pacific Railroad Company derived immense profits through systematic grafting upon the laborers. All those papers I gave to Brother Paul Scharrenberg, also to State Labor Commissioner J. P. McLaughlin. Brother Scharrenberg acted on these official statements and had them published in the evening Bulletin of May 17th.

In the meantime Mr. McLaughlin and I visited the Vice-President and General Manager of the Western Pacific Railroad Company, and had a talk with him, the result of which was that this injustice to laborers was stopped by the railroad company.

We have been corresponding with a number of different foreign newspapers and their personal representatives on account of those checks and the general outlay of grafters on labor.

I have visited all the foundries of San Francisco and Oakland, and I have gained some members to the Foundry Employees' Union without stopping to help the United Laborers' Union No. 13,162. In order to make the union independent, I gave my services in Richmond, where we also held a meeting. I also worked in Oakland to help the United Laborers' Union No. 13,018, and help it to be independent. I gave my services also to establish and organize the Sacramento River Fishermen's Union, and I was present at the first meeting held in Black Diamond, Cal., with Brother Scharrenberg and Brother I. W. Hylen, Secretary of the Alaska Fishermen's Union. On account of the Fishermen's Union I went to Vallejo and Benicia, also around the places where the fishermen live.

On August 1st I visited Crockett, Cal., where is situated the plant of the California-Hawaiian Sugar Refining Company, and I found only three Greek laborers working there. After I talked with them they resigned their position.

On August 8th I arrived in Fresno, Cal., where I met Brother Seaward, Second Vice-President of the California State Federation of Labor. I had a long talk with him to fix plans to furnish more white laborers to the farmers in place of the Japanese. The Farmers' Union of Fresno, at the meeting held February 9th, endorsed the proposition to endorse Greek laborers. We visited all the merchants and against our proposition, but I may here state with pleasure that every one was glad

and ready to help us in our work. At once we started to organize the Greeks into a separate union, and the Mexicans into a separate union. We have already secured the charters, United Laborers' Unions No. 14113 and 14,112.

In the meantime we advertised in the papers that we could furnish white people, and we had orders for several hundred Greeks for grape picking. On September 1st the Fresno Republican published an editorial article, with the heading, "Greeks in the West." I have never believed that this article could accomplish so much in the way of advertising and aiding our cause, as the farmers flocked to us to ask us for laborers, it being in the height of the grape-picking season, and we were unable to secure the number of laborers wanted, as we were wholly unprepared. I had at that time advertised for a comparatively small number of laborers, as I was afraid if I secured a greater number we would not be able to meet the demand of labor. Owing to this, the newspaper offices of Fresno, in order to find out if there was any serious feeling Brother Seaward and I took the train at once for San Francisco, where, with Brother Scharrenberg, we took up the proposition of securing rates from the railroads from San Francisco to Fresno and on account of this proposition we met Mr. Fee. of the Southern Pacific, but the Southern Pacific Company and the Santa Fe did not "refuse," but "declined" the rate-giving proposition. Since we met with this refusal on the part of the railroad companies, we must do all in our power to furnish as far as possible white laborers and cover the orders of farmers with Greeks, Italians and Mexicans. The farmers are more than satisfied with the Greek laborers and the Italians who come from Southern Italy, because many of those laborers have had experience in this line of work.

I am quite satisfied with the beginning of the work and I think the Federation of Migratory Laborers can be made to progress, because we have better work to give to the laborers. There are more than five thousand Japanese and Chinese still employed, and only systematic work can accomplish the task of sweeping out the Japanese and putting in their places white laborers. My idea is to establish an office and to find out the expenses of one year to run such an office. Thus the State Federation may give the privilege and advantages of such an establishment to the new unions of the Greeks and Mexicans, also all others subject to organization, because we are putting forth such efforts to organize the Italians, Russians and Germans. This office may then sign contracts with farmers to supply them with white labor. They need them for the vineyards and pruning, two seasons for which they need a greater number of laborers than that used for the general cultivation of their farms. This office must have a manager appointed and paid by the State Federation, who will be assisted by the secretaries of the newly established unions of migratory laborers. The farmers usually, until now, have signed contracts with any one they meet, and very often they are cheated.

The direct contract between laborers and farmers, as it is going on at present, brings a competition among small contractors, and the result is a reduction of wages.

Having contracts signed early, the laborers ought to be organized for the purpose of obtaining work in this way, and their organization will be easier.

Let us not be frightened if the corporations are against us. Our small army is the "David" of the Truth, of the Light and of Justice; our antagonists, the "Goliath" of Lie, Darkness and Injustice. With a sling of education and investigation in our hands, and with courageous work, we dissolve the dark ignorance, and are sure we will win. We lean on the truth, on the right, and on logic; while they lean on the lie, on hypocrisy and superstitions. We strive for absolute liberty, and they strive to slay the spirit and strangle the liberty of thought.

We push to search toward the light and toward the progress, while they draw from the middle age, and the stagnant, and the dark. We founded our work on justice and real morality, while theirs is malignity, guile and libertine profit.

Respectfully submitted,

P. SIORIS.

## REPORT OF DELEGATE TO CONVENTION OF THE AMERICAN FEDERATION OF LABOR.

Los Angeles, Cal., Sept. 15, 1911.

In submitting this report as your delegate to the 30th Annual Convention of the American Federation of Labor, it must of necessity be brief, as there were but few things referred to me by the Federation.

The resolution of the Electrical Workers, endorsed at our last convention, after due process came before the convention, and with several others of like import was referred to the Committee on Adjustment. Upon the report of that committee the entire matter was made a special order of business for a future session. The greater part of one day was spent in discussion and was eventually referred back to the Executive Council for their good offices in making a settlement.

While at the convention I affiliated with the Association of State and Central Bodies, subject to the decision of this convention.

I did what I could in furtherance of the interests of the resolution bearing upon the Los Angeles situation, which was passed by a unanimous vote and resulted in a goodly amount of money being sent to the Pacific Coast by the unions of the country.

I desire to again thank the delegates for the honor conferred on myself and the organization I represent, by electing me as your representative, and can assure you of my firm belief of the future emancipation of labor through the work of this and kindred organizations.

Respectfully submitted,  
L. W. BUTLER.

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## REPORT OF EXECUTIVE COUNCIL.

San Francisco, Cal., Sept. 24, 1911.

Six meetings were held by the Executive Council during the year. A great volume of business was transacted at these meetings, and it is not deemed advisable to unduly lengthen this report by a detailed recital of all transactions. The most important features only are dealt with herein. A record of all ordinary and routine business has been kept in the published minutes of the Executive Council, copies of which were mailed regularly to all affiliated unions.

### Los Angeles and the McNamara Trial.

The workers of this country and particularly the trade-unionists are fairly conversant with the Los Angeles situation and the McNamara case.

It so happened that the Executive Council was in session on the very Sunday when all our great dailies were devoting almost their entire edition to the Indianapolis arrests and the tales of dynamiting as related by Mr. Burns. Without hesitation the Executive Council unanimously adopted the following resolutions and furnished copies to the press:

"Whereas, John J. McNamara, Secretary of the International Association of Bridge and Structural Iron Workers, and other members of that organization, have been charged with crimes so heinous and revolting for the perpetration of which no just punishment could ever be meted out; and,

"Whereas, In this State and Nation an accused person is presumed to be innocent until tried and found guilty by a fair tribunal in due course of law; therefore, be it

"Resolved, By the Executive Council of the California State Federation of Labor in regular session assembled, April 23, 1911, that while we deem it unnecessary to reiterate at this time the uncompromising attitude of Organized Labor as being opposed to any and all acts of violence, whether committed by friends or enemies, we do most earnestly request our friends and sympathizers to withhold judgment in this instance until the accused have been tried."

At the meeting of the Executive Council held on July 30, the sum of \$250 was contributed from the funds of the State Federation toward the McNamara Defense Fund. The Secretary was also authorized to receive contributions for the Defense Fund and the prosecution of the kidnapers, same to be forwarded to the American Federation of Labor.

Since our Eleventh Annual Convention met at Los Angeles a year ago, unionism has made remarkable progress in that city. The Brewery Workers won a complete victory. The Carpenters won their fight and other victories are due.

With twenty-five new unions organized and the actual number of members in good standing increased by over 7000, we may well take pride in our ability to meet the enemy, however hopeless or one-sided the contest may seem in the beginning.

Much credit for the splendid progress in organizing is due Brother Juan Ramirez,

who has served as organizer of the State Federation in Los Angeles and vicinity since February 1, 1911.

The General Campaign Strike Committee, of which O. A. Tveitmoe is President and Andrew J. Gallagher Secretary-Treasurer, has had complete charge of the Los Angeles situation. During the past three months bimonthly news letters were issued dealing with the Los Angeles situation; these bulletins have been mailed to all affiliated unions through Secretary Scharrenberg's office. A statement showing in detail the receipts and expenditures of the Los Angeles Strike Fund from June 1, 1910, to June 1, 1911, as prepared by George Gunrey, Assistant Secretary-Treasurer of the General Campaign Strike Committee at Los Angeles, was issued on August 21. The following is a recapitulation of the report, which is contained in a pamphlet of twelve pages:

#### **Receipts and Disbursements, Los Angeles Strike Fund, June 1, 1910, to June 1, 1911.**

##### **Receipts.**

From A. J. Gallagher, Secretary-Treasurer General Campaign Strike Committee .....	\$228,745.00
From Strike Committee .....	4,575.85
From Machinists' Unions .....	4,575.85
From Boilermakers' Unions .....	1,899.75
From Blacksmiths' Unions .....	1,431.45
From Molders' Unions .....	1,339.98
From Patternmakers' Unions .....	368.50
From Miscellaneous Sources .....	21,251.31
<b>Total receipts .....</b>	<b>\$259,621.84</b>

##### **Disbursements.**

Paid to striking Boilermakers .....	\$ 69,307.50
Paid to striking Machinists .....	48,327.00
Paid to striking Structural Iron Workers .....	39,577.00
Paid to striking Blacksmiths .....	18,620.00
Paid to striking Molders .....	9,238.00
Paid to striking Millmen and Carpenters .....	3,718.50
Paid to striking Stationary Firemen .....	1,904.00
Paid to striking Patternmakers .....	1,802.00
Paid to striking Leather Workers .....	1,424.00
Paid to striking Steam Shovel and Dredge Men .....	1,043.00
Paid to striking Cracker Bakers .....	180.00
Paid to strikers at Long Beach .....	23,745.00
Paid to strikers at Bakersfield .....	7,700.00
Paid to strikers at San Luis Obispo .....	3,842.35
Paid to strikers at Coalinga .....	2,496.00
Paid out for attorneys .....	3,815.47
Paid out for grocery store .....	683.35
Miscellaneous expenses* .....	21,480.11
<b>Total disbursements .....</b>	<b>\$258,903.28</b>

##### **Recapitulation.**

Total receipts .....	\$259,621.84
Total disbursements .....	258,903.28
<b>Balance on hand June 1, 1911 .....</b>	<b>\$718.56</b>

#### **Report of Special Investigating Committee on Times Explosion.**

The committee appointed by our last convention to investigate the circumstances of the Times disaster rendered a lengthy and detailed report of their findings on October 26, 1910. Copies of the report have been widely circulated throughout California, and it is hardly necessary to reprint the report, particularly since same was published in full in our 1910 proceedings. The summary of the committee's investigation and deliberation is that in their judgment the facts indicate:

1. That the explosion was not by dynamite—that it was gas.
2. That General Otis knows that the Times was destroyed by gas, but that he is deliberately exploiting the dynamite theory, first, in order that he may escape the just

\* Miscellaneous expenses include aid to unions, transportation, organizing expenses, printing, office and hall rent, salaries of assistants, etc., and all general items incurred during the year. (Except legal expenses and money advanced strikers outside of regular weekly payments and advances to grocery store.)

consequences of criminal negligence; and second, in order to further a conspiracy to launch an indiscriminate persecution against the 20,000 union men and women of Los Angeles, and the 100,000 members of labor organizations throughout the State of California.

3. That the fabulous rewards offered for the apprehension of the fictitious criminals were offered primarily for the purpose of turning the public mind entirely away from the facts pointing to a gas explosion, in order that organized labor might forever bear the odium of the supposed crime; that a secondary purpose of these rewards is to tempt unscrupulous detectives to manufacture a case against some prominent member or members of labor unions. For one-fiftieth the reward that has been offered in this case Pinkertons have plotted and perjured away the lives of innocent men many, many times.

We have diligently hunted down the facts and as diligently have weighed them, and such are our conclusions. We believe that any unprejudiced person going over the situation will draw the same deductions as we have drawn.

### **Death of Vice-President Ploeger.**

We regret to report that Brother Chris. Ploeger, who served his second term as Vice-President for District No. 1, died at his home in Los Angeles on April 10, 1911. Brother Ploeger was a victim of the Great White Plague. He is survived by his wife and little daughter. The following resolutions were unanimously adopted at the session of the Executive Council held on April 23, and an engrossed copy was sent to Mrs. Ploeger:

Whereas, With profound sorrow we learn of the death of Brother Chris. Ploeger, a Vice-President of District No. 1 of this Federation, which took place at his home in Los Angeles, Cal., on April 10; therefore, be it

Resolved, By the Executive Council of the California State Federation of Labor, that in the demise of Brother Ploeger this Federation loses an efficient officer, who during the two years of his incumbency rendered valuable service to the labor movement, and who was ever prompt and faithful in the discharging of the duties imposed upon him; further

Resolved, That we hereby express our high appreciation of the work and character of Brother Ploeger and our gratitude for the example and inspiration which his life affords; further

Resolved, That these resolutions be spread upon the records of this Federation, and that a copy be presented to the widow and family of our late brother as an expression of our condolence in their bereavement.

### **Paving Cutters' Strike.**

After several weeks of negotiations with their employers, Paving Cutters' Union, Branch 31, of Santa Rosa, declared a strike on January 9, 1911, for an increase in cutting basalt blocks from \$30 per thousand to \$35 per thousand blocks. A number of the smaller firms signed up during the early part of the struggle, but Flinn & Treacy and the City Street Improvement Company, both of San Francisco, refused to grant the increase until April 26, on which date the last firm signed up the contract with the union.

Throughout the controversy we were greatly assisted by Commissioners Casey and Newsom of the Board of Public Works of San Francisco, who helped to convince several contractors that the demands of the Paving Cutters were not at all unreasonable. Upon the successful termination of the strike, letters of appreciation were received at the office of the Federation from the National Secretary of the Paving Cutters' Union, as well as from the Santa Rosa branch.

### **Our Friends—The Farmers.**

The most friendly relations have continued to exist between the organized farmers and the trade unions of our State. We have co-operated with the farmers on many occasions, and their officers have never failed to extend a helping hand to our organizers and the labor movement in general whenever the opportunity presented itself.

The following telegram was sent to the annual convention of the Farmers' Union, which met at San Jose during November of last year:

"Mr. H. W. Wrightson, President Farmers' Educational and Co-operative Union, Odd Fellows' Hall, San Jose, Cal.

Organized Labor of California sends greeting to the Farmers' Union Convention. May your deliberations result in the spread of education and co-operation among the workers in the agricultural industries and in a higher development of common interest between the workers in every calling.

"Fraternally,  
"Secretary-Treasurer, California State Federation of Labor."

"Paul Scharrenberg,

The next convention of the Farmers' Union will meet at Modesto, on November 14, and we recommend that a representative of the State Federation be delegated to visit and address the Farmers' Convention with a view of arriving at a still more thorough realization of our mutual interests and a still better understanding of the many benefits to be derived through joint action in the industrial and political field. The possibilities of an alliance with our fellow workers, the farmers, to bring about certain reforms are so self-evident that any comment seems superfluous.

### Legislative Work.

At the meeting of the Executive Council held on November 13, Brother L. B. Leavitt was elected Legislative Agent of the Federation. Steps were also taken to establish joint legislative headquarters in accordance with Resolution No. 4 adopted by the last convention.

When our work at Sacramento became pressing, Brother Theodore Johnson of San Francisco was engaged as Assistant Legislative Agent. Secretary Scharrenberg also made a number of visits to the State Capitol in connection with the proposed liability and compensation law and the compulsory arbitration bill.

The details and results of our work are fully dealt with in the Summary on Legislation and our Legislative Agents' Reports. The expense of conducting joint legislative headquarters and all other expenses in connection with our legislative work are set forth in detail in the Secretary-Treasurer's Report.

We recommend that joint legislative headquarters be again established at the next session of our Legislature.

We also recommend that especial attention be given by our incoming Legislative Council to the Anti-Injunction Bill, the one vital measure which failed of passage. General educational work on this subject will assure the passage of this bill at the next session of our Legislature. A pamphlet containing the arguments of Brother Furuseth, as published elsewhere in this report, should be given wide circulation and other means of publicity adopted, to the end that judicial tyranny may be curbed.

### Perpetual Injunction in Hatters' Case.

The United Hatters of North America have been engaged in a struggle for union conditions with the hat manufacturing firm of Dietrich E. Loewe Company of Danbury, Connecticut, since August, 1902. At the Fourth Annual Convention of the State Federation, held in Fresno, January, 1904, resolutions were adopted calling attention to the fact that the firm of Triest & Co. of San Francisco continued to sell the hats made by the unfair Loewe concern. A number of circulars relating to the subject were issued from the office of the State Federation during the year 1904, and the following year a temporary restraining order was issued by Judge Morrow in the United States Circuit Court, prohibiting the State Federation of Labor and the San Francisco Labor Council from boycotting the hats manufactured by the Loewe Company.

