

PROCEEDINGS
OF THE
Twenty-first Annual Convention
OF THE
California
State Federation
of Labor

HELD AT
Fresno, California
October 4 to 9
1920



Vote on Measures Which Appeared on the November Ballot

No. 1, anti-alien land law: Yes 688,483, no 222,086.

The vote on other measures follows:

No. 2, prohibition enforcement: Yes 400,475, no 465,537.

No. 3, salaries of justices: Yes 232,418, no 538,655.

No. 4, initiative: Yes 298,347, no 421,945.

No. 5, chiropractic: Yes 390,240, no 402,410.

No. 6, prohibiting compulsory vaccination: Yes 359,987, no 468,911.

No. 7, prohibiting vivisection: Yes 272,288, no 527,130.

No. 8, poison act: Yes 479,764, no 270,562.

No. 9, highway bonds: Yes 435,492, no 311,667.

No. 10, constitution convention: Yes 203,240, no 428,002.

No. 11, alien poll tax: Yes 607,928, no 147,212.

No. 12, State University tax: Yes 380,027, no 384,667.

No. 13, community property: Yes 246,875, no 524,133.

No. 14, insurance act: Yes 308,062, no 328,115.

No. 15, irrigation district act: Yes 314,522, no 280,948.

No. 16, school system: Yes 506,008, no 268,781.

No. 17, absent voters: Yes 356,539, no 371,784.

No. 18, exempting orphanages from taxation: Yes 394,014, no 371,658.

No. 19, State aid to institutions: Yes 487,023, no 222,247.

No. 20, land values taxation: Yes 196,694, no 563,503.

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LABOR PAPERS

IN THE STATE OF CALIFORNIA

California Oil Worker, Bakersfield
The California Painter and Decorator, Bakersfield
Union Labor Journal, Bakersfield
Chico Labor News, Chico
Labor News, Eureka
Labor News, Fresno
The Labor News, Long Beach
The Citizen, Box 135, Los Angeles
Tri-City Labor Review, 812 Broadway, Oakland
Union Labor Record, 1121 Washington Street, Oakland
The Contra Costa County Labor Journal, Richmond
The Tribune, Labor Temple, Sacramento
The Labor Journal, San Bernardino
The Labor Leader, San Diego
Labor Clarion, 2940 Sixteenth Street, San Francisco
Organized Labor, 1122 Mission Street, San Francisco
The National Labor Digest, 525 Market Street, San Francisco
The Seamen's Journal, 59 Clay Street, San Francisco
The Union, 173 W. Santa Clara Street, San Jose
Labor Review, Stockton



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Underwood Building, 525 Market Street

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No.	Introduced by	Referred to Committee on	Action of Convention	Page
1	Daniel C. Murphy, Web Pressmen No. 4, San Francisco	Officers' Reports	Adopted by Rising Vote	33
2	Geo. A. Tracy, D. P. Haggerty, San Francisco Labor Council, and delegation from Street Carmen No. 192, Oakland	Legislation	Adopted	25
3	James Giambruno, Miners No. 45, Groveland	Resolution	Referred to Ex. Council	20
4	Al. C. Beck and Geo. F. Devereaux, Cooks No. 468, Los Angeles	Legislation	Adopted	25
5	L. B. Leavitt, Wm. Mitchell, Labor Council, Vallejo	Resolution	Filed	21
6	Paul Scharrenberg, Sailors' Union of the Pacific, San Francisco	Legislation	Adopted	25
7	Delegation from Teamsters No. 85, San Francisco	Legislation	Adopted	26
8	J. J. McTiernan, Blacksmiths No. 168, San Francisco	Legislation	Adopted	26
9	J. Weinberg, Waiters No. 30, San Francisco	Resolution	Adopted	21
10	Bernard Coyle, Street Carmen No. 518, San Francisco	Grievance	Adopted	52
11	Al. C. Beck, Geo. F. Devereaux, Cooks No. 468, Los Angeles	Legislation	Adopted	26
12	Wm. Mitchell, Labor Council, Vallejo	Officers' Reports	Adopted	33
13	Geo. A. Tracy, San Francisco Labor Council	Resolution	Adopted	21
14	M. O'Toole, Teamsters No. 85, San Francisco	Legislation	Adopted	26
15	Geo. A. Tracy, Labor Council, San Francisco	Officers' Reports	Adopted	33
16	J. Weinberg, Waiters No. 30, San Francisco	Officers' Reports	Adopted	36
17	J. W. Buzzell, Pattern Makers, Los Angeles	Officers' Reports	Filed	30
18	Geo. A. Tracy, Labor Council, San Francisco	Officers' Reports	Filed	31
19	W. H. Townsend, State Hospital Employes, Napa	Legislation	Adopted	27
20	Rene Whalite, Photographic Workers No. 17061, San Francisco	Labels and Boycotts	Adopted	49
21	James Himmel, Electrical Workers No. 895, Oakland	Legislation	Adopted	27
22	W. H. Blundell, Teamsters No. 85, San Francisco	Legislation	Adopted	27
23	Jasper Taylor, Emma M. Cline, Fruit Workers No. 16860, Selma	Resolution	Adopted	22
24	Timber Workers' Delegation	Legislation	Adopted	27
25	Timber Workers' Delegation	Legislation	Adopted	28
26	Geo. P. Jenkins, Carpenters No. 426, Los Angeles	Legislation	Adopted	51
27	Geo. P. Jenkins, Carpenters No. 468, Los Angeles	Legislation	Adopted	28
28	C. N. Campbell, Painters No. 202, Los Angeles	Legislation		
29	R. L. Ennis, Federated Trades Council, Sacramento, and Daniel F. Tattenham, Barbers No. 148, San Francisco	Officers' Reports	Adopted	28
30	D. F. Tattenham, Barbers No. 148, San Francisco	Grievance	Adopted	31
31	H. F. Strother, Masters, Mates and Pilots No. 40, San Francisco	Legislation	Adopted	52
32	Thos. D. Van Osten, Labor Council, Napa	Legislation	Adopted	28
33	Geo. A. Tracy, Labor Council, San Francisco	Legislation	Adopted	29
34	B. B. Rosenthal, Upholsters No. 28, San Francisco	Resolution	Adopted	22
35	Timber Workers' Delegation	Labels and Boycotts	Adopted	49
36	Geo. S. Taylor, Oil Workers No. 6, Taft	Officers' Reports	Referred to Ex. Council	34
37	E. H. Misner, Machinists No. 68, San Francisco	Legislation	Referred to Ex. Council	43
38	E. F. Nelson, Federated Trades Council, and Frank Thomas, Carpenters No. 1296, San Diego	Officers' Reports	Adopted	36
39	J. C. Rhoten, Typographical No. 144, Fresno	Resolution	Adopted	23
		Resolution	Adopted as Amended	23

PROPOSITIONS INTRODUCED—(Continued)

No.	Introduced by	Referred to Committee on	Action of Convention	Page
40	J. C. Rhoten, Typographical No. 144, Fresno	Resolution	Adopted as Amended	23
41	P. O. Clerks' Delegation	Legislation	Adopted	29
42	P. O. Clerks' Delegation	Legislation	Adopted	43
43	P. O. Clerks' Delegation	Legislation	Non-Concurred	43
44	P. O. Clerks' Delegation	Legislation	Adopted	44
45	P. O. Clerks' Delegation	Legislation	Adopted	44
46	P. O. Clerks' Delegation	Legislation	Adopted	44
47	P. O. Clerks' Delegation	Legislation	Adopted	45
48	P. O. Clerks' Delegation	Legislation	Adopted	45
49	Alex. Horr, Teamsters No. 22, Stockton	Legislation	Referred to Ex. Council	45
50	Alex. Horr, Teamsters No. 22, Stockton	Grievance	Adopted	53
51	Paul Scharrenberg, Sailors' Union of the Pacific, San Francisco	Resolution	Adopted	24
52	Sam Barton, Railway Car-men No. 637, Bakersfield	Legislation	Adopted	43
53	Geo. Kidwell, Bakery Wagon Drivers No. 484, San Francisco	Legislation	Referred to Ex. Council	46
54	Thos. A. Maloney, Riggers and Stevedores No. 38-33, San Francisco	Officers' Reports	Adopted	32
55	A. B. Hassel and Seth Brown, Central Labor Council, Los Angeles	Legislation	Referred to Ex. Council	46
56	A. B. Hassel and Seth Brown, Central Labor Council, Los Angeles	Legislation	Referred to Ex. Council	46
57	A. B. Hassel and Seth Brown, Central Labor Council, Los Angeles	Legislation	Adopted	47
58	A. B. Hassel and Seth Brown, Central Labor Council, Los Angeles	Legislation	Filed	47
59	Ival Whitney, Timber Workers No. 114, Weed	Constitution	Adopted	20
60	Andy C. Mortensen, Milk Wagon Drivers No. 302, Oakland	Constitution	Filed	20
61	A. L. Noriega, Moving Picture Operators No. 162, San Francisco	Legislation	Adopted	48
62	Teachers' Delegation	Officers' Reports	Adopted	34
63	Teachers' Delegation	Officers' Reports	Adopted	36
64	Teachers' Delegation	Legislation	Adopted	51
65	Teachers' Delegation	Resolution	Adopted	24
66	Wm. "Mac" Cook, Central Labor Council, Stockton	Legislation	Adopted	48
67	Thos. E. Zant, Carpenters No. 483, San Francisco	Officers' Reports	Filed	32
68	Thos. E. Zant, Carpenters No. 483, San Francisco	Officers' Reports to Legislation	Filed	47
69	Garment Workers' Delegation	Labels and Boycotts	Adopted	50
70	Chas. M. Campbell, Painters No. 202, Los Angeles	Legislation	Adopted	48
71	Geo. Keeling, Typographical No. 207, Eureka	Resolution	Adopted	24
72	H. Strasbaugh, Fruit Workers No. 16688, Fresno	Officers' Reports	Adopted	34
73	Plumbers' Delegation	Legislation	Adopted	48
74	Typographical and Pressmen's Delegation	Resolution	Adopted	24
75	Roe H. Baker, Barbers No. 148, San Francisco	Legislation	Referred to Ex. Council	41
76	Thcs. E. Zant, Carpenters No. 483, San Francisco	Officers' Reports	Adopted	35
77	Thos. E. Zant, Carpenters, No. 483, San Francisco	Resolution	Substitute Adopted	41
78	Jas. P. Griffin, Shoe Clerks No. 410, San Francisco	Labels and Boycotts	Adopted	50
79	E. H. Misner and Chas. F. Blackmer, Machinists No. 68, San Francisco	Resolution	Referred to Ex. Council	42
80	Arthur S. Howe and George H. Knell, Typographical No. 21, San Francisco	No Reference	Adopted	49