During the past year, on July 25th, Judge Van Fleet of the United States Circuit Court handed down a decision making permanent the order of six years ago. The decision of Judge Van Fleet is particularly noteworthy by reason of the language reflecting upon the character of the labor movement in its relation to the "Constitution and laws of the country." At the meeting of the Executive Council held on July 30, this feature of the decision was dealt with by the adoption of the following resolution:

Whereas, Judge Van Fleet, in the Circuit Court of the United States, at San Francisco, on July 25, 1911, in a decision making permanent the injunction originally issued by Judge Morrow in 1905, under the terms of which the California State Federation of Labor et al. are prohibited from boycotting the hats manufactured by Dietrich E. Loewe et al. of Danbury, Connecticut, used the following language: "If the suggestions of counsel at the oral argument were intended to advance the idea that the individual defendants are protected from the consequences of their acts by the fact that they were acting strictly within the rules and regulations of their organization, the obvious answer is that the Constitution and laws of the country are still paramount to the rules of any private aggregation of men, and it is to those laws that we must look in determining whether the rights of one citizen have been violated by the acts of another," and

Whereas, Our counsel, James G. Maguire, has submitted to the Secretary-Treasurer of this Federation a written recital of his remarks, to which reference is made by Judge Van Fleet, as follows:

"I made the oral argument on behalf of respondents in the case, and Judge Van Fleet certainly misunderstood me if he understood that I intended to advance the idea that the individual defendants are protected from the consequences of their acts by the fact that they were acting strictly within the rules and regulations of their organization."

"I did not claim that they were in any manner, or to any extent, protected by the

rules or regulations of their organization. What I did contend for was that, in all that they were shown to have done, they were acting within their rights, under the laws of California as interpreted by the Supreme Court of California in the Parkinson and Pierce cases.

"I entirely agree with Judge Van Fleet, and am not conscious of having ever expressed or held any contrary opinion, that 'the Constitution and laws of the country are still paramount to the rules of any private aggregation of men'"; and

Whereas, In the foregoing statement Mr. Maguire has correctly and unequivocally set forth the attitude of this Federation and of the labor movement at large in relation to the rights and duties of citizenship under the laws both of the State and of the labor movement; therefore, be it

Resolved, By the Executive Council of the California State Federation of Labor, in regular session assembled at San Francisco on July 30, 1911, that we, on behalf of organized labor, resent the language of Judge Van Fleet as a gratuitous reflection upon the intelligence and law-abiding character of the labor movement, entirely unwarranted by anything in the language of our counsel or in the acts of this Federation; further

**Resolved, That notwithstanding the injunction in the Loewe case, the right and the duty still remain to refrain from purchasing hats which do not bear the label of the United Hatters of North America, which right and duty we earnestly urge all members and friends to observe in the future as in the past.**

#### Congressional Elections.

Acting upon the recommendation of the American Federation of Labor, the State Federation took an active part in the last Congressional elections. The records of the incumbents were presented to the various unions, central councils and labor and reform press. We were pleased to note that at least three of California's standpat Congressmen were defeated, and we feel certain that our work of acquainting the voters of the State with the record of candidates had far-reaching results even upon those Representatives who were re-elected by greatly reduced majorities. The following communication from Representative Needham is self-explanatory and shows that the free publication of his self-made record is considered "strenuous opposition" by at least one Congressman:

Washington, D. C., February 2, 1911.

Mr. Paul Scharrenberg, Secretary California State Federation of Labor, Labor Temple, San Francisco, California.

My Dear Sir:

I have your telegram sent in behalf of organized labor asking me to vote for the eight-hour law in the Naval Appropriation Bill.

In reply will say that I voted for this provision in the last bill, and have had no occasion to change my opinion on the subject matter, and expect to vote the same way this time.

Notwithstanding this vote, however, and many other votes I have cast in Congress advocated by organized labor, some of the leaders of organized labor opposed me most strenuously during my last campaign because I have not voted upon every proposition as suggested by some of the leaders of organized labor. However, I am not complaining.

Very truly yours,

(Signed)

J. W. NEEDHAM.

Communications were received from Representatives Kent, Hayes and Raker after their election, stating that the measures upon which the State Federation had asked and received their favorable opinion prior to election would receive their support when in Congress.

We recommend that our course during the last Congressional elections be followed at the Congressional elections to take place next year.

#### Constitutional Amendments.

In view of the special importance of several Constitutional amendments, every effort has been made to awaken the active interest of all voters of our State in these vital proposals.

The following circular was sent all trade unions, both affiliated and unaffiliated, also to all labor and progressive papers:

San Francisco, Cal., August 21, 1911.

To the Trade-Unionists of California:—

On Tuesday, October 10, 1911, a special election will be held throughout the State of California, at which twenty-three Constitutional Amendments will be submitted to the voters.

It is of particular importance that the following six Amendments should be



approved by a majority of the voters, and all our members and friends are urged to embrace this opportunity and cast their votes for these progressive measures, all of which have on numerous occasions been endorsed by organized labor throughout the country:

Senate Constitutional Amendment 2 (number 1 on the ballot), authorizing State inspection of weights and measures.

Senate Constitutional Amendment 8 (number 4 on the ballot), granting suffrage to women.

Senate Constitutional Amendment 22 (number 7 on the ballot), establishing the initiative and referendum.

Senate Constitutional Amendment 23 (number 8 on the ballot), establishing the recall of all elective officials, including judges.

Senate Constitutional Amendment 32 (number 10 on the ballot), authorizing the Legislature to enact a compulsory employers' liability and compensation law for industrial accidents.

Assembly Constitutional Amendment 50 (number 23 on the ballot), increasing the power of the Railroad Commission over rates of transportation.

By order of the Executive Council of the California State Federation of Labor.

D. D. Sullivan,  
President.

Paul Scharrenberg,  
Secretary.

The educational work for these amendments, and particularly for the Initiative, Referendum and Recall, has been carried on through many channels. We have received much valuable assistance in this work throughout the State, particularly from Mr. Judson King, field lecturer of the National Referendum League.

At this writing all signs are favorable for the adoption of all the amendments above referred to.

#### **American Association for Labor Legislation.**

Realizing that valuable services had been rendered by the American Association for Labor Legislation in our efforts to secure progressive legislation, the Executive Council decided to apply for associate membership. An associate membership entitles the Federation to all publications, which include the American Labor Legislative Review and the Quarterly Bulletin of the International Labor Office. The associate membership fee is five dollars per annum.

#### **Defense of Women's Eight-Hour Law.**

> In order to properly defend the recently enacted Eight-Hour Law for women in a test case as to the constitutionality of the law now pending in the Supreme Court of this State, and if necessary in the United States Supreme Court, a conference was held at San Francisco on July 2 by representatives of the State Federation, State Building Trades Council, San Francisco Labor Council, and San Francisco Building Trades Council.

Judge Griffin, the author of the law, and Attorney Leon Yanckwich of Modesto, were engaged to defend the law, and later Attorney William Denman of San Francisco was also engaged by an authorized committee appointed by the conference.

It was decided to recommend to the four organizations represented in the conference that each bear an equal part of expenses incurred by this conference.

The action of the conference was concurred in by the Executive Council.

The decision of the Supreme Court is expected at an early date.

Sufficient copies of the brief prepared by Messrs. Griffin and Yanckwich were printed to supply a copy to each State Federation, in order that our work may be of some advantage to our fellow trade-unionists in other States when their turn comes to defend the shorter workday for women.

#### **ORGANIZING MIGRATORY LABOR.**

Your Executive Council in conjunction with the Joint Committee on Migratory Labor composed of delegates from the California State Federation of Labor, the State Building Trades Council of California and the San Francisco Labor Council have continued to give the best attention to this work. We think that the tangible results of our efforts in organizing migratory or unskilled labor fully justify an optimistic outlook for the future.

The following unions of laborers have been organized under the auspices of the Joint Committee:

Name.	Number.	Location.
United Laborers' Union.....	No. 12,992*	San Francisco
United Laborers' Union.....	No. 13,018.....	Oakland
United Laborers' Union.....	No. 13,085.....	Richmond
United Laborers' Union.....	No. 13,097.....	Los Angeles
United Laborers' Union.....	No. 13,116.....	Stockton
Laborers' Protective Union.....	No. 13,149.....	Los Angeles
United Laborers' Union.....	No. 13,162.....	San Francisco
United Laborers' Union.....	No. 14,112.....	Fresno
United Laborers' Union.....	No. 14,113.....	Fresno

The actual paid up membership of these unions is somewhat above 3000. The total number of men joined is considerably greater owing to the fact that many members shortly after joining drift away to other parts of the state wherever work may be found. This shows the absolute necessity for the final adoption of our plan which is for state wide and ultimate national organization as the only effective and practical method for protecting and generally improving the condition of our migratory workers.

We have prevailed upon these unions to keep their initiation fees at a nominal figure and we have insisted that all members of other organizations of a like nature must be admitted upon presentation of their membership card, without payment of any fee whatsoever. These rules have been adhered to by all organizations in question. Several unions have gone even further by admitting a member in good standing of any union, skilled or unskilled, without the payment of an initiation fee.

The thirtieth annual convention of the American Federation of Labor which met at St. Louis, in November, 1910, gave some attention to the organizing of unskilled laborers by adopting resolutions relative to the subject. President Gompers was later directed by the American Federation of Labor Executive Council "to obtain all information possible relative to this class of labor and to submit a report from time to time on the progress made."

While volumes could be written upon the deplorable condition and the need of organization among migratory workers, we believe that the subject is fairly covered in the following letter compiled by Andrew Furuseth and O. A. Tveitmoe of San Francisco:

#### Letter to American Federation of Labor.

"San Francisco, Cal., May 27, 1911.

"To Samuel Gompers, President, and the Members of the Executive Council of the American Federation of Labor:

"Greeting:

"At the thirtieth annual convention of the American Federation of Labor, held in St. Louis, Mo., November 14 to 26, 1910, the undersigned introduced resolutions dealing with the unskilled migratory workers. One of these resolutions was adopted by the convention, and the other resolution, which called for an appropriation of funds, was referred to the Executive Council. Being somewhat interested in the important questions set forth in these resolutions, he have at occasional meetings discussed the subject, and herewith submit to you observations and thoughts as they have occurred to us from time to time.

"By what name are these landless, homeless men who travel from place to place, seeking opportunity to obtain remunerative labor, to be called, if not 'migratory'? They have been called 'hoboes' by others, until many of them have accepted the appellation. The term 'hobo' may be made as respectable as any other, it may be made of as much help as any other. If the men should be willing to keep the name, given to them in their misfortune and signifying the dislike that was in the mind of the one who invented it and in the minds of those who used it in its original sense, and make that name an honorable one, descriptive of men who will rather travel from place to place, picking up on the way such work as shall offer, than to accept existing conditions which rob them of all that is usually held dear by man, then we are sure that no friend of theirs will have any objection, but will help them to make the name respected.

"Under our system of land tenure and machine-worked land, held in large tracts, men are not needed on the land continuously. They are wanted in seed and harvest time. There is, therefore, no stability of employment at farm labor as things are now. There could be permanency, of course, but that would involve an alteration of the system. In order to obtain anything like steady employment on the land, there would have to be a large number of small holdings, interspersed between the larger ones.

\* This union was in existence for a number of years as a purely local organization. Through our efforts the union affiliated with the American Federation of Labor and adopted its present name.

This would give a man the chance to work on his own land and on other holdings between times. However, this is not the case at present, and we are trying to deal with things that are.

"With no permanency at agricultural work, what of other work? Here again the same situation meets us at the very beginning of our investigation.

"Cutting of timber or logging, building of railways and canals, doing the thousand and one kinds of work now usually designated as 'unskilled,' means going from place to place, it means going where the work is being done. Home ties, home life, is manifestly out of the question. Wages are low, so low that a man is compelled to work for board and lodging. And such board and lodging! When no such work is to be had, the unfortunate 'hobo' must go into the cities and there try to find something to eat while he waits for a job to turn up. Feared, justly feared, by the city workers, because his need drives him to cut wages, he is welcome only where workers are wanted at the very lowest wages. Fear brings hatred and hatred is always felt and returned. This is universal, and therefore, of course, applies to the 'hobo' as well as to others. In the city he finds organization of the workers. These associations have a tendency to keep him out. This of necessity increases his ill will. He feels himself an outcast even by his own class. He has done nothing to deserve such treatment, and naturally he resents it. He reasons, correctly, that this is selfishness, and he comes to the conclusion that labor organizations which do this are not of the genuine kind.

"He is then approached by the Farleyite looking for men to break strikes. To him this often means only 'breaking down barriers, barriers against him.' He is for once wanted, spoken kindly to, and told that he is as good as any other man. He is lonesome, hungry, friendless and without a home; he sees the possibility of better things; he hopes for a home, and he accepts the offer. He goes to work, he helps to break the strike and then he is dismissed. Again he is the pariah, hated by the strikers and held in contempt by those who spoke so kindly just a little while ago. It is the most natural thing in the world for him to learn to hate all mankind, and now he is ready to be that other kind of Farleyite who takes pleasure in breaking strikes and who, while he does this, takes all the advantage possible of the employer. He evens up scores by robbing the employer when he can, destroying the gear with which he works and by shooting the strikers when opportunity offers.

"According to statistics there are some two millions of organized men in the United States, and there are also about three millions of the migratory workers, or 'hoboes,' and the employers therefore have an almost inexhaustible reservoir out of which they can dip the factor most needed in their campaign to destroy such organization as the workers have succeeded in getting together.

### **The Danger to Society.**

"It is plain, nothing could be plainer, that this situation is full of danger not only to the organized workers, but to society as a whole. The gravest danger, and the most immediate, is to the organized workers, and it is from them that the remedy must come if it is to come at all. We have but to look a little into the past and we will see that this is no new thing. Of course, we shall not find exactly the same situation; but we shall find something so similar that we may learn our lesson, if we will.

"The guilds gradually obtained control of all handicrafts in the Middle Ages. They also obtained control of the cities. That they were assisted in this by the struggle between the kings and their aristocracy, the kings needing the assistance of the cities, its burghers and its handicraftsmen, is not of any importance in this connection. The important point here is that the burghers and guild members generally failed to see their duty; they failed to extend their improved, comparatively free, condition to the country workers and when the country workers tried to do it by their own strength, the guild members were found on the side of the masters. It was so in the Peasant Wars in England, France and Germany. The country workers were crushed. They were sent back to the tender mercy of the masters, who, by the way, had sense enough to treat them better than they need have done. The hatred between classes is salt; the hatred between members of the same class is gall. The governing class took advantage of this and after a while began building cities, in which the guilds had no power. To accomplish this they used men from the country. The so-called free cities lost their importance. The guilds lost their grip and after a while, laws governing industry were made by the State in place of by the guilds. A little later, we find a condition in which it is not the guilds that govern the city and influence the State, it is the State that governs the city and through it the guild members. The next stage is a segregation of the masters and the handicraftsmen; the organization of the masters tolerated, the organization of the workers prohibited.

"Unless the labor movement of this day is to go the same way as the guilds, the so-called unskilled or migratory workers must be organized. The organized workers must do it.

### System of Organization.

"To organize these so-called migratory workers, the first thing is to gain their confidence and their friendship, to show them what they can do alone, and then what might be done when organized labor takes a serious hold on the situation. There is something from which they feel that they suffer the most. The wages are so low that it amounts practically to board only. The bunk-houses in which they sleep, if indeed they have any roof at all, are abominable. When there is anything left of the wages after the employer has subtracted for the food for such time as the men could not work, owing to it being Sunday, or bad weather, it is usually paid by a check, payable in the future and at some distant place. The first thing to do is to collect and have handy all kinds of information about the places where work is going on, and under what condition as to food, housing and pay, and to furnish this information free of charge to any one who shall want it. Then help them to collect what is due under the law. As this work goes on, those doing it must explain from whom the help and information come, and must point out what more could be done if they would organize and the kind of organization that would be the most effective. As they get confidence in the organizer and in their own ability to do something for themselves, they will be willing to organize, and if need be go to the worst places for a week or so to raise the hope and confidence in the men working there. A strike for better conditions will follow; they will be discharged; other men will be sent for. More of the same men must then be sent and another strike must follow. This kind of tactics will soon result in improving that very place, and then it can be left alone while other places are treated in the same way.

"As this skirmishing goes on, the temper of the men is trained, and they learn to use the power which they have in the quitting of work at times when such quitting will be most effective by being most inconvenient to the employer. It is our firm conviction that by following such tactics the men may be got together and their condition so much improved that they will cease to be a danger to any other branch of organized labor.

"Such organization must of course be an organization at large. The men must be members wherever they come, they must have the same rights everywhere. When started in one place and gotten into working condition, a branch must be organized in the next employing center and the same work done there. It will be seen that this form of organization is especially adapted for men who are traveling. It is in fact the only form which can be of any special use. It is also capable of infinite extension and may be contracted to follow the condition. The men are at home everywhere; they can get the information at all places. They can get such assistance in all places as the organization is capable of giving. They can give such services as they are able and willing to give.

"They have nothing to lose. They simply do systematically and with a purpose what they are now compelled to do without any future hope or any definite purpose. We realize that this means a terrific fight with the employers. They will do their utmost to wipe out such organization, but even that will do the men good; because in so doing they must improve the men's condition.

"In conclusion, such organization would draw these men to the rest of our movement, and there is no reason why their wages should not be so improved that they would take a pride in it and in their work, while they would become respectable."

(Signed) Andrew Furuseth.

O. A. Tveitmoe.

The financial report of the Joint Committee's work will be found in the Secretary-Treasurer's report.

We recommended that our efforts of bringing about thorough organization among the laborers of our state be continued with all the means at our command and that the expenditure of available funds for this purpose be continued in such manner as will bring the best results.

Respectfully submitted,

D. D. SULLIVAN,  
President.

PAUL SCHARRENBERG,  
Secretary-Treasurer.

W. A. ENGLE,  
TOM C. SEAWARD,  
A. L. JONES,  
JAMES HURLEY,  
R. W. TITHERINGTON,  
HARRY MENKE,  
D. J. MURRAY,  
AL. CONDROTTE,  
L. B. LEAVITT,  
JOHN W. ERICKSEN,  
IRA H. MARKWITH,  
Vice-Presidents.