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. The Executive Council was instructed to prepare a bill providing for Direct Legislation, through the Initiative and Referendum, and to have same submitted to the Legislature for enactment. Thus, it will be seen, that organized labor initiated and worked for Direct Legislation fully ten years before the people of California were given the opportunity to vote upon these measures. 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. John Davidson of Vallejo was elected President. Guy Lathrop was re-elected Secretary.

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 convention city of 1905. 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 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, 1908. Much progress had again been made. During the year numerous strikes had taken place, among them that of the United Railroads' 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 Recall. George W. Bell was re-elected Secretary-Treasurer, and A. M. Thompson of Oakland, President.

San Rafael was the convention city of 1909. 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 and 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 was welcomed and wined and dined with much affection 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. President Sullivan and Secretary Scharrenberg were re-elected.

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

San Diego was the place of meeting for the thirteenth annual convention. This was the best attended convention in the history of the Federation, approximately 35,000 trade unionists being represented by more than 200 delegates. The paid-up membership of the Federation had reached 62,000, a gain of 6,000 since the previous convention. The Executive Council was again enlarged by creating two new districts, making a total of eleven districts with fourteen Vice-Presidents. D. P. Haggerty, of San Francisco, was elected President, vice D. D. Sullivan, retired.

The fourteenth annual conclave was held at Fresno. The Light and Power Council strike was reviewed at length, with the result that the issues of the struggle were transferred to the Seattle convention of the American Federation of Labor. The report on labor legislation again showed substantial achievements. All the incumbent officers present at the convention were re-elected.

The fifteenth convention city was Stockton, where for several months past a bitter attack had been made upon organized labor by a newly formed association of would-be labor crushers. This gathering was a record breaker, both in point of attendance, enthusiasm and in other respects. The pending "Minimum Wage Amendment" received a great deal of attention at this convention; the Executive Council had reported favorably upon this measure, but the convention voted to oppose it. All the incumbent officers present were re-elected.

Santa Rosa was the convention city in 1915. During the year the iniquitous Poll Tax had been abolished through initiative petitions circulated by the Federation. This was the Federation's first effort to wipe out an objectionable law by direct legislation. Fraternal delegates direct from Japan were for the first time seated in the convention. The President and Secretary and practically all the other incumbent officers were re-elected.

The seventeenth annual convention was held at Eureka. During the year past there had been more than the usual number of strikes. The culinary workers of San Francisco made an unsuccessful struggle for the eight-hour day. The longshoremen had been on strike all along the Pacific Coast. A union-busting "law and order" committee had been formed in San Francisco. Trade-unionists had been indicted for alleged participation in San Francisco Preparedness Day bomb outrage. As a result the time of this convention was well taken up with many weighty subjects. Daniel C. Murphy was elected President.

The convention city of 1917 was Sacramento. This was the first convention of the Federation with the country at war. Another feature of this gathering was the seating of fraternal delegates from the California Division of the Farmers' Educational and Co-operative Union of America, also from the Pacific Co-operative

League. After listening to addresses from these fraternal delegates, the convention formally approved the formation of an alliance with the Farmers and the Co-operators. All the incumbent officers present at the convention were re-elected.

The nineteenth annual convention was held in Eagles' Hall, San Diego. This was the second convention of the Federation held during the war and much of the business transacted had a direct bearing upon California Labor's participation in that world-wide conflict. The Economic and Political Platform of the California Union of Producers and Consumers was endorsed and various measures were approved for submission to the ensuing Legislature. Practically all the incumbent officers were re-elected.

The twentieth annual convention was held at Bakersfield. The thorough and effective organization of labor in this beautiful little city created an impression among the delegates that amounted to inspiration. In spite of the many strikes being waged throughout the State and the resultant drain upon the treasuries of the unions involved, more than 200 delegates were in attendance at this convention. A question of intense interest, which drew out an extended debate and was decided by a roll-call vote, was the resolution providing for what is termed "One Big Union." The convention, by a decisive majority, went on record as being opposed to the plan. The convention reaffirmed its endorsement of the Farmers' Educational and Co-operative Union and the Pacific Co-operative League. All incumbent officers, who were candidates for re-election, were re-elected.

The twenty-first annual convention was held in Woodmen's Hall, Fresno. A full review of all business transacted at this convention, as well as the reports and names of officers serving during the current term, will be found in this booklet.

Napa will have the 1921 convention.