## SUMMARY AND COMMENT ON LABOR LEGISLATION.

**Thirty-Ninth Session of the California Legislature, January 2 to March 27, 1911.**

The sources of this summary are as follows:

Report on Labor Legislation, issued by the State Federation of Labor and bearing date of April 12, 1911.

Supplementary Report on Labor Legislation, issued by the State Federation and bearing date of May 12, 1911.

Final Calendar of Legislative Business, issued by the State.

### BILLS THAT PASSED AND BECAME LAWS.

#### **Employers' Liability and Employees' Compensation.**

(Senate Bill No. 14, by Senator Roseberry.)

Abolishes entirely the time-worn and vicious defenses of the "fellow servant rule" and the "assumption of risk." The defense of "contributory negligence" is also modified. The law provides further for a voluntary scheme of compensation for injuries regardless of the fault of either side, to be administered by an Industrial Accident Board.

This law, in its operation, will undoubtedly have a more widely diffused and beneficial effect upon labor than any other measure enacted. Though practically an administration measure, it took the entire session to pass both houses. The bill was materially improved by the insistence of labor. Senator Gates of Los Angeles, though politically a progressive, led the reluctant opposition to this measure. Senator Larkins of Visalia sought to amend it so as to retain the defense of the fellow-servant rule unimpaired, but found no support.

This law went into effect September 1, 1911, and among one of the three commissioners recently appointed by the Governor is Will J. French, editor of the Labor Clarion since July 27, 1908.

#### **Eight Hours for Women.**

(Assembly Bill No. 248, by Mr. Griffin.)

This is perhaps the most important labor law ever passed in this State.

The passage of this law was favored on the one hand and opposed on the other by all the forces of progress and reaction, respectively. The proponents of the measure took their stand upon physiological, humanitarian and economic grounds. The opponents of the bill did not attempt to challenge the main arguments in favor of the bill. On the contrary, these arguments were readily, even enthusiastically, conceded. The ground assumed by the opposition that while the principle of the bill is highly commendable in practice it would work hardship upon the "business interests" and also upon the women themselves, and that a gradual reduction of the hours and permitting a more flexible application of the law would be more desirable to all business interests.

The law provides that no female shall be employed more than eight hours during the twenty-four hours of one day, or forty-eight hours during any one week. All industries are affected, except the harvesting, curing, canning or drying of any variety of perishable fruit or vegetable.

The contest over the Women's Eight-Hour Bill evoked widespread interest and enlisted a host of enthusiastic workers on its behalf. It would be impossible to single out by name all the men and women who distinguished themselves by their services in the memorable struggle. Assemblyman Griffin, the author of the bill, Mr. Leon Yankwich, Senators Caminetti and Bryant, and Miss Maud Younger of San Francisco, along with the women of the labor movement who so ably met and vanquished every argument of the opposition, deserve particular commendation for untiring efforts in behalf of this measure.

In the Assembly the Eight-Hour Bill passed unanimously.

In the Senate it required seven separate roll-calls to finally pass the bill. The following Senators successfully resisted the repeated attempts to have the bill amended, voting against every one of the amendments proposed on the floor of the Senate: Beban, Bills, Black, Bryant, Burnett, Caminetti, Campbell, Cassidy, Finn, Hans, Hare, Larkins, Lewis, Martinelli, Regan, Rush, Sanford, Shanahan, Walker and Welch (20).

The following Senators voted in favor of one or the other of the various amendments submitted: Avery, Bell, Birdsall, Boynton, Cartwright, Curtin, Cutten, Estudillo, Gates, Hewitt, Holohan, Hurd, Juilliard, Roseberry, Stetson, Strobridge, Thompson, Tyrrell and Wright (19).

Senator Wolfe was absent on account of sickness, but had promised to come and cast his vote if it should be required to pass the bill.

Senators Curtin of Sonora, Gates of Los Angeles, and Wright of San Diego, were particularly active in trying to have the bill amended so as to render it clearly unconstitutional.

A test case is now pending before the Supreme Court, and a decision as to the constitutionality of the law is expected before long.

Able briefs were submitted by Judge Griffin of Modesto, and Attorney Leon Yankwich of the same city, and by Attorney Wm. Denman of San Francisco. The latter and the Attorney-General, U. S. Webb, made oral arguments before the Court on July 10, 1911.

#### **Trade Marks and Labels.**

(Assembly Bill No. 388, by Mr. McDonald.)

This bill is designed to still further protect the Union Label. The law in the matter as it previously read was indefinite, and unscrupulous storekeepers were in the habit of flagrantly abusing the union label by taking it from union-made articles and affixing it to non-union articles in order to make a sale.

Hereafter it will be illegal to misuse the Union Label in California.

#### **Seamen's Bill.**

(Senate Bill No. 247, by Senator Wolfe.)

This repeals section 644 of the Penal Code, which made it a misdemeanor to "entice seamen to desert." This bill passed the two previous sessions of the Legislature and was twice vetoed by Governor Gillett, at the instance of certain shipping interests.

The unjust and antiquated law which imposed a penalty for inducing, persuading or enticing seamen to leave their vessels has thus at last been wiped off the statute books of the State of California, placing the State law in conformity with the Federal statutes.

#### **Upholsterers' Shoddy Bill.**

(Assembly Bill No. 547, by Mr. Ryan.)

Empowers the Labor Commissioner to enforce the Upholsterers' Shoddy Bill enacted at the previous session.

#### **Improving Direct Primary Law and Restoring Australian Ballot.**

(Assembly Bill No. 1385, by Mr. Young.)

Provides for the election of United States Senators by direct vote of the people. Reduces the percentage required on petitions which made the old law burdensome, and in several other particulars improves the old primary law.

(Senate Bill No. 306, by Senator Boynton.)

Restores Australian Ballot by eliminating the party circle. Provides that names of candidates for judiciary must be placed upon the ballot without party designation.

#### **Pay-Checks and Payment of Wages.**

(Senate Bill No. 163, by Senator Sanford.)

Prohibits the issuing of pay-checks unless the same are negotiable and payable without discount at some bank or other established place of business.

(Senate Bill No. 774, by Senator Sanford.)

Provides for the payment of wages at least once a month and within five days after quitting or resignation from employment. Upon discharge an employee must be paid immediately.

#### **Child Labor Bills.**

(Senate Bill No. 159, by Senator Hare.)

Forbids minors under eighteen years to work between ten o'clock in the evening and five o'clock in the morning.

(Senate Bill No. 662, by Mr. Mullally.)

This is a companion bill to Senate Bill No. 159, which does not cover boys engaged in business for themselves.

(Assembly Bill No. 240, by Mr. Griffin.)

Amending an act to enforce the educational rights of children, providing that all children within certain age limits must attend school.

(Assembly Bill No. 1305, by Mr. Young.)

This bill contains the best features of Senate Bill No. 159, and raises the age at which children are permitted to work from fourteen to fifteen, and in addition defines the duties of probation officers.

### **Inspection of Weights and Measures.**

(Senate Bill No. 31, by Senator Welch.)

Provides for local inspection of weights, measures and scales under local ordinances. Constitutional provisions forbid State inspection. Senate Constitutional Amendment No. 2, by Mr. Welch, if adopted will cure such defects.

### **Railroad Employees' Legislation.**

(Senate Bill No. 221, by Senator Boynton.)

Known as the Full Crew Bill, and fathered by the Railroad Brotherhoods, provides that full crews must be carried on all trains. This law will protect the life and limb of the traveling public as well as of railroad employees.

(Assembly Bill No. 1030, by Mr. Williams.)

Provides that railroad employees shall not remain on duty for a longer period than sixteen consecutive hours. Similar to the Federal law applying to interstate commerce.

### **Commissioner of the Bureau of Labor Statistics.**

(Senate Bill No. 471, by Senator Tyrrell.)

Authorizes the Governor to appoint and remove the Labor Commissioner at his pleasure. This bill was introduced in order to circumvent the retiring Governor's attempt to retain control in this very important office. Immediately upon the passage of this bill the Governor appointed a trade-unionist, John P. McLaughlin, as State Labor Commissioner. The new man has already proven the value to labor of this change which under the circumstances must be held as one of the most important acts of the Legislature.

### **Electrical Workers' Legislation.**

(Assembly Bills Nos. 312 and 313, by Mr. Kennedy.)

Measures proposed by the Electrical Workers. The great electrical power corporations after long debates by their experts agreed to accept the main provisions proposed by the workmen, and as a result California will have laws protecting the electrical workers and making their work as safe as it can be reasonably made by standardizing all new constructions and repair work after certain date.

### **Lien Law.**

(Assembly Bill No. 278, by Mr. Kehoe.)

Changes the policy of the old law, so that mechanics, contractors and material men are given direct lien on the property. This law will assist in eliminating irresponsible contractors, collusive contracts between owners and contractors, and assist members of Building Trades Unions to recover unpaid wages due them.

### **Temporary Floors in Buildings.**

(Assembly Bill No. 836, by Mr. Coghlan.)

This law compels contractors and builders to provide for temporary floors in buildings more than two stories high in the course of construction, for the protection of workmen employed in such buildings.

### **Occupational Diseases Law.**

(Assembly Bill No. 1328, by Mr. Clark.)

This measure provides that physicians treating patients suffering from lead, phosphorus, arsenic or mercury or their compounds, or from anthrax, or from compressed air illness, shall notify the State Board of Health, giving the name and address of the employer.

This bill was introduced and furthered in conformity with a nation-wide campaign to combat occupational diseases.

### **Anti-Tuberculosis.**

(Assembly Bill No. 821, by Mr. Bliss.)

Makes an appropriation of \$5,000 to be used by the State Board of Health in an investigation of the prevalence of that disease. A bill carrying an appropriation of \$150,000 for the establishment of a Tuberculosis Sanatorium failed of passage.

**Tenement House Law.**

(Senate Bill No. 1221, by Senator Burnett.)

This measure amends the previous law by providing certain improvements in the matter of light, air, sanitation, etc., in tenement houses. It applies to all buildings of more than one story, used as the home of four or more families living independently of each other.

**Loan Shark Bill.**

(Senate Bill No. 492, by Senator Stetson.)

Personal Property Brokers' Act, amended so as to limit interest on loans to two per cent. per month. There were two other bills on the subject of regulating loan sharks, one introduced by Assemblyman McDonald, No. 1490, and the other fathered by Assemblyman Brown. Either of these bills, if passed, would have more effectively regulated the business of loaning money; but they were introduced too late in the session to receive the necessary attention to insure their passage.

**Regulating Temporary Injunctions.**

(Senate Bill No. 220, by Senator Boynton.)

Amends section 527 of the Code of Civil Procedure so as to expedite trials of applications for injunctions, and making temporary injunctions void if not brought to trial within a certain time.

The American Federation of Labor Bill prohibiting injunctions in labor disputes failed of passage after one of the most memorable struggles in the history of labor legislation in this State, as told under a separate head in this report.

**The Panama-Pacific Exposition Enabling Act.**

(Senate Bill No. 1188, by Senator Birdsall.)

Defines the powers and duties of the commission appointed by the State to supervise the expenditure of the five million dollars contributed by State taxation in aid of the Panama-Pacific International Exposition.

At the instance of labor representatives the fifth section of the act was amended so as to make regulations governing the work of unpacking and installing exhibits subject to the approval of this commission. This is designed to prevent troubles similar to those that occurred at the St. Louis Exposition when foreign exhibitors were permitted without restraint to use imported labor for such work.

**CONSTITUTIONAL AMENDMENTS.****Providing for State Inspection of Weights and Measures.**

(Senate Constitutional Amendment No. 2, by Senator Welch.)

This amendment if adopted will authorize the Legislature to enact laws for the inspection, measurement and graduation of merchandise, manufactured articles and commodities.

**Female Suffrage.**

(Senate Constitutional Amendment, No. 8, by Senator Bell.)

Will establish Woman Suffrage. It is generally conceded that but for the active support which Organized Labor extended toward this measure it would have been difficult to secure the necessary two-thirds majority in both Houses.

**The Initiative and Referendum.**

(Senate Constitutional Amendment, No. 22, by Senator Gates.)

Will give to the people the power to legislate upon any matter desired without intervention by any official, and will also give to the voters the power to reject any law which the Legislature may attempt to enact.

With an eight per cent. petition, any proposed legislation may be submitted directly to a popular vote. With a five per cent. petition any proposed law can be submitted to the Legislature, which must enact it or place it before the people for determination.

By an eight per cent. petition any law enacted by the Legislature can be put to a popular vote for approval or veto.

**The Recall, Including the Judiciary.**

(Senate Constitutional Amendment, No. 23, by Senator Gates.)

For the recall of elective officers. Petitions circulated any time after incumbency of six months, or, in case of legislators, after five days from the convening and or-



ganizing of the Legislature, if that time is less than six months, will bring about an election for the recall of officers against whom they are directed. Such petitions must bear signatures of 12 per cent. of the total vote for State officers, or, in case of county and city officials, a maximum of 25 per cent. For State officers elected from a subdivision of the State as are legislators 20 per cent. is required. The incumbent is automatically a candidate and a majority of votes cast must specify that he is to be recalled, or he remains in office. He is given space on the ballot to reply to the charge upon which he is to be recalled. The judiciary is included in the measure notwithstanding the most strenuous opposition of every reactionary element in the State.

#### **To Establish a Compulsory Workmen's Compensation Act.**

(Senate Constitutional Amendment, No. 32, by Senator Welch.)

This amendment if adopted will authorize the Legislature to enact a Compulsory Compensation Act. It is impossible to make a Workmen's Compensation Act compulsory under our present Constitution.

#### **School Text Books.**

(Assembly Constitutional Amendment No. 2, by Mr. Held.)

This amendment, as finally passed, provides that the State Board of Education shall adopt uniform series of school text books for use in the common schools throughout the State, and fixes four years as the minimum period of use of such books.

Assembly Constitutional Amendment No. 16, by Mr. Telfer, substantially of the same character as No. 2, contained in addition the important provision that the books adopted by the State Board "shall be distributed, free of cost, to all children attending the common schools in this State." Telfer's amendment passed the assembly and was defeated in the Senate by the following vote, two-thirds being necessary for its passage.

Ayes—Avey, Bills, Boynton, Caminetti, Cutten, Estudillo, Hewitt, Juilliard, Lewis, Rush, Sanford, Shanahan, Stetson, Strobridge, Walker and Wright.—16.

Noes—Beban, Bell, Cassidy, Finn, Gates, Hare, Holohan, Martinelli, Regan, Welch and Wolfe.—11.

It will be noted that seven San Francisco Senators voted against this measure, which is a part of the platform of the American Federation of Labor, and was indorsed by the convention of the California State Federation of Labor.

#### **Regulation of Rates of Transportation.**

(Assembly Constitutional Amendment No. 50, by Mr. Sutherland.)

Intended to overcome several Supreme Court decisions that have nullified the usefulness of the Railroad Commission. Provides that no railroad or other transportation company shall raise any rate or charge for the transportation of freight or passengers except upon showing before the Railroad Commission that the increase is justified; provides also that the commission may authorize such a company to charge less for longer than for shorter distances for the transportation of persons or property.

### **BILLS ADVOCATED BY LABOR AND NOT PASSED.**

#### **Anti-Injunction Bill.**

(Senate Bill, No. 965, by Senator Caminetti.)

To regulate the issuance of Restraining Orders and Injunctions and procedure thereon and to limit the meaning of Conspiracy in certain cases. This is the bill drawn for the American Federation of Labor changed so as to apply to this State. It has been introduced in several sessions of Congress of the United States.

Andrew Furuseth, who has made a study of this question, and has repeatedly argued for the bill at Washington, D. C., appeared at two short hearings before the Committee on Judiciary whereupon it was favorably reported to the Senate. It was then withdrawn from the Senate file and sent back to the committee. Later it was again reported out with a favorable majority report and an unfavorable minority report. It came up for action in the Senate on March 20th and passed.

Senator Gates of Los Angeles changed his vote and gave notice of motion to reconsider on the next day. Motion to reconsider having been made on the next day after some discussion it came to a vote and there were twenty votes to reconsider. Those who voted to reconsider were: Avey, Bell, Bills, Birdsall, Boynton, Curtin, Cutten, Estudillo, Gates, Hewitt, Holohan, Hurd, Larkin, Roseberry, Rush, Stetson, Strobridge, Thompson, Walker and Wright. The Lieutenant-Governor cast his vote for reconsideration over the protest of Senators Wolfe and Caminetti. Senator Wolfe having made the point of order that "if it takes twenty-one Senators to pass a bill it must take twenty-one Senators to reconsider." Point of order was overruled by the

Lieutenant-Governor who at once cast his vote, giving Senator Caminetti, who arose, no opportunity to state the appeal which he had intended to take.

Question then recurred on the passage of the bill. Two amendments which were offered by Senators Wright and Gates were voted down. The Senate then came to a final vote on the bill. The following Senators voted "aye": Beban, Black, Bryant, Burnett, Caminetti, Campbell, Cartwright, Cassidy, Finn, Hans, Hare, Juillard, Lewis, Martinelli, Regan, Rush, Sanford, Shanahan, Tyrrell, Walker, Walsh and Wolfe—22. Noes: Avey, Bell, Bills, Birdsall, Boynton, Curtin, Cutten, Estudillo, Gates, Hewitt, Holohan, Hurd, Larkin, Roseberry, Stetson, Strobridge, Thompson and Wright—18. So the bill passed.