The California State Federation of Labor has been in existence twenty-one years, and in that period has accomplished a great deal more than its founders had anticipated. But there is plenty of work ahead. Today approximately eighty-five per cent. of all the unions eligible for affiliation are within the fold of the Federation. This makes team work easier—for, after all, 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 counsel and act together in order to obtain permanent results.

Federation Urges Political Action

The California State Federation of Labor urges thorough organization of wage earners for political action, to secure the rights of labor as enunciated by the American Federation of Labor, separate and apart from regular unions.—Section 1, Article XV, Constitution of the California State Federation of Labor.

CHRONOLOGICAL REVIEW OF PRESIDENTS, SECRETARIES AND DELEGATES TO THE A. F. OF A. CONVENTIONS

MEN WHO SERVED AS PRESIDENT

- 1901 C. D. Rogers, Typographical No. 36.
- 1902-1903 John Davidson, Ship Joiners No. 9.
- 1904-1905 Harry A. Knox, Street Carmen No. 205.
- 1906 G. S. Brower, Carpenters No. 483.
- 1906 Thomas F. Gallagher, Team Drivers No. 70.
- 1907-1908 George A. Tracy, Typographical No. 21.
- 1908 A. M. Thompson, Team Drivers No. 70.
- 1909-1911 Daniel D. Sullivan, Printing Pressmen No. 60.
- 1912-1915 Daniel P. Haggerty, Machinists No. 68.
- 1916-1920 Daniel C. Murphy, Web Pressmen No. 4.

MEN WHO SERVED AS SECRETARY

- 1901-1902 Guy Lathrop, Carpenters No. 483.
- 1903 George K. Smith, Barbers No. 134.
- 1904 George B. Benham, Printing Pressmen No. 24.
- 1905 F. J. Bonnington, Typographical No. 21.
- 1906-1907 J. H. Bowling, Street Carmen No. 205.
- 1908-1909 George W. Bell, Gas Workers No. 9840.
- 1909-1920 Paul Scharrenberg, Sailors' Union of the Pacific.

DELEGATES TO AMERICAN FEDERATION OF LABOR CONVENTIONS

- 1904 San Francisco—John Davidson, Ship Joiners No. 9.
- Pittsburgh—H. M. Alexander, Typographical No. 21.
- 1907 Norfolk—Walter Macarthur, Sailors' Union of the Pacific.
- 1908 Denver—J. B. Dale, Federal Labor Union No. 11345.
- 1910 St. Louis—L. W. Butler, Teamsters No. 208.
- 1911 Atlanta—Andrew J. Gallagher, Photo Engravers No. 8.
- 1912 Rochester—Andrew J. Gallagher, Photo Engravers No. 8.
- 1913 Seattle—Patrick Flynn, Marine Firemen, Oilers and Watertenders' Union of the Pacific.
- 1914 Philadelphia—Paul Scharrenberg, Sailors' Union of the Pacific.
- 1915 San Francisco—Hugo Ernst, Waiters No. 30.
- 1916 Baltimore—Daniel P. Haggerty, Machinists No. 168.
- 1917 Buffalo—Daniel D. Sullivan, Printing Pressmen No. 60.
- 1919 Atlantic City—George A. Tracy, Typographical No. 21.
- 1920 Montreal—A. J. Rogers, Bottlers No. 293.
- 1921 Denver—Seth R. Brown, Typographical No. 174.

PROCEEDINGS

FIRST LEGISLATIVE DAY.

Monday, October 4, 1920—Morning Session.

The Twenty-first Annual Convention of the California State Federation of Labor was called to order at 10:30 o'clock by Dan Doggett, chairman of the local Committee of Arrangements. After a brief address of welcome he introduced the Rev. Thomas T. Giffen, pastor of the First Congregational Church, who delivered the invocation as follows:

"Our God and Father, we turn to Thee in the opening moments of this meeting because we realize that our own wisdom is inadequate for the great problems that confront us and all the world. Wilt Thou, today and through all the days of this Convention give us the thought that we shall think and direct all our actions. Grant us open minds that we may learn the truth, temperate spirits that we may act wisely, and strong wills that we may do Thine own will. We pray for generous and sympathetic hearts that we may understand the needs and claims of all within and without our circle. Give us stout hearts that we may refuse a present gain at the cost of future welfare, that we may refuse individual profit at the cost of the common advantage of all our fellows. Give us courage to insist upon justice on the part of those with whom we deal and to render justice in full measure to all who depend upon us. We pray in the name and in the spirit of the Christ of all truth and righteousness. Amen."

The chairman then introduced Chase Osborn, publisher and editor of the Evening Herald, who welcomed the delegates and referred to the good feelings that existed between employer and employe in Fresno.

Wiley Giffen, president of the California Associated Raisin Company, was introduced and spoke of his early manhood regarding his ideas of organization. The speaker assured the delegates that his heartiest good will was with the toilers.

Mayor William Toomey, introduced as one of the best friends of labor in Fresno, was in his usual good humor and reminded the delegates that as he was living in the garden spot of California, he was of the opinion that the representatives of labor in this convention would in a very short while become imbued with the feeling that overcame him 35 years ago and change their place of abode to the Raisin City. In conclusion, Mayor Toomey presented to President Murphy the key of the city.

Judge H. F. Briggs, the next speaker, welcomed the assemblage in a manner that showed his friendship for the rights of organized labor, bringing attention to the fact that now as never before there should be a general get-together for the uplift of the employer and employe.

Chairman Doggett, in a fitting speech, then presented to President Murphy his gavel of authority, and thanked the speakers for their interest in the welfare of the delegates.

President Murphy, replying to the addresses of welcome, brought to the attention of the assemblage the conditions under which the workers of the state are now employed, citing the legislation that has been placed on the statute books and reminding the delegates that every measure brought before the convention would receive the greatest consideration from the presiding officer.

President Murphy then announced that in accordance with the constitution he had appointed a Committee on Credentials, on the Saturday preceding the convention. He thereupon called for the report of said committee.

REPORT OF COMMITTEE ON CREDENTIALS.

To the Twenty-first Annual Convention of the California State Federation of Labor:

We, your Committee on Credentials, have examined all credentials submitted against which no contest has been filed, and submit herewith names of delegates entitled to seats in the convention, with the number of votes apportioned to each, in accordance with Section 6, Article I, of the Constitution:

BAKERSFIELD—

Carpenters No. 743:
James E. Cremer, 226.
Retail Clerks No. 1217 (128):
Hattie Starr, 64.
Earl Townsend, 64.
Cooks & Waiters No. 550:
George Graf, 207.
Hod Carriers & Building Laborers No. 220:
W. A. Starr, 71.
Kern County Labor Council:
J. C. Harter, 2.
Musicians No. 263:
J. M. McIntosh, 48.
Railway Carmen No. 637:
Sam Barton, 168.
Teamsters No. 280:
H. H. Dingman, 142.
Typographical No. 439:
Coral F. Roberts, 38.

BREA—

Oil Workers No. 27:
Frank B. Guard, 849.

COLUSA—

Carpenters No. 1481 (79):
George Mannee, 40.
T. K. Thompson, 39.

DINUBA—

Carpenters No. 484 (40):
L. F. Hammon, 20.
C. E. Gordon, 20.

EUREKA—

Cooks & Waiters No. 220:
Ella Boyd, 89.
Timberworkers No. 12:
Clarence A. Kelley, 291.
Typographical No. 207:
George Keeling, 25.

FRESNO—

Barbers No. 333:
S. F. Baxter, 101.
Building & Common Laborers No. 135 (44):
H. Wartel, 15.
John Campbell, 15.
Martin Connell, 14.
Carpenters No. 701 (694):
C. C. Jarman, 347.
W. E. Banker, 347.
Cooks & Waiters No. 62 (327):
P. E. Dempsey, 66.
Harry Wiggin, 66.
Jack Racovich, 65.
J. J. O'Brien, 65.
Louis A. Pomeroy, 65.
Electrical Workers No. 100 (46):
J. H. Robinson, 23.
O. D. Fincher, 23.
Electrical Workers No. 169 (40):
M. C. Derr, 20.
Glen M. DeVore, 20.
Firefighters No. 202:
W. R. Williams, 56.
Labor Council:
Danton Doggett, 2.
Fruit Workers No. 16688 (17):
Howard Strasbaugh, 9.
Fay L. Isham, 8.
Hod Carriers No. 294:
W. F. Little, 217.
Iron Workers No. 155:
Charles Pilgrim, 5.
Laundry Workers No. 86 (211):
A. V. Rowe, 71.
W. L. McDonald, 70.
George T. Johnson, 70.
Machinists No. 653 (217):
C. H. Chambers, 73.
D. R. Terrell, 72.
C. W. Vickers, 72.
Millmen No. 1496 (145):
Charles Dillon, 73.
S. L. Cowan, 72.
Printing Pressmen No. 159 (25):
John Gallinore, 13.
R. G. Roberts, 12.

Stage Employees No. 158 (20):
Jack Byers, 10.
E. J. Knobloch, 10.
Steam & Operating Engineers No. 336:
C. A. Onash, 93.
High School Teachers No. 72 (59):
Josephine Colby, 30.
Jeannette Minard, 29.
Elementary Teachers No. 84 (82):
Mrs. Mary L. Westover, 41.
Lavinia Buchanan, 41.
Teamsters No. 431:
A. D. Strong, 258.
Typographical No. 144 (50):
C. E. Turner, 25.
J. F. Rhoten, 25.

GROVELAND—

Miners & Tunnel Workers No. 45:
James Giambruno, 238.

LONG BEACH—

Carpenters No. 710:
H. F. Leseman, 518.