It was then sent to the Assembly where it went to the Committee on Judiciary, and after being held up for two days was reported out unfavorably. There were only two days left of the session—Sunday and Monday—and while there was time enough to pass the bill which had been placed on the special urgency file, the Assembly adjourned on Sunday at 5:30 p. m. without reading this file. This was done ostensibly to prevent the so-called "Alien Land Bill" from being considered but there is no doubt that it was the intention to defeat both the Alien Land Bill and the Anti-Injunction Bill and this was accomplished in spite of the efforts made by the friends of the Anti-Injunction Bill. Mr. Coghlan of San Francisco had charge of the bill and did all that could be done and was loyally supported by other members, especially Mr. Ryan of San Francisco, who had introduced the bill in the Assembly. The bill thus failed of passage.

#### **To Regulate and Prohibit the Use of Basements for Bake Shops.**

(Senate Bill, No. 673, by Senator Cassidy.)

This bill received the endorsement of the recent convention of the State Federation and its main object was to prevent the opening of bake shops in cellars or basements.

The bill passed both Houses and was vetoed by the Governor who contended that the State Board of Health in conjunction with local Health Boards could give their attention to all sanitary regulations required for bake shops.

#### **Barbers' Sunday Closing Bill.**

(Assembly Bill, No. 579, by Mr. McDonald.)

Known as the Barbers' Sunday Closing Bill. This bill passed the Assembly and died in the Senate Committee on Labor and Capital.

#### **To Protect Workmen Against Coercion.**

(Assembly Bill, No. 489, by Mr. Griffin.)

This bill was aimed at those employers who compel their employees to enter into an agreement not to join or to be members of any labor organization, as a condition of securing employment. This bill passed the Assembly and died in the Senate Committee on Labor and Capital.

#### **Providing That All Mechanical Work in Connection With Publishing of Text Books Be Under the Supervision of Superintendent of State Printing, Etc.**

(Assembly Bill, No. 391, by Mr. Telfer.)

This bill passed the Assembly but died in the Senate Committee.

#### **To Regulate the Business of Watchmen, Guards and Detectives.**

(Assembly Bill, No. 488, by Mr. Griffin.)

This bill was aimed at certain private detective agencies which are in the habit of furnishing thugs as guards for strike-breakers, etc. This bill died on the third reading file in the Assembly.

### **BILLS WHICH PASSED BOTH HOUSES, BUT NOT SIGNED.**

#### **Child Labor Bill.**

(Assembly Bill, No. 239, by Mr. Griffin.)

The principal features of this bill, particularly the clause which raises the age at which children are permitted to work from fourteen to fifteen, are embodied in Assembly Bill, No. 1305, which was approved by the Governor.

**Weights and Measures.**

(Assembly Bill, No. 1331, by Mr. Hamilton.)

This bill would have compelled the correct weight or correct numerical count to be marked on all containers, together with the name of the producer or manufacturer.

**Railroad Employees' Legislation.**

(Assembly Bill, No. 1469, by Mr. Kehoe.)

This measure was drawn similar to the Federal law relating to the Liability of Common Carriers by railroads for injuries or death sustained by their employees.

**Free Labor Bureaus.**

(Assembly Bill, No. 795, by Mr. Beckett.)

This bill provided for the establishment of Free Labor Bureaus, under the supervision of the Labor Commissioner, in the cities of San Francisco and Los Angeles.

**Hatch Tender on Vessels.**

(Assembly Bill, No. 1046, by Mr. Cunningham.)

This bill was introduced at the instance of the Riggers & Stevedores' Union of San Francisco. It provided that in all vessels of fifty tons and over a hatch tender must be employed during loading and unloading.

**Barbers' Licensing Board.**

(Senate Bill, No. 472, by Senator Juilliard.)

This bill would have established a Board of Barber Examiners and provided rules regulating the proper sanitation of barber shops, schools and colleges.

**Inspector of Scaffolding.**

(Assembly Bill, No. 1392, by Mr. Beatty.)

This bill would have created a position of Inspector of Scaffolding, under the supervision of the State Labor Commissioner, whose duty would be to inspect all scaffolding and appliances that may be used in the construction, etc., of buildings.

**Mine Inspection.**

(Assembly Bill, No. 269, by Mr. Williams.)

This bill would have provided for the inspection of mines by a State inspector, for the better protection of persons employed in mines and quartz mills.

**Advertisers for Labor.**

(Assembly Bill, No. 541, by Mr. Fitzgerald.)

This bill would have regulated the publishing of advertisements and solicitations for employees during strikes, lockouts and other labor troubles.

**Anti-Tuberculosis Bill.**

(Senate Bill, No. 292, by Senator Regan.)

This measure if enacted would have declared tuberculosis to be an infectious and communicable disease, and required physicians to report all cases of tuberculosis to the Health Officers of the respective localities. It also provided the manner of treating the patients with the view of safeguarding others from infection.

**BILLS DEFEATED OWING TO OPPOSITION OF LABOR.****"Public Inquiry" or "Compulsory Arbitration" Bill.**

(Senate Bill, No. 918, by Senator Boynton.)

Briefly stated, this bill proposed to prohibit strikes among employees of the public, public contractors and public-service corporations during at least thirty days' notice or during the continuance of a public inquiry. The act of striking was made punishable by a fine of not less than \$10.00 nor more than \$50.00 per day upon each striker. To induce, encourage or aid a strike was punishable by a fine of not less than \$50.00 nor more than \$1000 upon each individual.

This bill, if enacted, would have seriously hampered the workers by depriving them of the right to quit work whenever in their own judgment such course is necessary

Moreover, it would have established a precedent for the extension of the same principle of compulsory labor to the workers in private industries, leading ultimately to the legal prohibition of the strike in general.

Immediately following the introduction of the bill a strong protest against it was made by the labor organizations of the State. The opposition of labor was made known to every Senator by letters and telegrams from their respective constituents and after a three hours' debate on March 2d the bill was defeated in the Senate by a vote of 22 to 16, as follows:

For the bill—Senators Avey, Bell, Bills, Boynton, Estudillo, Gates, Hewitt, Holohan, Hurd, Roseberry, Rush, Stetson, Strobridge, Thompson, Walker and Wright—16.

Against the bill—Senators Beban, Birdsall, Black, Bryant, Burnett, Caminetti, Campbell, Cartwright, Cassidy, Cutten, Finn, Hans, Hare, Juilliard, Larkins, Lewis, Martinnelli, Regan, Shanahan, Tyrrell, Welch, Wolfe—22.

Absent—Senators Curtin Sanford.

Walker, of San Jose, in a speech for the bill, expressed the opinion that the only members of organized labor who were opposed to the measure were the "agitators." Senator Walker's speech and vote on the bill are worthy of special note by reason of the fact that he is himself a member of organized labor in San Jose.

### **To Make It a Misdemeanor to Board Any Vessel Without the Permission of Owner or Master.**

(Assembly Bill, No. 1069, by Mr. Brown.)

This measure was introduced for the purpose of re-enacting in another form the obnoxious law which made it a misdemeanor to "entice seamen to desert." This bill, if enacted, would have seriously interfered with the rights of seamen. The objections raised by Labor were so strong that the author of the bill permitted it to die on the files, as the alternative of defeat on the floor.

### **To Change the Unanimous Verdict Required in Criminal Cases to a Five-Sixths Verdict.**

(Senate Constitutional Amendment, No. 13, by Senator Boynton.)

This measure passed the Senate, but we were successful in having it defeated in the Assembly. This measure was vigorously supported by the anti-labor men throughout the State.

## **PRISON LABOR LEGISLATION.**

### **Authorizing the Employment of Prisoners in the State Prisons and Providing for the Disposition of the Products of Their Labor.**

(Assembly Bill No. 888, by Mr. Gerdes.)

Provides that prisoners in the State prisons be employed at useful labor, principally the manufacture of articles needed for any State, county, district, municipal, school or other public use, or that may be needed for any institution of the State or of any political subdivision thereof. The State Board of Prison Directors, Board of Examiners and the Governor shall determine the kind, quality and quantity of articles to be supplied, and shall fix their price as near the prevailing market price as possible. All supplies manufactured under this act shall be exclusively for public use, and such articles as are manufactured must be used by the State and its political subdivisions if suitable. Every article must be plainly stamped with the name of the prison where it is manufactured.

The main idea underlying this legislation is twofold. First, to aid in the reformation of prisoners and making them lead a rational life while undergoing prison discipline; second, to make the prisons self-sustaining, as they entail a growing burden upon the State's income.

The Commonwealth Club took up this reform, and after thorough investigation by the law and labor committee of the San Francisco Labor Council, which suggested several important amendments to the bill for the purpose of minimizing the necessary competition with free labor and commerce that the bill involved, the San Francisco Labor Council almost unanimously endorsed the bill. After introduction into the Legislature, and after the Governor had sent a special message reciting the fact that it had secured the endorsement of labor, the San Francisco Labor Council reconsidered its former action and sent a special committee to Sacramento to secure, if possible, the withdrawal of the bill. It was then too late to make any impression against the bill, and it passed without opposition being manifest against it.

There will always be opposition to legislation of this character; its beneficial effects depend entirely upon how it will be administered. Assurances have been given by the Governor that any reasonable protest from labor, when abuse of the act is shown, will be heeded and such abuse corrected.

**State Reformatory for First Offenders.**

(Assembly Bill No. 200, by Mr. Young.)

Appropriates \$150,000 as a beginning for a State farm where first offenders may learn agricultural and horticultural pursuits. One million dollars was asked for the purpose, but the existing uncertainty as to the revenues for the State under the new system of taxation made it necessary to limit the appropriation to secure only the necessary land and some funds to inaugurate this new system of prison reform.

The Commonwealth Club, in conjunction with the San Francisco Labor Council, inaugurated this new movement. While experimental in character, the best thought of the age approves of it.

**PRISON BILLS DEFEATED.****Making It Unlawful to Sell Prison-Made Articles.**

(Assembly Bill No. 1507, by Mr. Sbragia.)

This bill if enacted would have made it unlawful for any person to sell, expose for sale, or offer for sale within the State, any article manufactured wholly or in part by convict or any other prison labor, except articles the sale of which is specifically sanctioned by law.

This bill passed the Assembly and after receiving the favorable recommendation of the State Committee on Judiciary, died on the Senate file.

**Providing for the Employment of Convicts on the Public Highways.**

(Assembly Bill No. 823, by Mr. Hamilton.)

This bill provided that convicts should be employed on the public highways of the State in connection with the \$18,000,000 bond issue. This measure was defeated in the Assembly.

**GOVERNMENT BY INJUNCTION IS DESPOTISM.**

Working people suffer under it to-day. Business people will suffer to-morrow. Allowed to continue and to grow, it will destroy our present form of government. Listen to what jurists have to say. It is worthy of your attention.

"I believe in recent years the courts of the United States, as well as the courts of our own commonwealth (Massachusetts) have gone the verge of danger in applying the process of the writ of injunction in dispute between capital and labor."—Hon. W. H. Moody, in 1897, later Associate Justice, Supreme Court of the United States.

"Courts with their injunctions, if they heed the fundamental law of the land, can no more hold men to involuntary servitude, for even a single hour, than can overseers with a whip."—Hon. Thomas M. Cooley, President American Bar Association.

"Such use of injunctions by the courts is judicial tyranny, which endangers not only the right of trial by jury, but all the rights and liberties of the citizens."—Hon. M. F. Tuley, Appellate Court of Illinois.

"These are sufficient to establish the general principle that the injunction process and contempt in chancery procedure, as well as chancery jurisdiction itself, is looked upon with a logical jealousy in all Anglo-Saxon countries as being in derogation of the common law . . . taking away the jurisdiction of the common law courts and depriving the accused of his trial by jury."—Professor F. J. Stimson of Harvard, "Federal and State Constitutions."

"In their efforts to regulate or restrain strikes by injunction they (the courts) are sowing dragons' teeth and blazing the path of revolution."—Judge John Gibbon, Circuit Court of Illinois.

The crying evil in the present use of the equity power is the application of injunctions to personal relations; thus superseding the common and statute law. The remedy lies in by law compelling the judiciary to abandon the use of equity except to protect property rights, where there is no remedy at law. The courts have seized jurisdiction by extending or altering the definition of property, claiming that to carry on business is a property right, instead of a personal right. For these reasons we caused the following bill to be introduced in the Legislature of the State of California during the recent session. It is the same bill which the American Federation of Labor has for several sessions caused to be introduced in Congress.

**Senate Bill No. 965.**

Introduced by Senator Caminetti February 8, 1911. Referred to Committee on Judiciary.

An Act to regulate the issuance of restraining orders and injunctions and procedure thereon and to limit the meaning of "conspiracy" in certain cases.

The people of the State of California, represented in Senate and Assembly, do enact as follows:

Section 1. No restraining order or injunction shall be granted by any court of this State, or a judge or the judges thereof, in any case between an employer and employee, or between employers and employees, or between employees, or between persons employed and persons seeking employment, or involving or growing out of a dispute concerning terms or conditions of employment, unless necessary to prevent irreparable injury to property or to a property right of the party making the application, for which injury there is no adequate remedy at law; and such property and property right must be particularly described in the application, which must be in writing and sworn to by the applicant or by his, her, or its agent or attorney. And for the purposes of this act no right to continue the relation of employer and employee, or to assume or create such relation with any particular person or persons, or at all, or to carry on business of any particular kind, or at any particular place, or at all, shall be construed, held, considered, or treated as property or as constituting a property right.

Sec. 2. In cases arising in the courts of this State or coming before said courts, or before any judge or the judges thereof, no agreement between two or more persons concerning the terms or conditions of employment, or the assumption or creation or termination of any relation between employer and employee, or concerning any act or thing to be done or not to be done with reference to or involving or growing out of a labor dispute, shall constitute a conspiracy or other civil or criminal offense, or be punished or prosecuted, or damages recovered upon as such, unless the act or thing agreed to be done or not to be done would be unlawful if done by a single individual; nor shall the entering into or the carrying out of any such agreement be restrained or enjoined unless such act or thing agreed to be done would be subject to be restrained or enjoined under the provisions, limitations and definitions contained in the first section of this act.

Sec. 3. All acts and parts of acts in conflict with the provisions of this act are hereby repealed.

**Argument Before Senate Committee.**

In support of the bill and to further its passage, Andrew Furuseth of San Francisco submitted the following argument:

The modern use of the writ of injunction, especially in labor disputes, is revolutionary and destructive of popular government.

Our Government was designed to be a government by law, said law to be enacted by the legislative branch, construed by the judiciary and administered by the executive.

An injunction is "an extraordinary writ issued out of equity enjoining a threatened injury to property or property rights, where there is not a plain, adequate and complete remedy at law."

The definition of equity is, "the application of right and justice to the legal adjustment of differences where the law by reason of its universality is deficient," or, "that system of jurisprudence which comprehends every matter of law for which the common law provides no remedy . . . springing originally from the royal prerogative, moderating the harshness of the common law according to good conscience." In other words, it is the exercise of power according to the judgment and conscience of one man.

It was for this reason that in Great Britain, whence the United States derives its system of equity as well as of law, the equity power was limited to the protection of property or property rights, and in such cases only where there was no remedy at law; the words "adequate and complete" have been added here.

When the courts of equity take jurisdiction over and issue injunctions in labor disputes, they do so to protect business, which, under late rulings by several courts, is held to be property. These rulings are disputed and condemned by other courts, which hold that relations between employers and employees—between buyer and seller—are personal relations, and as such, if regulated at all, are regulated by statute or common law only. If the latter contention be right, and of this we believe there can be no question, the ruling that makes business property, or the right to carry on or continue in business a property right, is revolutionary, and must lead to a complete change, not only in our industrial, but in our political life. If the court of equity be permitted to regulate personal relations, it will gradually draw to itself all legislative

power. If it be permitted to set aside or to enforce law, it will ultimately arrogate to itself jurisdiction now held by the law courts, and abolish trial by jury.

The Constitution confers equity power upon the courts by stating that they shall have jurisdiction in law and in equity in the same way that it makes it their duty to issue the writ of habeas corpus and in substantially the same way as it provides for trial by jury. Equity power came to us as it existed in England at the time of the adoption of our Constitution, and it was so limited and defined by English authorities that our courts could not obtain jurisdiction in labor disputes except by the adoption of a ruling that business is property. If business be property in the case of a strike or a boycott, and can therefore be protected by the equity court against diminution of its usual income, caused by a strike or boycott conducted by the working people, then it necessarily must be property at other times and therefore entitled to be protected against loss of income caused by competition from other manufacturers or business men. Business and the income from business would become territorial and would be in the same position as land and the income from land. The result would be to make all competition in trade unlawful; it would prevent any one from engaging in trade or manufacture unless he comply with the whim and fancies of those who have their trade or means of protection already established.

No one could enter into business except through inheritance, bequest or sale.

In order to show the fallacy of this new definition of property, we here state the accepted legal definitions of property, business and labor.

**Definition of Property.**—Property means the dominion of indefinite right of user and disposition which one lawfully exercises over particular things or subjects and generally to the exclusion of all others. Property is ownership, the exclusive right of any person freely to use, enjoy and dispose of any determinate object, whether real or personal.—(American and English Encyclopedia of Law.)

Property is the exclusive right of possessing, enjoying and disposing of a thing.—(Century Dictionary.)

A right imparting to the owner a power of indefinite user, capable of being transmitted to universal successors by way of descent, and imparting to the owner the power of disposition from himself and his successors.—(Austin, Jurisprudence.)

The sole and despotic dominion which one claims and exercises over the external things of the world in total exclusion of the right of any other individual in the world.—(Blackstone.)

It will be seen that property is products of nature or of labor, and that the essential element is that it may be disposed of by sale, be given away, or in any other way transferred to another.

There is no distinction in law between property and property rights.

From these definitions it is plain that labor power or patronage can not be property, but aside from this we have the Thirteenth Amendment to the Constitution prohibiting slavery and involuntary servitude.

Labor power can not be property, because it can not be separated from the laborer. It is personal. It grows with health, diminishes in sickness, and ceases at death. It is an attribute of life.