LOS ANGELES—

Barbers No. 295 (225):
J. H. Marble, 113.
Fred L. Weathers, 112.
Bricklayers No. 2:
E. C. Gish, 139.
Carpenters No. 426 (736):
George P. Jenkins, 246.
Charles Arisman, 245.
James A. Gray, 245.
Cooks No. 468 (432):
George F. Devereaux, 216.
Al C. Beck, 216.
Garment Workers No. 125 (601):
Daisy A. Houck, 301.
Mrs. Jennie C. Haisch, 300.
Heat & Frost Insulators and Asbestos
Workers No. 5:
Guy De Pledge, 31.
Central Labor Council (2):
A. B. Hassel, 1.
Seth R. Brown, 1.
Machinists No. 311:
Charles L. Myers, 1079.
Meat Cutters No. 265:
David D. Love, 302.
Millmen & Cabinet Makers No. 884:
Harry V. Tibbet, 110.
Musicians No. 47 (725):
H. P. Moore, 363.
C. B. Hitt, 362.
Painters No. 202:
Charles M. Campbell, 297.
Pattern Makers Association (67):
E. L. Bruck, 34.
J. W. Buzzell, 33.
Postoffice Clerks No. 64:
O. B. Armstrong, 270.
Plumbers & Steam Fitters No. 78 (250):
A. G. Work, 125.
C. Hardin, 125.
Steam & Operating Engineers No. 72:
F. C. Marsh, 255.
Stenographers, Typewriters, Bookkeep-
ers No. 15251:
Earle G. Clarke, 18.
Teamsters No. 208:
William A. Vanna, 418.
Typographical No. 174 (475):
H. M. Tedford, 238.
Charles T. Scott, 237.
Waitresses & Cafeteria Workers No. 639:
Addie Beck, 148.

MATHER—

Timberworkers No. 166:
Roy T. Whitto, 142.

MODESTO—

Barbers No. 24:
Mat Malone, 25.
Hod Carriers No. 544:
William Musick, 71.

NAPA—

Garment Workers No. 137:
A. L. Lawson, 76.
Hod Carriers No. 603:
Walter R. Betters, 18.
Central Labor Council:
Thomas D. Van Osten, 2.
State Hospital Employees No. 15631:
W. H. Townsend, 152.
Teamsters No. 619:
E. E. Hawkins, 27.

OAKLAND—

Bakers No. 119:
E. E. Stack, 200.
Bakery Wagon Drivers No. 432:
James Shea, 200.
Barbers No. 134:
Frank B. Perry, 200.
Boilermakers No. 233:
F. L. Emery, 318.
Carpenters No. 36:
N. H. Tallentire, 760.
Cooks & Waiters No. 31:
Joe Sheldon, 500.
Electrical Workers No. 895:
James A. Himmel, 197.
Machinists No. 284:
W. Cartmell, 1000.
Milk Wagon Drivers No. 302:
Andy C. Mortensen, 225.
Painters No. 127:
F. H. Pratt, 505.
Stage Employees No. 107 (47):
John F. Kieley, 24.
Frank C. Casey, 23.
Street Carmen No. 192 (1000):
Ben Bowbeer, 334.
William A. Martin, 333.
Michael J. Corr, 333.
Moving Picture Operators No. 169 (45):
B. F. Gavica, 23.
J. H. Gillard, 22.
Teamsters No. 70 (400):
R. F. Murray, 134.
Frank Higuera, 133.
Donald Witt, 133.
Material Teamsters No. 577:
Joseph H. Raymos, 108.
Typographical No. 36:
W. T. Drake, 261.

PASADENA—

Plumbers No. 280:
E. B. Hillier, 65.
Printing Pressmen No. 155:
Robert E. Wright, 13.

PETALUMA—

Central Labor Council (2):
W. M. Smith, 1.
W. B. Addleman, 1.
Typographical No. 600:
H. T. Gravitt, 17.

RICHMOND—

Labor Union No. 443:
A. P. Tyler, 46.
Teamsters No. 420:
Fred W. Heckman, 58.

SACRAMENTO—

Barbers No. 112:
E. C. Fuller, 115.
Federated Trades Council (2):
Robert L. Ennis, 2.
Cooks & Waiters No. 561:
C. T. Peterson, 349.
Machinists No. 33:
J. J. Glacklin, 500.
Musicians No. 12:
Andy Hertzell, 150.
Printing Pressmen No. 60 (60):
D. D. Sullivan, 30.
William J. McQuillan, 30.
Street Carmen No. 256:
R. W. Titherington, 175.

SAN DIEGO—

Carpenters No. 1296:
Frank Thomas, 452.
Federated Trades & Labor Council:
E. F. Nelson, 2.
Moving Picture Operators No. 297:
S. H. Metcalf, 26.