The ruling of the courts make of the laborer a serf, of patronage an evidence of servitude, by assuming that one may have a property right in the labor or patronage of another.

**Definition of Business.**—That which occupies the time, attention and labor of men for the purpose of livelihood or profit; that which occupies the time, attention and labor of men for the purposes of profit and improvement.—(American and English Encyclopedia of Law.)

That which busies, or that which occupies the time, attention or labor of one, as his principal concern, for a longer or shorter time.—(Webster's Dictionary.)

**Definition of Labor.**—Physical or mental effort, particularly for some useful or desired end. Exertion of the powers for some end other than recreation or sport.—(Century Dictionary.)

**Definition of "Good Will."**—The good will of a business is not the business, but is one result springing out of it. It would be too narrow to contrive the word business to be the good will of the business.—*McGovern vs. Griffen*, 37 Atlantic, 293.

"Good will," as defined by Lord Eldon, means nothing more than the probability that the old customers will resort to the old place.—33 Cal., 625.

It will be seen that when a man buys the "good will" he is buying something which can not be delivered. It is, therefore, not property in the true sense. It is a mere expectation. At most, it is property as against the person who sold it, and this only for a short time and within a limited area. To carry on business is to work—to labor—it is personal and can therefore not be alienated. A man can contract to labor or not to labor for a definite time or at a definite place, so he may contract to refrain from doing a particular kind of business at a particular place for a particular period of time.

It will be seen from the above definitions that, while there is a fundamental difference between property and business, there is none at all between business and labor, so

that, if business be property, so is labor, and, if the earning power of business can be protected by equity power through injunction, so can the earning power of labor; in other words, the laborer may obtain an injunction against a reduction of his wages, or against a discharge, which would stop the wages entirely.

If this new definition of property, by including therein business and labor, be accepted, then the judge sitting in equity becomes the irresponsible master of all men who do business or who labor.

We contend that equity power and jurisdiction—discretionary government by the judiciary—for well-defined purposes and within specific limitations, granted to the courts by the Constitution, has been so extended that it is invading the field of government by law and endangering constitutional liberty, that is, the personal liberty of the individual citizen.

As government by equity—personal government—advances, republican government—government by law—recedes.

We have escaped from despotic government by the king. We realized that, after all, he was but a man. Are we going to permit the growing up of a despotic government by the judges? Are not they also men?

The despotism of one can in this sense be no better than the despotism of another. If we are to preserve "government of the people by the people and for the people," any usurpation by the judiciary must be as sternly resisted as usurpation by the executive.

What labor is now seeking is the assistance of all liberty-loving men in restoring the common law definitions of property and in restricting the jurisdiction of the equity courts in that connection to what it was at the time of the adoption of the Constitution.

A bill has been and is now before Congress for this purpose. We ask your careful consideration of the reasons for this bill and of the bill itself, and your assistance in inducing Congress to make it law.

### Injunction Law of Great Britain.

We also submitted the following, which is the law of Great Britain:

English Statutes, vol. 44, 1906. Chapter 47 (6 Edward 7).

An act to provide for the regulation of trades unions and trades disputes. (December 21, 1906.)

Be it enacted by the King's most excellent majesty, by and with the advice and consent of the Lords spiritual and temporal and Commons, in this present Parliament assembled, and by the authority of same, as follows:

1.—The following paragraph shall be added as a new paragraph after the first paragraph of Section 3 of the Conspiracy and Protection to Property Act, 1875:

"An act done in pursuance of an agreement or combination by two or more persons shall, if done in contemplation or furtherance of a trade dispute, not be actionable unless the act, if done without any such agreement or combination, would be actionable."

2.—(1) It shall be lawful for one or more persons, acting on their own behalf or on behalf of a trade union or of an individual employer or firm in contemplation or furtherance of a trade dispute, to attend at or near a house or place where a person resides or works or carries on business or happens to be, if they so attend merely for the purpose of peacefully obtaining or communicating information, or of peacefully persuading any person to work or to abstain from working.

(2) Section 7 of the Conspiracy and Protection of Property Act of 1875 is hereby repealed, from "attending at or near" to the end of the section.

(3) An act done by a person in contemplation or furtherance of a trade dispute shall not be actionable on the ground only that it induces some other person to break a contract of employment or that it is an interference with the trade, business or employment of some other person, or with the right of some other person to dispose of his capital or his labor as he wills.

(4) (1) An action against a trade union, whether of workmen or masters, or against any members or officials thereof, on behalf of themselves and all other members of the trade union in respect to any tortious act alleged to have been committed by or on behalf of the trade union, shall not be entertained by any court.

(2) Nothing in this act shall affect the liability of the trustees of a trade union to be sued in the events provided for by the trade union act of 1871, Section 9, except in respect of any tortious act committed by or on behalf of the union in contemplation or in furtherance of a trade dispute.



## REPORT OF LEGISLATIVE AGENTS.

San Francisco, Cal., Sept. 15, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor  
Dear Sirs and Brothers:

This report is supplementary to the Summary Report on Labor Legislation, and contains such experiences and observations during our stay at Sacramento as may prove of interest and benefit to the members of the Federation.

### Joint Legislative Headquarters.

A convenient location for the headquarters was secured at 929 K street, corner of Tenth street, and opposite two of the leading hotels where the majority of legislators stopped. There were kept on hand necessary writing materials, copies of bills, documents of various description, labor literature, and also a set of the California Codes and General Laws, kindly loaned to us by Assemblyman McDonald of San Francisco. A stenographer was employed during the two first months, who was kept busy with the correspondence of our people, and the copying of bills, amendments, briefs, and other documents for legislative use. Leon Yankwich, attorney from Modesto, who acted as secretary for Assemblyman Griffin, started the detail work in the office, afterwards assigned to Theo. Johnson. Mr. Yankwich rendered most valuable assistance during the entire session by giving legal advice, appearing before legislative committees, and boosting our measures in his capacity as correspondent to many newspapers throughout the State.

There was a constant stream of visitors interested in our legislation, and every facility was afforded them to obtain desired information. Important conferences were often held, at which our course of action was decided upon. Even opponents of our measures sought conferences with us in order to effect results that might be agreeable to all parties concerned.

The following labor bodies had permanent use of the headquarters, and were represented by permanent or temporary agents and members as follows:

The California State Federation of Labor; represented during the entire session by L. B. Leavitt, and for seven weeks by Theo. Johnson; occasionally represented also by D. D. Sullivan, President; Paul Scharrenberg, Secretary, and other members of affiliated unions, mostly from Sacramento.

San Francisco Labor Council, represented during the entire session by John I. Nolan, and for seven weeks by Theo. Johnson; also occasionally by delegates and members of affiliated unions.

The State Building Trades Council of California and the San Francisco Building Trades Council were represented during the last two months by A. E. Clancy; and occasionally by A. Johanssen, J. B. Bowen, W. Flagler, and others.

The Joint Legislative Board of Railroad Brotherhoods; represented during the entire session by James Murphy of the Railway Trainmen, John F. O'Brien of the Locomotive Firemen, W. E. Lemon of the Order of Railway Conductors; occasionally also by J. F. McCarthy of the Brotherhood of Locomotive Engineers, and others.

To the untiring industry, resourcefulness, zeal and co-operation of all these representatives of labor is due whatever legislation was obtained at this session through the influence of labor, other than the influence which depends upon the state of organization and quality of citizenship of the labor movement throughout California, without which little if anything can be done for labor at Sacramento.

As the Legislative Headquarters proved to be a labor-saving and important factor in promoting labor legislation, we most earnestly recommend:

**That the Executive Council be instructed again at the next session to provide for Joint Legislative Headquarters;** the only additional improvement we would suggest is that better facilities be afforded for the filing of bills and other legislative documents, so as to make them readily accessible for use by visitors and agents.

### Method of Promoting Legislation.

The work of the permanent agents was by agreement between them laid out as follows:

L. B. Leavitt to look out for the Senate side.

John I. Nolan to take care of the Assembly side.

Theo. Johnson to attend to the detail work at the office.

J. Murphy, J. F. O'Brien, and W. E. Lemon to reinforce either the Assembly or the Senate agent as occasion demanded.

During afternoons and evenings, when the committees of both houses usually met, all the agents were distributed to different committees according to the nature of the bills "to be taken out" of the several committees. On extraordinary occasions all hands joined together at the hearing.

The rush of business was at times so great that even with this systematic distribution of the work, there were a great many labor bills that had to be neglected for lack of time and men to handle them; particularly was this the case in the early part of the session, when all bills should have been taken out of the committees and started on the way. We lost also, on this account, many bills in the final jam, which could not have happened if an earlier start had been made with these measures.

It is difficult, perhaps, to foresee what may be needed in this respect, but with more than 150 labor bills to be taken care of, it was foreseen early in the session by those on the ground that only the more important of these could be given the necessary attention. Some criticism has been heard that no attention was given to the many bills relating to criminal procedure. The answer to this is, first, that organized labor as yet has not gone on record with respect thereto; second, that a fight on these measures would have held up all our important labor measures, and the outcome with a progressive Legislature, which as one of its ideals cherishes such reforms, might have been disastrous in more ways than one. With all this, however, we succeeded in the Assembly to defeat Senate Constitutional Amendment No. 13, which proposed that 10 men on a jury could render a verdict in criminal cases except where capital punishment or life imprisonment might be imposed.

On this subject of promoting legislation we would recommend:

**That the practice of introducing the same identical bill in both houses be discontinued.**

Such practice seldom aids, but frequently hampers the correct final passage of a bill, and requires, besides, an amount of watchfulness on the part of the agents that they seldom are able to give, and which is all out of proportion to the amount of supposed benefit of such practice.

#### **Work of the Lawmakers.**

It must be acknowledged that nearly every legislator at this session worked hard and devoted all his time to his legislative duties. Few put in less than from 14 to 16 hours per day. They were, therefore, a tired and wornout lot at the end of the session, and might be excused for leaving some things undone after three months of strenuous exertion.

There was a great lack of floor leaders for most of our measures. With the exception of Senators Wolfe and Caminetti, and Assemblyman Coghlan, but few members of the Legislature were able to explain and promote our measures with the understanding and spirit of the genuine trade unionist.

The rules against lobbying in the chambers were very strictly enforced toward the end of the session, and at times it was difficult to communicate with some Senator or Assemblyman who had charge of a pending measure.

The Assembly committees adopted the practice of holding executive sessions when acting finally on bills. The Senate Committees generally held open meetings throughout the session. Proponents and opponents alike had to produce real arguments, and the mere wish, as in the past, by certain interests to obtain or defeat legislation was not sufficient to influence any committee's action.

In order to secure the best legislative attention possible with respect to labor legislation, we emphasize the importance of having men well versed in the labor movement as members of the Legislature. To that end we most earnestly recommend:

**That Organized Labor, whenever and wherever possible, induce their best men to become candidates for legislative offices, and that financial backing be given to assist in their election.** This matter is of much more importance than the support of labor men for administrative offices.

#### **Notable Legislative Contests During the Thirty-Ninth Session.**

The Women's Eight-Hour Law was passed only after a long, determined struggle in the Senate. At the public hearing before the Senate Committee on Labor and Capital, held in the Senate Chamber, the labor forces under the leadership of John I. Nolan made a most favorable impression upon the vast audience, including nearly all who attended the session for legislative purposes. Telling speeches in favor of the law were made by Assemblyman Griffin, Attorney Leon Yankwich, Mrs. Hannah Nolan of the Laundry Workers, Mrs. Louise LaRue of the Waitresses, and others. Mr. Schlesinger of the Emporium in San Francisco, Chas. F. Oliver, attorney for the large mercantile interests of San Francisco, and a gentleman representing the Cotton Mills, located in East Oakland, presented the chief arguments for the opposition. Some dramatic incidents occurred during the debate. First, there was a clash on the Senate Committee between Larkins, the chairman, who came 15 minutes late after the meeting opened, and Senator Hurd of Los Angeles who refused to relinquish the chair during the whole evening. Senator Larkins felt chagrined over the public affront, and caused much trouble later on, as owing to his early retirement from the chamber the committee did not come to a vote upon the bill, and it took afterwards

more than a week to induce Larkins to call his committee together. The most sensational effect happened when John I. Nolan read a telegram from Mr. Weinstock, favoring the enactment of the eight-hour law, in refutation of statements previously made by the opposition that he and other leading merchants were opposed to it. Mrs. Louise LaRue brought down the house when she told how a waitress during a day's work, and she said it was "work," walks on the average twenty miles a day, while Uncle Sam works his mules only thirteen miles a day. Most pathetic appeals were made by usually timid, but on this occasion eloquent and courageous women workers, one of whom in particular was subjected to a very harassing cross-examination by her employer who went so far that he had to be admonished by the chairman to cease.

Some anxious days were passed after the public hearing, all waiting in vain to have Larkins call his committee together. What finally induced him to do so will never be known except from his own lips, as there are not less than four versions how it came about. Murphy of the Railway Trainmen tells one, Hurst of the Anti-Jap Laundry League tells another, Max Licht of the Retail Clerks has still another, and your agents have tried to reason it out, like a problem in mathematics, from the known antagonism between Hurd and Larkins, and the fact that Hurd before and at the public hearing was in favor of the bill, but afterwards for some reason became dead against it; out of pure contrariness, Larkins then must have felt obliged also to change his mind in regard to the bill, and to favor it as much as he had before tried to defeat it; that certainly was easier for Larkins to do than to be found to coincide with anything that Hurd might think or do while the spat lasted. Some day Mr. Larkins might clear this the greatest mystery and reversal of form during the entire session. As it was, Larkins called the committee together and forced out a favorable report.

On the Recall Constitutional Amendment a very acrimonious debate took place in the Assembly chamber at the public hearing before the Senate Judiciary Committee. Francis J. Heney of the famed Graft Prosecution of San Francisco made a heavy-weight onslaught on the framers of the Federal Constitution, maintaining that modern historical research has revealed that they did not draft that instrument in favor of popular government, as the people of that age were led to believe, but in favor of property and aristocracy. Attorneys Chas. S. Wheeler and Matt I. Sullivan resented this in fervent speeches, but the audience took the side of the recall, and the Legislature went likewise.

The Employers' Liability legislation threatened at one time to become the great labor fight of the session. Owing, however, to defects in our State Constitution, it was decided after many conferences finally to accept Roseberry's bill as being the most practical one, and that with proper amendments it would suit. All our amendments were accepted by the Committee on Corporations in the Senate, except one which was modified by the so-called Gates' amendment in regard to contributory negligence. He changed our clause, championed by Welch and modeled after the Federal law of 1908, to the comparative negligence rule of the Federal act of 1906. It was one of the tensest periods during the entire session, as it took all agents on the ground three days to agree upon their course, and during those three days they sought, unsuccessfully, to get into communication with some representative labor leaders of the State not staying in Sacramento. Late of an evening Walter Macarthur came up from San Francisco, and he immensely relieved our anxieties, declaring in favor of adopting the compromise. The ground for this action was that a new constitutional amendment was needed to make this experimental legislation effective, and after its adoption the law would have to be amended again; wherefore a delay of two years would work no particular hardship, provided the measure as it otherwise stood would go through without material change. After his victory Senator Gates felt perhaps in his bounden inward satisfaction not to interpose his objections to the measure any further. This explains why there was no fight upon the Employers' Liability Bill.

The most spectacular, stubborn, and skillfully conducted fight by both sides was waged in both houses on Caminetti's Anti-Injunction bill. If anything else but a labor law had been involved in that contest it is safe to say that this memorable struggle would be celebrated in song and story for generations to come as the most singular in California's legislative history. This bill was fathered, whipped and nursed along by Andrew Furuseth with surpassing skill and determination. His faith in the measure could not be shaken, and he snatched temporary victory out of apparent defeat during the 19-hour deadlock in the Senate. Though a progressive body, this Legislature fought this measure with the doggedness, cunning and resourcefulness of any of its predecessors. It utilized every parliamentary device known to the trade, and in addition invented a few new ones. The 19-hour vigil was characterized by an extraordinary medley of horseplay, earnest pleading, parliamentary craftiness and courage verging on recklessness. We saw Gates, the author of all this trouble, crowned with a waste-paper basket, a joke worthy his Olympian dignity; we heard Caminetti plead the cause of labor as if to the manner born. Boynton called the Senate together more than once so as to get into the record facts entitling the majority present to punish

the minority for prolonging the struggle. The indefatigable Finn treated friends and foes alike to union-made cigars. Hare disappeared twice from the Senate Chamber, and risked life and the anger of his colleagues on a narrow ledge of masonry as he escaped through a window. The little but mighty Wolfe fought according to approved standards in parliamentary tactics. While the sergeant-at-arms ransacked Sacramento and enlisted the services of the police of the entire State to find the missing Cassidy, whose presence must be had in order that the Lieutenant-Governor might cast a deciding vote, and while all legislative business was at a standstill a glee club and artistic entertainers kept everybody in good humor. A truce was brought at three o'clock in the morning to enable the tired flock to get sleep and rest, until twelve o'clock next day. Not overlooking the chance of treachery, wiry little Boynton slept in blankets on the rostrum to guard against surprise. At twelve o'clock next day the struggle recommenced, and after Cassidy had been brought in and every member was in his seat the grave Lieutenant-Governor assumed his new prerogative and cast his deciding vote to reconsider a bill passed by 21 members but which could muster only 20 members for reconsideration. Wallace made his coup d'etat, however, in vain, for immediately the bill passed again by 21 votes and the struggle was transferred to the Assembly. There it stayed in the Judiciary Committee apparently to die an ignominious death. "A crowbar was needed to pry it out," and a resolution to bring it out on the floor would have passed the Assembly, hence after several meetings the Judiciary Committee reported the bill out without recommendation. Some Assemblymen who were with us on every other labor bill failed us when this one was brought before them. It will ever remain a mystery what influence was so powerful that they should fail when most needed. There was no parliamentary general of the napoleonic order in the Assembly on either side of this bill, and, therefore, a wholesale slaughter of all legislation was brought about on the two last days of the session so as to kill this bill among the other innocents. "Esoteric law" thus triumphed again over Furu-  
seth.

In this connection we would recommend: that all important legislation be started on its way early in the session, and that minor legislation be not halted to await the progress of the big measures.

#### **An Estimate of the Members and Work of the Thirty-Ninth Session.**

We can offer no better and more comprehensive estimate of the men and the work of the last session than that published by Paul Scharrenberg, after consultation with all legislative agents, in the pamphlet issued by the State Federation on April 12, 1911, and therefore with his permission quote the same as follows:

"Numerous important measures directly affecting Labor were dealt with by our law-makers in a far more liberal and progressive spirit than was ever shown at any previous session of the Legislature since California became a State. Propositions advocated by the State Federation of Labor for a decade but always considered too radical were almost unanimously concurred in by our progressive legislators. For example, the Initiative, Referendum and Recall met with little opposition except for the fact that certain honest and well-meaning people still give credence to the ancient idea that Judges are too sacred to be subject to the Recall.

"Never before has Organized Labor of our State and its representatives at the Capitol worked as harmoniously, and never was as much interest manifested and assistance rendered by our organizations and the Reform Movement generally. Right here it may be well to state that the so-called Progressives and Reformers who came from the southern portion of the State, with just one or possibly two exceptions, were 'political reformers' only. They voted solidly against the most meritorious economic reform measures, so long as the same originated from Labor.

"Again it is but fair to state that if we did not have Governor Johnson, who in striking contrast to his predecessor, was always in sympathy with the aspirations of the men and women who toil, several of our greatest victories would have been turned into old-time defeats. In addition to the sympathetic and moving spirit of our Governor which was in evidence on many occasions when a friend in need was a friend indeed, Labor had many other loyal and unselfish supporters. And while it would be impossible to give due credit to all our friends in and out of the Legislature we can not refrain from giving a word of recognition for the splendid services rendered by the Senators and Assemblymen from San Francisco. A number of Senators and Assemblymen from interior districts, where organized labor is weak and of little consequence as a factor in elections, also rendered invaluable aid; among those the following are deserving of particular mention: Senators Black, Caminetti, Campbell, Cartwright, Cutten, Hans, Lewis, Martinelli, Sanford and Shanahan; also Assemblymen Callaghan, Fitzgerald, Griffin, Hayes, Telfer and Williams.

"Among our most valued friends outside of the Legislature were the newspapers. The Labor Press of California, particularly the following journals, rendered yeoman service and contributed in a large measure to our success: The Citizen of Los Angeles, The Labor Leader of San Diego, Labor News of Eureka, Labor News of Fresno, News Advocate of Stockton. The Tribune of Sacramento, Tri-City Labor Review of

Oakland, The Union of San Jose, Union Labor Journal of Bakersfield, the Labor Clarion, Organized Labor and the Coast Seamen's Journal of San Francisco.

"The San Francisco Bulletin, and its editor, Mr. Fremont Older, gave us unstintingly the full and free service (editorial, news and personal) at the command of a metropolitan daily.

"The Scripps newspapers also championed our cause during the entire session. 'The Star' of San Francisco, published by Mr. James H. Barry, week by week ably advocated our best propositions. Altogether we had every reason to be proud of our friends."

#### Conclusion.

To our colleagues at Sacramento, and to all visiting trade unionists during the session we extend our thanks and appreciation for their zealous co-operation, and wish to say that we feel it an inspiration to have been associated with them in the work for labor and common humanity done by them.

To Senators and Assemblymen, and all friends of progress in attendance during the session, we offer on behalf of the working people of the State a word of encouragement and cheer in the work so nobly and unselfishly done by them, and say: Future generations will praise you as progressive builders of labor legislation, and as monuments of your work will point with gratitude to your actions with reference to woman suffrage, the eight-hour law for women, the industrial accident bill, and, greatest of all, your proposals for direct legislation.

To the membership of the California State Federation of Labor we offer our heartfelt thanks for the opportunity afforded in a small way to share in the common work for the benefit of organized labor.

Fraternally submitted,

L. B. LEAVITT,  
THEO. JOHNSON.

### REPORT OF SECRETARY-TREASURER.

San Francisco, Cal., Sept. 23, 1911.

To the Officers and Delegates to the Twelfth Annual Convention of the California State Federation of Labor.

Greeting:

It is indeed a most agreeable duty to submit my report for the year's work to our annual conclave. In my report to our last convention I stated with satisfaction that the past year had been the most prosperous in the history of the State Federation. The year just passed has more than kept pace with the previous twelve months and we are to-day stronger than ever, numerically and otherwise.

When our State Federation met in its first annual session, in January, 1901, there were present delegates from 61 Unions and 5 Central Councils, representing approximately 10,000 members. Our affiliated Unions now have a membership near the 60,000 mark and there are no signs of abatement in growth. In fact, all indications favor a continual healthy increase in membership and with it as a natural sequence more success in our many avenues of endeavor.

It is no longer denied by anyone that the labor movement in California is a power to be recognized and reckoned with. And while we thus enjoy the respect of both our friends and opponents, we may well view the problems confronting us with perfect equanimity and solve each question in our own deliberate way in a manner calculated to do the greatest good for the greatest number.

The various phases of the Federation's work are dealt with in detail in separate reports. The Executive Council's Report, as prepared by your Secretary and concurred in by the members of the Council who were present at the final session on September 24, reviews all the important transactions of the year. The Legislative Report covers our work at the session of the Legislature and sets forth our remarkable success in securing the enactment of progressive labor legislation; it also contains all important records of roll calls, by which we may distinguish our real and make-believe friends.

Our Organizers' Reports are well worth perusing, showing a vast amount of work accomplished—sometimes against great odds and seemingly unsurmountable obstacles—all on our limited revenue of one cent per member per month.

The reports of our Vice-Presidents show the progress of our organizations in their respective localities.

My duty is to present a report of the business transacted through the office of the Secretary-Treasurer, which is submitted herewith in detail:

### Legislative Work.

While the results of our work at the session of our Legislature are given in a comprehensive manner in the Legislative Report, revised and reprinted for this convention, I will chronicle herewith a few personal observations and recommendations.

So-called lobbying on behalf of organized labor was a task much more pleasant than at previous sessions of our Legislature. True, the work was there in sufficient quantity to suit any glutton for labor. But we were in a better position than heretofore to meet opposition. Our joint legislative headquarters had a tendency to inspire all labor lobbyists with a desire to arrive at a thorough understanding upon each measure and then present our arguments accordingly. Mutual aid thus rendered was certainly effective and it was generally conceded that with a few more of our own members on the inside of the Senate and Assembly, and acting on the various committees, we would be in a still better position to make good.

Right here is where the trouble begins. We still have the political partisan spirit to contend with within our ranks. There are still too many trade-unionists who are either hidebound Republicans, Democrats or adherents of some other political fetish. I have in the past been affiliated with one of the political parties, but my trade-union affiliations have always been dearest and nearest to me. No candidate has ever received my support and vote merely because of his party affiliations. And with all due respect to my friends who have grown old while honestly and sincerely supporting one or the other political party, I maintain that the policy of supporting our own candidates or our friends—real friends who are known by their deeds, not words—regardless of party affiliations, is the best course to pursue. However, not wishing to take any chances of being misunderstood, I want to voice my most emphatic belief in the superior value of our economic power, and assert with all the vigor at my command that the free exercise of our economic power has and will continue to bring greater returns and benefits than the promised results of any political effort.

The following pamphlets and circulars relating to our legislative work were issued during the year and mailed through the Secretary's office:

1. Report on Labor Legislation. With copies of the new Employers' Liability and Employees' Compensation Law, and the Women's Eight-Hour Law.
2. Supplementary Report on Labor Legislation.
3. An Analysis of the New Employers' Liability and Employees' Compensation Law.
4. Urging our friends to vote for certain Constitutional Amendments.

### Work of Securing New Affiliations.

A systematic campaign has been carried on during the entire year to bring every eligible organization within the fold of the State Federation.

Immediately upon the close of our last convention a communication was addressed to the Secretaries of all National and International Unions having locals in California, asking for a list of their local unions in the State and explaining our object. With few exceptions the response was prompt and encouraging. Each National office was then supplied with a list of unaffiliated locals with a request that they be instructed to join the State Federation. The replies to our second communication led us to believe that our request would be generally complied with. There is no doubt that such instructions were issued by several National officers, but I am inclined to think that the majority failed to take the action suggested, notwithstanding their plain duty in the matter, as set forth in Section 2, Article XI, of the Constitution of the American Federation of Labor, which reads as follows:

"It shall be the duty of all National International Unions affiliated with the American Federation of Labor to instruct their Local Unions to join chartered Central Labor Bodies, Departments, and State Federations in their vicinity where such exist."

A card index of unaffiliated organizations was then installed and an effort has been made to keep this list up to date, by noting changes in officers and correcting postoffice addresses.

The following communication was sent during the month of November, 1910, to all unaffiliated unions:

"Fellow Unionists:

"A cordial invitation is extended your organization to become affiliated with the California State Federation of Labor, the State Branch of the American Federation of Labor.

"Recently most of the Building Trades Unions joined the Federation, and we now have a larger membership than ever and are consequently more influential. In the past we have been able to accomplish much in organizing, label agitation, and last, but not least, in furthering and protecting the interests of the workers at the sessions of the State Legislature. With practically all the Unions of the State united we

can and will do even more. Your Union is one of the few not affiliated. Will you kindly join with us?

"Besides your moral obligation to federate with all organized workers of our State, it is your plain duty to do so according to Section 2, Article XI, of the Constitution of the American Federation of Labor.

"The affiliation fee is but one dollar and the monthly contribution only one cent for each member.

"I shall be glad to furnish any additional information desired and enclose herewith Application Blank for Affiliation, also Preamble and Constitution and other literature.

"Hoping to hear from you soon and with very best wishes for the success of your Union, I am,

Faternally yours,

"(Signed) Paul Scharrenberg,  
"Secretary-Treasurer."

We had substantial results and followed up during April with another invitation, as follows:

"Fellow Unionists:

"Although we have repeatedly invited you to join with us in securing beneficial legislation, etc., through the united effort of all organized labor of California, your organization remains one of the few not yet affiliated with the California State Federation of Labor.

"Herewith please find a partial report of our work at the recent session of the Legislature. You are vitally interested in this report. Among other new laws it deals with the Employers' Liability and Workmen's Compensation Law, also the Eight-Hour Law for women, copies of which we will gladly furnish upon application. Supplementary reports dealing with Constitutional Amendments, etc., will be issued in the near future.

"Are you satisfied to have others bear the expense of this work so absolutely essential to the welfare of your members, or will you join with us and contribute your share of one cent per month per member? The affiliation fee is only one dollar for each organization, and I will be pleased to furnish any additional information desired.

"Awaiting your early reply, I remain, with very best wishes,

"Faternally yours,

"(Signed) Paul Scharrenberg,  
"Secretary-Treasurer."

While the results of our efforts in this direction have been gratifying, showing a total new affiliation of 122 unions, there is still much to be done.

However, with continued systematic and persistent endeavor it is only a question of time when unions not affiliated with the State Federation of Labor will be rare exceptions.

The Western Federation of Miners having become affiliated with the American Federation of Labor, brought 14 more eligible locals on our list of unaffiliated unions. I obtained a list of the California Miners' Unions from Brother Ernest Mills, Secretary-Treasurer of the Western Federation of Miners, and as may be seen in the Report on Membership, three miners' unions have already joined with us.

#### Report of Membership.

Labor Councils in good standing, Oct. 1, 1910.....	12
Local Unions in good standing, Oct. 1, 1910.....	244
Local Unions reinstated during the year.....	3
Local Unions affiliated during the year.....	122
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	381
Amalgamated with other unions.....	3
Suspended for non-payment of per capita tax.....	3
Charter surrendered to National Union.....	1
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Organizations in good standing, Sept. 23, 1911.....	374
Total membership, approximately.....	56,000

The following organizations were reinstated:

Teamsters No. 557.....Sacramento  
Marine Firemen, Oilers & Watertenders of the Pacific....San Francisco and San Pedro  
Broom & Whisk Makers No. 58.....San Francisco

The following 122 organizations with an approximate membership of 11,040 affiliated with the Federation during the fiscal year, September 25, 1910, to September 23, 1911:

**Bakersfield.**

Barbers No. 317.  
Blacksmiths, No. 183.  
Carpenters No. 743.  
Cigarmakers No. 469.  
Retail Clerks No. 137.  
Cooks and Waiters No. 550.  
Electrical Workers No. 428.  
Machinists No. 5.  
Painters No. 314.  
Sheet Metal Workers No. 369.  
Tailors No. 339.  
Typographical No. 439.

**Coalinga.**

Blacksmiths No. 172.  
Hod Carriers and Bldg. Laborers No. 255.

**Chico.**

Typographical No. 667.

**Dunsmuir.**

Boilermakers No. 538.  
Machinists No. 442.

**French Gulch.**

Miners No. 141.

**Fresno.**

Bartenders No. 566.  
Machinists No. 653.  
Painters No. 294.  
Plumbers No. 246.  
Printing Pressmen No. 159.  
Stage Employees No. 158.

**Hanford.**

Painters No. 594.  
Plumbers No. 262.

**Lodi.**

Plumbers No. 330.

**Los Angeles.**

Amalg. Carpenters and Joiners.  
Bakers No. 37.  
Blacksmiths No. 282.  
Boilermakers No. 92.  
Cooks and Waitresses No. 27.  
Electrical Workers No. 489.  
Elevator Operators No. 13,195.  
Stationary Firemen No. 220.  
Flour & Cereal Mill Emp. No. 13,213.  
Laborers Protective No. 13,149.  
United Laborers No. 13,097.  
Machinists No. 311.  
Marble Workers No. 63.  
Web Pressmen No. 18.  
Tailors No. 81.

**Marysville.**

Plumbers No. 228.

**Modesto.**

Painters No. 317.

**Nevada City.**

Cigarmakers No. 453.  
Miners No. 93.

**Oakland.**

Amalg. Carpenters & Joiners (3 branches).  
Bartenders No. 525.  
Boilermakers No. 233.  
Lumber Clerks No. 38-37.  
Leather Workers No. 172.  
Machinists No. 284.  
Moving Picture Operators No. 169.  
Sheet Metal Workers No. 216.

**Pasadena.**

Lathers No. 81.

**Randsburg.**

Miners No. 44.

**Redlands.**

Plumbers No. 364.

**Richmond.**

Hod Carriers No. 274.  
United Laborers No. 13,085.  
Plumbers No. 436.

**Riverside.**

Plumbers No. 358.

**Rocklin.**

Granite Cutters.

**Sacramento.**

Bakery Salesmen No. 97.  
Barbers No. 112.  
Boilermakers No. 94.  
Box Makers No. 53.  
Bridge & Structural Iron Wrks. No. 118.  
Molders No. 199.  
Stereo & Electrotypers No. 86.

**San Bernardino.**

Typographical No. 84.

**San Diego.**

Bartenders No. 768.  
Cooks, Waiters & Waitresses No. 402.  
Lathers No. 260.  
Plumbers No. 230.  
Steam Engineers No. 365.

**San Francisco.**

White Rats Actors.  
Pie Bakers No. 274.  
Baggage Messengers No. 10,167.  
Barbers No. 148.  
Bindery Women No. 125.  
Boilermakers No. 25.  
Boilermakers No. 205.  
Blacksmiths No. 168.  
Chauffeurs No. 265.  
Grocery Clerks No. 648.  
Cooks No. 44.  
Cooks Helpers No. 110.



Housesmiths No. 78.  
 United Laborers No. 13,162.  
 Leather Workers No. 57.  
 Machine Hands No. 715.  
 Steam & Sprinkler Fitters Helpers No. 441.  
 Tailors No. 2.  
 Waiters No. 30.

#### San Jose.

Retail Clerks No. 428.  
 Lathers No. 144.  
 Steam Engineers No. 171.

#### San Mateo.

Musicians No. 535.

#### San Pedro.

Longshoremen No. 38-18.  
 Steam Engineers No. 235.

#### San Luis Obispo.

Machinists No. 682.

#### Santa Barbara.

Barbers No. 560.  
 Painters No. 715.  
 Plumbers No. 114.

#### Santa Rosa.

Carpenters No. 751.  
 Painters No. 364.  
 Plumbers No. 251.  
 Steam Engineers No. 147.  
 Team Drivers No. 417.

#### Stockton.

Garment Workers No. 271.  
 Delivery Wagon Drivers No. 427.  
 United Laborers No. 13,116.  
 Leather Workers No. 173.  
 Machinists No. 364.  
 Plumbers No. 492.

#### Sutter Creek.

Miners No. 135.

#### Upland.

Plumbers No. 398.

#### Vallejo.

Retail Clerks No. 373.  
 Lathers No. 302.

#### Vista Grande.

Carpenters No. 1913.

The following organizations amalgamated with other unions:

Coopers No. 131.....	San Francisco
Beer Bottlers No. 350.....	Los Angeles
Beer Drivers & Stable men No. 242.....	Los Angeles

The following organizations were suspended for non-payment of per capita tax:

Carpenters No. 235.....	Riverside
Carpenters No. 668.....	Palo Alto
Electrical Workers No. 456.....	San Diego

Charter surrendered to National Union:

Cigarmakers No. 228.....	Fresno
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### The Panama Canal—the Unemployed—Migratory Labor.

All thinking men realize that some as yet unforeseen changes will occur in California when the completion of the Panama Canal will to some extent shift the immediate destination of European immigrants from Atlantic coast ports to the ports on our Pacific coast. Emissaries of large foreign transportation companies have already frankly discussed their intention of stimulating direct wholesale importation of immigrants to this coast.