SAN FRANCISCO—

Alaska Fishermen's Union:
I. N. Hysten, 1500.
Bakers No. 24:
Edmund Hensel, 787.
Bakery Wagon Drivers No. 484 (350):
George G. Kidwell, 175.
E. E. Currie, 175.
Barbers No. 148 (800):
L. Keller, 134.
Henry Hilker, 134.
O. E. Freeman, 133.
Stanley Roman, 133.
Roe H. Baker, 133.
Daniel F. Tattenham, 133.
Bartenders No. 41:
Dan P. Regan, 321.
Beer Drivers No. 227:
Joseph Luttringer, 325.
Blacksmiths No. 168:
J. J. McTiernan, 200.
Bookbinders No. 31-125:
Thomas P. Garrity, 450.
Bottlers No. 293:
A. J. Rogers, 400.
Carpenters No. 22 (1259):
W. W. Lawler, 630.
P. H. McCarthy, 629.
Carpenters No. 483 (904):
Thomas E. Zant, 452.
A. B. Cummings, 452.
Grocery Clerks No. 648:
W. G. Desepete, 200.
Retail Shoe Clerks No. 410:
J. P. Griffin, 75.
Cooks No. 44 (1155):
Joseph Depool, 578.
Joseph P. Bader, 577.
Cooks' Helpers No. 110:
Ed Fennessy, 478.
Coopers No. 65 (346):
Herman Mahler, 173.
Carl Prignitz, 173.
Electrical Workers No. 6:
William H. Urmy, 515.
Electrical Workers No. 151:
George Flatley, 475.
Ferryboatmen's Union:
Fred F. Kinney, 770.
Garment Workers No. 131 (500):
Lizzie Porpell, 250.
Nellie Casey, 250.
Glass Bottle Blowers No. 22:
J. C. Hawkins, 131.
Ice Wagon Drivers No. 519:
Robert A. MacKenzie, 94.
Labor Council (2):
Daniel P. Haggerty, 1.
George A. Tracy, 1.
United Laborers No. 1 (800):
Robert Green, 400.
William F. Dwyer, 400.
Laundry Workers No. 26 (1500):
Anna Brown, 250.
Nellie Victor, 250.
Ed Flatley, 250.
Charles Childs, 250.
Charles Hawley, 250.
D. J. Gorman, 250.
Letter Carriers No. 214:
John C. Daly, 476.
Machinists No. 68 (3000):
E. H. Misner, 1500.
Charles Blackmer, 1500.
Masters, Mates & Pilots No. 40:
H. F. Strother, 476.
Marine Cooks & Stewards Association:
Eugene Burke, 1000.
Marine Firemen, Oilers & Watertenders
(2000):
John Clarke, 500.
Joseph Connolly, 500.
William Meehan, 500.
Andrew Pryal, 500.

- Metal Polishers No. 128:
 Michael H. Stafford, 60.
 Milk Wagon Drivers No. 226 (498):
 R. P. Herne, 249.
 J. J. Rusk, 249.
 Molders No. 164:
 James H. Doyle, 650.
 Moving Picture Operators No. 162:
 Anthony L. Noriega, 100.
 Musicians No. 6 (1187):
 Walter A. Weber, 396.
 J. J. Matheson, 396.
 Clarence H. King, 395.
 Office Employees No. 13188:
 Helen Quinn, 200.
 Pattern Makers Association:
 W. H. Kleinhammer, 183.
 Photographic Workers No. 17061:
 Rene Whaitte, 18.
 Pile Drivers and Bridge Builders No. 34
 (500):
 D. A. Kain, 250.
 P. P. Henry, 250.
 Postoffice Clerks No. 2:
 Carl T. Friswold, 434.
 Web Pressmen No. 4:
 Daniel C. Murphy, 120.
 Riggers & Stevedores No. 38-33:
 Thomas A. Maloney, 250.
 Sailors Union of the Pacific (2000):
 Ed Andersen, 334.
 Harry Ingwardsen, 334.
 George Larsen, 333.
 C. F. May, 333.
 Harry Ohlsen, 333.
 Paul Scharrenberg, 333.
 Stage Employees No. 16 (121):
 Steven B. Newman, 61.
 F. B. Williams, 60.
 Street Carmen No. 518 (700):
 John McDonald, 234.
 Daniel Hanley, 233.
 Bernard Doyle, 233.
 Switchmen No. 197:
 James M. Adams, 80.
 Teamsters No. 85 (1500):
 James E. Wilson, 250.
 James E. Hopkins, 250.
 Edward Fitzpatrick, 250.
 William Blundell, 250.
 Michael O'Toole, 250.
 William McShane, 250.
 Material Teamsters No. 216:
 Walter Duryea, 267.
 Typographical No. 21 (875):
 George H. Knell, 438.
 Arthur S. Howe, 437.
 Upholsterers No. 28:
 B. B. Rosenthal, 100.
 Varnishers & Polishers No. 134:
 J. Tuite, 136.
 Waiters No. 30:
 J. Weinberger, 1587.
 Warehouse & Cereal Workers No. 38-44:
 Thomas Comber, 750.
- SAN JOSE—**
 Building and Common Laborers:
 James Pinegar, 138.
 Millmen No. 262:
 Wilber H. Johnson, 358.
- Central Labor Council (2):
 William Wilson, 1.
 George A. Batchelor, 1.
 Sheet Metal Workers No. 309:
 Walter G. Mathewson, 30.
 Teamsters No. 287:
 I. Inostrazo, 121.
 Material Teamsters No. 279:
 E. A. Hafely, 158.
 Typographical No. 231:
 William S. Darrow, 81.
- SAN PEDRO—**
 Carpenters No. 1140:
 H. E. Dikeman, 212.
- SANTA ROSA—**
 Central Labor Council (2):
 J. J. Reilly, 1.
 John Felciano, 1.
 Steam & Operating Engineers No. 147 (8):
 Fred Jesting, 4.
 C. C. Zellner, 4.
- SELMA—**
 Fruit Workers No. 16860 (70):
 R. J. Hale, 35.
 Erna Cline, 35.
- STOCKTON—**
 Central Labor Council:
 William McClellan Cook, 2.
 Cooks & Waiters No. 572 (165):
 Myrtle Van Pelt, 83.
 E. G. Florell, 82.
 Musicians No. 189 (145):
 Clarence Leonard, 73.
 Van L. Shaljian, 72.
 Street Carmen No. 276:
 George A. Dean, 75.
 Teamsters No. 22:
 A. Horr, 136.
- TAFT—**
 Carpenters No. 1774 (77):
 J. C. Reasnor, 39.
 O. P. Buchannan, 38.
- VALLEJO—**
 Central Labor Council (2):
 L. R. Leavitt, 1.
 William J. Mitchell, 1.
 Machinists No. 252:
 W. E. Botkins, 825.
 Plumbers No. 343:
 James Sheehy, 52.
 Teamsters No. 490:
 J. B. Dale, 160.
- VISALIA—**
 Hod Carriers No. 341 (42):
 J. R. Swoffold, 21.
 Pete Macheill, 21.
- WEED—**
 Timberworkers No. 114:
 Ival Whitney, 752.