While "the interests" are thus figuring on the profits which this traffic will bring to the steamship companies and point with pride to the benefits which will accrue to those industries which desire cheap labor, it behooves us to do whatever lies within our power to meet and prepare for the change in conditions.

I believe that our incoming Executive Council should give very serious consideration to this problem. The establishment of State employment agencies on the plan initiated in Ohio in 1890, and now used in twenty States, would in my judgment, be a step in the right direction. If established before the opening of the canal and if under the supervision of a friendly Labor Commissioner these bureaus could gather data that would be useful for further dealing with the problem. Incidentally, the operation of properly administered State employment bureaus will bring together the jobless man of the city and the manless job of the country, and have a tendency to help us immeasurably in our efforts to organize the migratory workers who are already with us.

Statistics recently compiled by the State Bureau of Labor Statistics show that upward of \$300,000 per annum is collected in fees by privately conducted employment agencies in California. By far the greatest portion of this large sum paid for securing jobs is mulcted from the so-called unskilled laborers whose average term of employment is the shortest and who receive the lowest pay for the most exacting toil. Investigations carried on by our organizers during the past year also uncovered a sys-

tem of mean and despicable graft practiced by employment agents of railroad companies upon their laborers which is almost unbelievable. When the proofs of contemptible grafting were submitted to officials of the Western Pacific Railroad Company they pleaded ignorance and innocence.

In the final analysis of all proposed remedies to ameliorate the lot of the underdog of society, self-help, or in other words organization, is after all the most potent factor. This is what we have tried to bring about and in this we have partly succeeded although pitted against indifference and at times open hostility of those who should be expected to lend a helping hand.

The helpful (?) attitude of certain individuals is shown by the following extract from an editorial appearing in a recent issue of the "Industrial Worker":

"There are nearer ten million than three million migratory workers in America and they will not organize under the American Federation of Labor for the purpose of protecting the skilled workers, nor because they are dangerous to society.

"They will organize into one red union of the workers, known as the I. W. W., will overthrow present society and make the craft unions dance to their music whether they like it or not. Sacred contracts won't be worth the paper they are written on when the migratory workers get next to their power. Any time they allow any sleek labor fakirs to make catpaws out of them for the purpose of 'protecting society' or aristocratic labor, that minute they 'foul their own nest.'"

It will be seen by the foregoing that our friends, the Industrial Workers of the World, are hard to please. They damned us because we did not try to organize and uplift the migratory workers, and now they damn us because we do.

But we will go on despite all opposition; agitating, organizing and federating the workers, whether skilled or unskilled. A house that is built in a day does not compare with one built in the ordinary length of time. And so it is with our organizations; those that grow without serious effort and encounter no opposition are prone to take too many things for granted, which is bad for a union as well as for an individual. A little opposition in any cause is to be welcomed, for it gives the serious worker more confidence in himself and spurs him to renewed efforts.

### Conclusion.

Having just returned from a journey to points in Southern California, as the companion of President Gompers, and with all the vivid impressions and recollections of that inspiring tour fresh in mind, I hesitate somewhat before bringing to an end my annual report while so much is yet left unsaid. I realize, however, that brevity is not only the soul of wit, but also exceedingly desirable in the preparation of reports for our busy convention.

California is and has always had the reputation of being progressive in the trade-union movement. During recent years our State has also acquired a reputation of progressiveness in the political arena. Let us hope and work to the end that genuine political and industrial freedom may be established in our fair State through the adoption of certain Constitutional Amendments referred to elsewhere, and let us make the adoption of the Initiative, Referendum and the Recall a unanimous proposition, at least as far as the organized workers are concerned.

I will not close without again acknowledging the loyal co-operation and valued help rendered by the officers of this Federation. Without the friendly counsel and helpful suggestions of President Sullivan in particular, I am sure the year's work would have been less satisfactory.

Our organizers, Brothers Dale, Ramirez and Sioris, have at all times worked in perfect accord with your Secretary. Their services have been given to many widely separated crafts and sections of our State, and nothing but praise has ever been heard regarding their work.

It is a source of gratification to me that most friendly relations have continued to exist between the officers of the State Building Trades Council and this Federation. Brother O. A. Tveitmoe's sympathies with our efforts were exhibited on many occasions, particularly in connection with the organizing of unskilled laborers.

I am indebted to Brother Theodore Johnson, our Assistant Legislative Agent, for valuable assistance rendered in compiling reports pertaining to legislation.

To every one of the brothers referred to and to the officers of our Central Labor Councils, organizers of various crafts, and others too numerous to mention, who have helped me in many different ways in the Federation's work, I wish to extend thanks and assurances of deep appreciation for whatever assistance rendered.

Respectfully submitted,

PAUL SCHARRENBURG,  
Secretary-Treasurer.

**FINANCIAL STATEMENT.**

Following is a summary of the receipts and expenditures from September 25th, 1910 to September 23rd, 1911, on which latter date the books of the office were closed.

**Receipts.**

Affiliation Fee .....	\$ 122.00
Per Capita Tax.....	6123.96
Miscellaneous .....	182.30
Total Réceipts .....	<u>\$6428.26</u>

**Disbursements.**

Los Angeles Convention .....	\$ 513.47
Executive Council .....	270.40
Office Expenses .....	51.70
Organizing .....	1816.10
Postage and Mailing .....	143.11
Printing .....	202.25
Rent .....	150.00
Salaries .....	1011.00
Legislative Work .....	928.05
Miscellaneous .....	1247.11
Total Disbursements .....	<u>\$6333.19</u>

**Recapitulation.**

Balance on hand Sept. 25, 1911 .....	\$2045.79
Total Receipts for twelve months .....	6428.26
	<u>\$8474.05</u>
Total Disbursements .....	6333.19
Balance on hand Sept. 25, 1911 .....	<u>\$2140.86</u>

**Receipts in Detail.**

The following is a statement in detail of receipts from affiliated unions September 25, 1910, to September 23, 1911:

**Miscellaneous Receipts.**

From State Building Trades Council of California (one-fourth of expense of maintaining Joint Legislative Headquarters).....	\$ 51.60
Legislative Board of the Railroad Brotherhoods of California (one-fourth of expense of maintaining Joint Legislative Headquarters).....	51.60
San Francisco Labor Council (one-fourth of expense of maintaining Joint Legislative Headquarters) .....	51.60
John Davidson (check issued for services as Sergeant-at-Arms and not presented for payment) .....	17.50
General Campaign Strike Committee (refund of postage).....	10.00
Total .....	<u>\$182.30</u>

**Per Capita Tax and Affiliation Fees.**

BAKERSFIELD.			
Barbers No. 317.....	\$ 2.80	Sheet Metal Workers No. 369...	2.00
Bartenders No. 378.....	17.50	Tailors No. 339.....	1.78
Blacksmiths No. 183.....	1.40	Typographical No. 439.....	2.30
Carpenters No. 743.....	12.04		
Cooks and Waiters No. 550.....	2.75	BERKELEY.	
Cigarmakers No. 469.....	1.50	Carpenters No. 1158.....	17.17
Retail Clerks No. 137.....	4.10		
Electrical Workers No. 428.....	1.45	COALINGA.	
Labor Council .....	12.00	Blacksmiths No. 172.....	2.85
Laundry Workers No. 175.....	7.50	Cooks and Waiters No. 384.....	2.42
Machinists No. 5.....	1.60	Hod Carriers No. 255.....	2.46
Musicians No. 263.....	6.04		
Painters No. 314.....	4.41	CHICO.	
		Typographical No. 667.....	3.20

## CROCKETT.

Warehouse Workers No. 537.... 9.00

## DUNSMUIR.

Boilermakers No. 538..... 1.50  
Machinists No. 442..... 3.46

## EUREKA.

Barbers No. 431..... 3.00  
Carpenters No. 1040..... 6.50  
Federated Trades Council..... 10.00  
Machinists No. 540..... 3.00  
Painters No. 1034..... 2.40  
Typographical No. 207..... 2.42

## FRENCH GULCH.

Miners No. 141..... 3.52

## FRESNO.

Bartenders No. 566..... 5.90  
Carpenters No. 701..... 32.28  
Carpenters No. 1496..... 4.97  
Cooks and Waiters No. 62..... 9.60  
Labor Council..... 12.00  
Machinists No. 653..... 3.94  
Musicians No. 210..... 8.62  
Painters No. 294..... 5.30  
Plumbers No. 246..... 3.62  
Printing Pressmen No. 159..... 1.15  
Stage Employees No. 158..... 2.95  
Typographical No. 144..... 5.10

## HANFORD.

Painters No. 594..... 3.42  
Plumbers No. 262..... 1.17

## KNOWLES.

Granite Cutters ..... 13.90

## LODI.

Plumbers No. 330..... 1.74

## LOS ANGELES.

Amalgamated Carpenters and  
Joiners ..... 3.95  
Bakers No. 37..... 11.10  
Barbers No. 295..... 34.43  
Bartenders No. 284..... 38.00  
Beer Bottlers No. 350..... 5.90  
Beer Drivers and Stablemen  
242 ..... 2.25  
Blacksmiths No. 282..... 3.95  
Boilermakers No. 92..... 8.95  
Bookbinders No. 63..... 3.95  
Cigarmakers No. 225..... 18.15  
Cooks and Waitresses No. 27.... 5.00  
Coopers No. 152..... 2.08  
Electrical Workers No. 61..... 28.74  
Electrical Workers No. 82..... 10.27  
Electrical Workers No. 489..... 3.00  
Elevator Operators No. 13,195.. 1.60  
Flour and Cereal Mill Emp. No.  
13,213 ..... 2.25  
Stationary Firemen No. 220.... 1.30  
Garment Workers No. 125..... 56.65  
Labor Council..... 12.00  
Laborers' Protective No. 13,149. 9.00  
United Laborers No. 13,097..... 2.25Laundry Workers No. 52..... 9.00  
Leather Workers No. 72..... 1.95  
Machinists No. 311..... 51.00  
Marble Workers No. 63..... 1.50  
Molders No. 374..... 22.75  
Moving Picture Operators No. 50 3.25  
Musicians No. 47..... 37.90  
Pattern Makers ..... 4.76  
Photo Engravers No. 32..... 1.40  
Press Feeders No. 37..... 9.14  
Printing Pressmen No. 78..... 9.80  
Web Pressmen No. 18..... 6.95  
Sheet Metal Workers No. 108... 10.01  
Stage Employees No. 33..... 9.71  
Steam Engineers No. 72..... 12.81  
Stereo and Electrotipers No. 58. 3.26  
Tailors No. 81..... 13.45  
Teamsters No. 208..... 8.26  
Trunk and Case Workers No. 9.. 1.95  
Typographical No. 174..... 36.00  
Waiters No. 17..... 16.35

## MARYSVILLE.

Plumbers No. 228..... 2.90  
Typographical No. 223..... .63

## MILL VALLEY.

Carpenters No. 1710..... 3.28

## MODESTO.

Carpenters No. 1697..... 7.69  
Painters No. 317..... 3.16

## NEVADA CITY.

Cigarmakers No. 453..... 1.82  
Miners No. 93..... 1.59

## OAKLAND.

Amalgamated Carpenters and  
Joiners ..... 6.25  
Bakers No. 119..... 14.90  
Bakery Salesmen No. 102..... 4.35  
Barbers No. 134..... 19.20  
Bartenders No. 525..... 13.50  
Boilermakers No. 233..... 4.15  
Boot and Shoe Workers No. 324 5.10  
Box Makers and Sawyers No.  
225 ..... 3.00  
Carpenters No. 36..... 35.66  
Carpenters No. 1668..... 9.12  
Central Labor Council..... 12.00  
Cigarmakers No. 253..... 3.35  
Shoe Clerks No. 1129..... 9.00  
Electrical Workers No. 283.... 36.00  
Gas Workers No. 10,678..... 24.80  
Horseshoers No. 45..... 5.64  
Ice Wagon Drivers No. (10)..... 2.10  
Iron, Steel and Tin Workers No. 1 8.90  
United Laborers No. 13,018.... 8.22  
Leather Workers No. 172..... 2.10  
Lumber Clerks No. 38-37..... 3.50  
Lumber Handlers No. 225..... 24.35  
Machinists No. 284..... 56.00  
Moving Picture Operators No.  
169 ..... 1.25  
Printing Pressmen No. 125..... 8.70  
Sheet Metal Workers No. 216.. 3.85  
Stage Employees No. 107..... 3.33  
Street Carmen No. 192..... 72.00  
Tailors No. 266..... 14.00  
Team Drivers No. 70..... 32.71  
Typographical No. 36..... 19.50

## PALO ALTO.

Carpenters No. 668..... 3.05

## PASADENA.

Lathers No. 81..... 1.72

Painters No. 92..... 9.73

Plumbers No. 280..... 6.40

Typographical No. 583..... 4.86

## RANDSBURG.

Miners No. 44..... 1.90

## REDLANDS.

Plumbers No. 364..... 1.45

## RICHMOND.

Hod Carriers No. 274..... 2.00

United Laborers No. 13,085..... 1.60

Plumbers No. 436..... 6.98

Typographical No. 597..... 2.07

## RIVERSIDE.

Plumbers No. 358..... 1.75

## ROCKLIN.

Granite Cutters ..... 6.40

## SACRAMENTO.

Bakers No. 85..... 9.60

Bakery Salesmen No. 97..... 3.25

Barbers No. 112..... 10.55

Boilermakers No. 94..... 2.75

Bookbinders No. 35..... 5.60

Box Makers No. 53..... 1.15

Bridge and Structural Iron  
Workers No. 118..... 5.80

Cigarmakers No. 238..... 6.00

Electrical Workers No. 36..... 12.60

Electrical Workers No. 340..... 3.98

Federated Trades Council..... 12.00

Gas Workers No. 12,369..... 5.55

Horseshoers No. 47..... 2.55

Ice Drivers and Helpers No. 230..... 4.60

Molders No. 199..... 3.40

Moving Picture Operators,  
Branch No. 2..... 1.44

Musicians No. 12..... 21.12

Printing Pressmen No. 60..... 7.30

Stage Employees No. 50..... 6.63

Stationary Firemen No. 149..... 2.70

Stereo and Electrotypers No. 86..... 1.96

Street Carmen No. 256..... 18.00

Teamsters No. 557..... 19.90

Teamsters and Lumber Handlers  
No. 803 ..... 14.25

Typographical No. 46..... 23.81

## SAN BERNARDINO.

Typographical No. 84..... 2.35

## SAN DIEGO.

Barbers No. 256..... 6.60

Bartenders No. 768..... 5.50

Carpenters No. 810..... 43.55

Cooks, Waiters and Waitresses  
No. 402 ..... 12.60

Gas Workers No. 13,740..... 2.47

## Federated Trades and Labor

Council ..... 12.06

Lathers No. 260..... 2.72

Machinists No. 389..... 4.45

Plumbers No. 230..... 4.79

Printing Pressman No. 140..... 4.67

Theatrical Stage Employees No.  
122 ..... 2.76

Steam Engineers No. 365..... 1.30

Typographical No. 221..... 11.55

## SAN FRANCISCO.

White Rats Actors..... 7.00

Alaska Fishermen ..... 120.00

Amalgamated Carpenters and  
Joiners ..... 49.50

Baggage Messengers No. 10,167.. 1.20

Bakers No. 24..... 77.67

Bakery Salesmen No. 106..... 11.75

Cracker Bakers No. 125..... 36.30

Pie Bakers No. 274..... 2.20

Barbers No. 148..... 55.00

Bartenders No. 41..... 72.00

Bay and River Steamboatmen of  
California ..... 48.00

Beer Bottlers No. 293..... 31.35

Beer Drivers No. 227..... 49.25

Bindery Women No. 125..... 12.20

Blacksmiths No. 168..... 8.00

Boilermakers No. 25..... 4.00

Boilermakers No. 205..... 8.00

Bookbinders No. 31..... 16.00

Boot and Shoe Workers No. 216..... 24.00

Boxmakers and Sawyers No. 152..... 12.00

Brass and Chandelier Workers  
No. 158 ..... 2.00

Brewery Workmen No. 7..... 48.00

Bridge and Structural Iron Work-  
ers No. 31..... 24.90

Broom Makers No. 58..... .85

Building Material Teamsters No.  
216 ..... 53.90

Butchers No. 115..... 24.00

Carpenters No. 22..... 176.80

Carpenters No. 483..... 109.40

Carpenters No. 1082..... 50.32

Carpenters No. 1640..... 21.76

Cement Workers No. 1..... 60.10

Chauffeurs No. 265..... 8.00

Cigarmakers No. 228..... 39.00

Grocery Clerks No. 648..... 7.00

Retail Clerks No. 432..... 9.60

Shoe Clerks No. 410..... 12.80

Cooks No. 44 ..... 62.50

Cooks' Helpers No. 110..... 68.92

Coopers No. 65..... 31.90

Electrical Workers No. 6..... 56.00

Electrical Workers No. 151..... 45.90

Electrical Workers No. 404..... 14.32

Electrical Workers No. 633..... 42.75

Elevator Constructors No. 8.... 13.95

Felt and Composition Roofers  
No. 25 ..... 11.25

Granite Workers No. 131..... 60.00

Gas and Water Workers No. 9840..... 42.80

Glass Bottle Blowers No. 22.... 25.50

Granite Cutters ..... 4.00

United Hatters No. 23..... 4.20

Hoisting Engineers No. 59..... 18.00

Housesmiths No. 78..... 28.50

Ice Wagon Drivers No. 519.....	3.45
Janitors No. 10,367.....	9.00
Labor Council.....	12.00
United Laborers No. 12,992.....	80.00
United Laborers No. 13,162.....	6.15
Steam Laundry Workers No. 26.....	156.00
Leather Workers No. 57.....	4.40
Lumber Clerks No. 39.....	8.00
Machine Hands No. 715.....	4.60
Machinists No. 68.....	120.00
Mailers No. 18.....	7.75
Marble Cutters and Finishers No. 38.....	28.00
Marine Cooks and Stewards' Association of the Pacific.....	63.00
Marine Firemen, Oilers and Watertenders of the Pacific.....	100.00
Milkers No. 8861.....	18.00
Millmen No. 423.....	64.20
Millwrights No. 766.....	4.77
Molders No. 164.....	78.00
Moving Picture Operators No. 162.....	12.00
Musicians No. 6.....	78.00
Newspaper Carriers No. 12,831.....	11.00
Newspaper Solicitors No. 12,766.....	8.80
Painters No. 19.....	164.94
Pattern Makers.....	19.35
Photo Engravers No. 8.....	12.00
Pile Drivers and Bridge Builders No. 77.....	60.00
Plasterers No. 66.....	53.00
Plumbers No. 442.....	65.50
Postoffice Clerks No. 2.....	26.95
S. F. Press Assistants No. 33.....	32.00
Printing Pressmen No. 24.....	36.29
Web Pressmen No. 4.....	12.00
Sailors of the Pacific.....	240.00
Sheet Metal Workers No. 104.....	50.00
Soda and Mineral Water Bottlers No. 10,333.....	3.60
Stage Employees No. 16.....	19.05
Stable Employees No. 404.....	38.50
Steam Engineers No. 64.....	50.71
Steam and Sprinkler Fitters and Helpers No. 441.....	2.42
Steam Shovel and Dredgemen No. 29.....	7.20
Stereo and Electrotypers No. 29.....	7.08
Sugar Workers No. 10,519.....	13.00
Tailors No. 2.....	17.00
Teamsters No. 85.....	180.00
Typographical No. 21.....	100.00
Upholsterers No. 28.....	17.55
Varnishers and Polishers No. 134.....	29.40
Waiters No. 30.....	141.44
Wood Carvers and Modelers No. 1.....	4.07

## SAN JOSE.

Barbers No. 252.....	9.00
Bartenders No. 577.....	15.60
Cigarmakers No. 291.....	3.60
Retail Clerks No. 428.....	4.24
Cooks and Waiters No. 180.....	1.30
Federated Trades Council.....	12.00
Gas Workers No. 11,633.....	5.81
Interurban Trainmen No. 532.....	3.98
Lathers No. 144.....	2.48
Machinists No. 504.....	4.55

Musicians No. 153.....	2.60
Printing Pressmen No. 146.....	4.30
Stage Employees No. 134.....	3.04
Steam Engineers No. 171.....	3.50
Street Railway Employees No. 265.....	16.66
Tailors No. 108.....	3.60
General Teamsters No. 287.....	8.85
Typographical No. 231.....	12.30

## SAN LEANDRO.

Musicians No. 510.....	9.65
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## SAN MATEO.

Musicians No. 535.....	4.39
Typographical No. 624.....	.95

## SAN LUIS OBISPO.

Carpenters No. 1632.....	5.09
Machinists No. 682.....	1.70
Typographical No. 576.....	1.54

## SAN PEDRO.

Carpenters No. 1140.....	3.90
Longshoremen No. 38-18.....	11.00
Steam Engineers No. 235.....	1.61

## SAN RAFAEL.

Bartenders No. 542.....	2.61
Carpenters No. 35.....	12.02
Horseshoers No. 232.....	1.80
Labor Council.....	14.00
Painters No. 83.....	2.22
Teamsters No. 694.....	3.90

## SANTA BARBARA.

Barbers No. 560.....	1.10
Carpenters No. 1062.....	3.54
Painters No. 715.....	1.39
Plumbers No. 114.....	1.60

## SANTA CRUZ.

Musicians No. 346.....	1.92
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## SANTA ROSA.

Barbers No. 159.....	1.30
Carpenters No. 751.....	4.30
Federal Labor No. 10,185.....	1.95
Hod Carriers No. 139.....	.89
Painters No. 364.....	2.20
Paving Cutters No. 31.....	19.45
Plumbers No. 251.....	1.50
Steam Engineers No. 147.....	1.85
Team Drivers No. 417.....	1.15
Typographical No. 557.....	3.66

## STOCKTON.

Bartenders No. 403.....	9.45
Blacksmiths No. 48.....	1.80
Carpenters No. 266.....	43.95
Delivery Wagon Drivers No. 427.....	7.45
United Garment Workers No. 271.....	1.34
Labor Council.....	12.00
United Laborers No. 12,116.....	4.05
Laundry Workers No. 72.....	15.80
Leather Workers No. 173.....	2.20
Machinists No. 364.....	3.90
Moving Picture Operators No. 3.....	1.10
Plumbers No. 492.....	1.25

Printing Pressmen No. 132.....	2.76
Sheet Metal Workers No. 283..	2.08
Steam Engineers No. 20 .....	3.17
Street Railway Employees No. 276 .....	10.88
Teamsters No. 22.....	6.37
Theatrical Protective Union No. 90 .....	2.34
Typographical No. 56.....	5.90

## SUTTER CREEK.

Miners No. 135.....	4.55
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## UPLANDS.

Plumbers No. 398.....	1.76
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## VALLEJO.

Barbers No. 335.....	4.31
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Bartenders No. 602.....	2.59
Boilermakers No. 148.....	3.45
Carpenters No. 180.....	11.87
Retail Clerks No. 373.....	6.77
Electrical Workers No. 180.....	4.39
Federal Labor No. 11,345.....	7.58
Lathers No. 302.....	1.60
Machinists No. 252.....	22.20
Musicians No. 367.....	7.22
Trades and Labor Council.....	12.00

## VISALIA.

Typographical No. 519.....	2.20
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## VISTA GRANDE.

Carpenters No. 1913.....	2.47
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\$6123.96

## Disbursements in Detail.

Following is a statement in detail of the disbursements from Sept. 25, 1910, to Sept. 23, 1911:

## LOS ANGELES CONVENTION, 1910.

W. G. Desepte, services on Auditing Committee.....	\$ 3.50
T. D. Warwick, services on Auditing Committee .....	3.50
T. K. Thompson, services on Auditing Committee .....	3.50
Citizens Print Shop, Ballots and Roll Calls .....	16.00
Union Labor Temple Hall Ass'n, Rent .....	50.00
John Davidson, Sergeant-at-Arms .....	17.50
Fred W. Brandis, Sergeant-at-Arms .....	17.50
George E. Mitchell, Ass't Secretary .....	50.00
D. D. Sullivan, expenses, etc... ..	50.00
Wayside Press, four days daily Proceedings .....	118.85
W. N. Brunt Co., 285 badges ...	52.72
James H. Barry Co., attendance cards proposition blanks.....	7.50
Paul Scharrenberg, fare, salary and expenses .....	82.80
Stationery, telegrams, etc.....	9.70
Associated Printing Co., 1000 clasp envelopes .....	10.00
Postage on Convention Proceedings .....	21.00

Total .....\$ 513.47

## EXECUTIVE COUNCIL EXPENSE.

Expense of attending meetings:

D. D. Sullivan .....	\$ 51.00
Tom C. Seaward .....	75.00
A. L. Jones .....	27.50
James Hurley .....	22.50
R. W. Titherington .....	42.50
L. B. Leavitt .....	51.90

Total .....\$ 270.40

## OFFICE EXPENSE.

Brown & Power Co., (Dec. 2, 1910) Stationery .....	\$ 2.30
Paul Scharrenberg, Expressage, Telegram .....	3.35
H. S. Crocker Co., (Feb. 28, 1911) Stationery, \$11.85; Journal Ledger, Filing Cabinet, \$23.50.	35.35
L. & M. Alexander Co., Type-writer supplies .....	5.70
Chas. Shuttleworth, Janitor service for Executive Council meetings .....	5.00
Total .....	\$ 51.70

## ORGANIZING.

John O. Walsh, (Dec. 30, 1910), visiting Sacramento .....	\$ 40.00
Juan Ramirez, organizer, salary Feb. 1 to Sept. 30, 1911.....	490.00
D. J. Murray, (Feb. 28, 1911), trip to Stockton .....	11.70
Paul Scharrenberg (April, May, June, July, August and September), contribution to Joint Committee on Migratory and Unskilled Labor, \$200 each month .....	1200.00
Mrs. H. Nolan (May 25, 1911), organizing work, Cotton Mills of Oakland .....	45.00
L. D. Tomasso, (June 28, 1911), organizing work, Sacramento River Fishermen .....	8.20
Paul Scharrenberg, (June 28, 1911), fare and expenses, organizing work, Sacramento River Fishermen .....	21.20

Total .....\$1,816.10

## POSTAGE AND MAILING.

Postage stamps purchased by Secretary-Treasurer .....	\$ 122.40
W. N. Brunt Co., revising and printing mail list, Nov. 2, 1910, \$3.03; Jan. 28, 1911, \$1.25; Mar. 30, \$9.04; April 28, \$2.01; June 28, \$1.81; July 28, \$1.87; Sept 23, \$1.70 .....	20.71
Total .....	\$ 143.11

## PRINTING.

W. N. Brunt Co., Oct. 20, 1910, 12 receipt books, \$5.00; Nov. 2, 500 application blanks, 500 Los Angeles Circulars, \$7.00; Dec. 2, 2000 Bills, \$6.00; Jan. 28, 1911, 500 Cards of Record, \$3.50; Feb. 28, 1000 Account Cards, \$6.50; April 28, 300 Circular Letters, 1000 Letter Heads, \$8.00; June 28, 1000 Envelopes, \$3.00; July 28, 550 Convention Calls, \$9.50; 1200 Credentials, \$14.00; 12 Receipt Books, \$5.00 .....	\$ 67.50
James H. Barry Co., Nov. 2, 1910, 500 4-page Kahn's Record, \$10.00; Dec. 2, Minutes, of Nov. 2, \$4.50; 3000 envelopes and letter heads for Executive Council, \$27.00; Jan. 28, 1911, 300 circular affiliations, \$1.75; 2500 envelopes, \$7.50, 500 minutes of Jan. 15, \$8.00; May 25, 500 Santa Cruz circulars, \$4.00, 600 minutes, \$10.00; 500 minutes Executive Council meeting, July 30, \$10.00; 2500 bills, \$7.00; Sept. 23, 500 voucher checks, \$10.00, 500 proposition blanks, \$3.50 .....	\$ 103.25
Associated Printing Co., Dec. 2, 1910, 1000 Constitutions, 22.50 .....	22.50
Mitchell & Goodman, April 24, 1911, 2000 large envelopes .....	9.00
Total .....	\$ 202.25

## RENT.

Labor Council Hall Association, rent of office in Labor Temple, Oct. 1, 1910, to Sept. 30, 1911..	\$ 150.00
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## SALARIES.

Salary of Secretary-Treasurer, 12 months, ending Sept. 30, 1911..	\$ 600.00
Salary of Stenographer, Miss A. M. Zimmerman, 12 months, ending Sept. 30, 1911.....	378.00
Miss E. E. Donald (Aug. 26, 1911), stenographic work.....	33.00
Total .....	\$1,011.00

## LEGISLATIVE WORK.

L. B. Leavitt, Legislative Agent, salary and expense from Jan. 5th to March 30th.....	\$ 546.95
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Maintenance of Joint Legislative Headquarters at Sacramento*..	206.40
Telegrams and telephones, etc..	15.20
Paul Scharrenberg, fare and expense to Sacramento (5 trips)	43.50
James H. Barry Co., 1200 Reports on Labor Legislation, 1000 envelopes, 1200 Supplementary Reports on Labor Legislation, 1000 envelopes, 1500 Analysis Liability Law..	71.50
Postage (mailing Reports on Labor Legislation, Liability Law, Constitutional Amendments, etc.) .....	35.50
W. N. Brunt Co., 2000 circular Constitutional Amendments...	9.00
Total .....	\$ 928.05

## MISCELLANEOUS.

H. S. Crocker Co., filing cabinet, book case, etc.....	\$ 35.43
L. W. Butler, delegate to American Federation of Labor.....	350.00
American Federation of Labor, tax to January, 1912.....	10.00
Ed Crough, services on Times Investigating Committee .....	17.36
Al Condrotte, fraternal delegate State Building Trades Council.	10.00
Paul Scharrenberg, fraternal delegate State Building Trades Council .....	10.00
Electrical Workers No. 61, Los Angeles, check returned.....	2.15
American Association of Labor Legislation, annual fee 1911...	5.00
Dolly Hyams, engrossing resolutions (Chris Ploeger).....	7.50
Greeninger Stationery Co., framing .....	3.40
Frank Morrison, premium on Secretary's bond .....	9.00
Merchants National Bank, rent of safe deposit box.....	3.00
One-half of \$500 fee to Jas. G. Maguire in Hatters' case, acting jointly with San Francisco Labor Council .....	250.00
Aetna Insurance Co., premium on fire insurance .....	9.00
Frank Morrison, for McNamara defense fund .....	250.00
Paul Scharrenberg, copy of opinion of Judge Van Fleet (Loewe Injunction) .....	2.00
Telegrams .....	4.70
Joint defense of Women's Eight-hour Law .....	106.07
Expense of trip to Southern California, Samuel Gompers, Grant Hamilton, Paul Scharrenberg..	162.50
Total .....	\$1247.11

\* The expense of maintaining Joint Legislative Headquarters was borne in equal shares with the State Building Trades Council of California, the Legislative Board of the Railroad Brotherhoods of California, and the San Francisco Labor Council. Each of the three last named organizations has refunded to the State Federation the sum of \$51.60.



**FINANCIAL STATEMENT**

of the

**JOINT COMMITTEE ON ORGANIZING OF MIGRATORY LABOR.****RECEIPTS.**

Federated Trades Council of Santa Clara County.....	\$ 100.00
Machinists Union No. 252, Vallejo .....	7.40
J. B. Dale, refund on mileage book, \$2.55; organizer's fees, \$63.00 .....	65.55
P. Sioris, organizer's fee.....	20.00
Ed. Thompson, organizer's fee..	20.00
California State Federation of Labor .....	1200.00
State Building Trades Council of California .....	800.00
San Francisco Labor Council, collected from affiliated unions, as follows: Bay and River Steamboatmen, \$36.00; Beer Bottlers, \$32.50; Beer Drivers, \$32.50; Brewery Workers, \$65.00; City Front Federation, \$15.00; Garment Workers, \$10.00; Horse Shoers, \$7.50; Laundry Drivers, \$4.50; Laundry Workers, \$100.00; Machinists, \$60.00; Milk Wagon Drivers, \$36.00; Musicians, \$12.00; Photo Engravers, \$12.00; Retail Del. Drivers, \$8.00; Sailors, \$20.00; Stablemen, \$36.00; Teamsters, \$180.00; Waiters, \$55.00 .....	722.00
Total .....	\$2934.95

**DISBURSEMENTS.**

Ed. Thompson, organizer, salary and expense, Oct. 1, 1910-Feb. 11, 1911.....	\$ 366.10
P. Sioris, organizer, salary and expense, May 1, 1911-Sept. 30, 1911, \$658.20; mileage book and railroad fare, \$44.50; telegrams, etc., \$5.15 .....	707.85
J. B. Dale, organizer, salary and expense, Oct. 1, 1910-Sept. 30, 1911, \$1655.40; mileage books and railroad fare, \$142.85; telegrams, hall rent, etc., \$8.25.	1806.50
T. C. Seaward, organizer, salary, expense and railroad fare.....	103.00
Total .....	\$2983.45

**RECAPITULATION.**

Balance on hand, Sept. 25, 1910..	\$ 743.15
Receipts, Sept. 26, 1910-Sept. 25, 1911 .....	2934.95
Total .....	\$3678.10
Disbursements, Sept. 26, 1910-Sept. 25, 1911.....	\$2973.45
Balance, Sept. 25, 1911.....	\$ 694.65

**REPORT OF AUDITING COMMITTEE**

San Francisco, Sept. 25, 1911.

To the Twelfth Annual Convention of the California State Federation of Labor,  
Greeting:

We, the undersigned Finance Committee appointed by President Sullivan to audit the accounts of the State Federation for the fiscal year ending September 23, 1911, beg leave to report that we have examined the accounts of the Secretary-Treasurer and find them correct and very neatly kept. The cash balance on hand September 25th being \$2140.86.

Respectfully submitted,

(Signed) HARRY MENKE,  
CHARLES A. OLIVA,  
AL. CONDROTTE.

**OFFICIAL ELECTION RETURNS**

on

**Constitutional Amendments****Having Endorsement of California State Federation of Labor.****No. 1, Providing for State Inspection of Weights and Measures,**

(known as Senate Constitutional Amendment No. 2):

For, 165,881; against, 52,688; majority, 112,213.

**No. 3, Providing for Divided Session of Legislature,**

(known as Senate Constitutional Amendment No. 6):

For, 127,794; against, 79,384; majority, 48,446.

**No. 4, Granting Suffrage to Women,**

(known as Senate Constitutional Amendment No. 8):

For, 125,037; against, 121,450; majority, 3,587.

**No. 7, Establishing the Initiative and Referendum,**

(known as Senate Constitutional Amendment No. 22):

For, 168,744; against, 52,093; majority, 116,651.

**No. 8, Establishing the Recall of all Elective Officials, including Judges,**

(Known as Senate Constitutional Amendment No. 23):

For, 178,115; against, 53,755; majority, 124,360.

**No. 10, Authorizing the Legislature to Enact a Compulsory Employers' Liability and Compensation Law for Industrial Accidents,**

(known as Senate Constitutional Amendment No. 32):

For, 147,567; against, 65,255; majority, 82,312.

**No. 23, Increasing the Power of the Railroad Commission Over Rates of Transportation,**

(known as Assembly Constitutional Amendment No. 50):

For, 144,205; against, 63,380; majority, 80,825.