The committee recommends that the before-mentioned delegates be seated.

(Note—The committee submitted an additional detailed report on contested delegates. This part of the committee's report was held over and is published in the second day's proceedings.)

Respectfully submitted,

ROBERT F. MURRAY,
 Chairman.

DANTON DOGGETT,
 CHARLES T. SCOTT,
 Committee on Credentials.

Delegate G. A. Tracy of San Francisco Labor Council moved that the report of the Credentials Committee, with its recommendations, be concurred in.

Delegate Weinberger moved that Howard Caldwell be given the privilege of the floor to present the case of the Oil Workers that are contesting the seating of the accredited delegates.

Delegate Drake spoke in favor of Delegate Weinberger's motion.

Delegate Scott explained the action of the Credentials Committee in submitting its recommendation to the convention.

Delegate Tallentire was of the opinion that the representatives of the contestants should be heard.

Delegate Anderson opposed the motion, claiming that the report of the Credentials Committee should be adopted.

Delegate King moved to amend Delegate Tracy's proposition by adopting the committee's report with exception of the Oil Workers' controversy.

Delegate Howe spoke in favor of Delegate King's amendment.

The amendment of Delegate King was concurred in and the delegates against whom no contest was pending were seated.

Secretary Scharrenberg moved to amend Delegate Weinberger's motion that each side of the Oil Workers' controversy be given half an hour to present their case before the convention. Carried.

Delegate Johnson moved that the proposition be made a special order for Tuesday morning at 10 o'clock. Carried.

Secretary Scharrenberg read several telegrams from various cities, conveying their best wishes. The Labor Council and several civic bodies of Napa invited the Federation to hold its next session in Napa.

The local Committee of Arrangements requested the delegates to partake of a trip to the California Associated Raisin Company plant in the afternoon at 2 o'clock.

The official badge was then distributed by Secretary Scharrenberg.

President Murphy appointed G. E. Mitchell of San Francisco Typographical Union No. 21 as assistant secretary, and G. A. Dean of Street Carmen No. 276 and C. Childs of Laundry Workers No. 26 as sergeants-at-arms, and the appointments were confirmed by the convention.

Adjournment was then taken until 10 o'clock Tuesday morning.

SECOND LEGISLATIVE DAY.

Tuesday, October 5, 1920—Morning Session.

The convention was called to order by President Murphy at 10 o'clock.

Telegrams were read from San Francisco Labor Council, expressing the hope that the deliberations of the convention would redound to the welfare of organized labor, and from the Napa County Farm Adviser, inviting the 1921 convention to that city.

SUPPLEMENTAL REPORT OF COMMITTEE ON CREDENTIALS.

The Credentials Committee submitted a supplemental report of credentials received and recommended that the delegates be seated.

OAKLAND—

Steamfitters Local 342:
F. A. Reardon, 52.

Alfred Kromer, 50.
Peter Dupuich, 49.
Retail Clerks No. 170:
R. E. Cole, 11.

SAN FRANCISCO—

Butchers No. 115:
W. S. Maxwell, 400.

LONG BEACH—

Carpenters No. 710 (518):
R. W. Robinson, 259.
H. F. Leseman, 259.

FRESNO—

Bakers No. 43 (99):

The recommendation of the committee was concurred in.

The committee then submitted the report on contested delegates, as follows:

REPORT ON CONTESTED DELEGATES.

Notices of contests were served in accordance with the Constitution, against all delegates from Oil Workers' Unions affiliated with the Federation, with the exception of Delegate Frank B. Guard, representing Brea Local No. 27, and we recommend that he be seated with 849 votes.

Your committee called in representatives of the two factions and suggested to them that they decide upon who should appear before the committee to plead the case of their respective faction. The committee stated that all the time desired would be given such representatives. Brother Yarrow appeared for one faction and

Brother Cavett for the other. Each submitted his case in detail and both offered documentary evidence.

Your committee thereupon reviewed, at length, all the evidence submitted. We find that the entire controversy arose out of the election of officers at the last convention of the International Association of Oil Field, Gas Well and Refinery Workers of America.

All the points involved in this dispute were considered by the Credentials Committee at the last convention of the American Federation of Labor. That committee unanimsly recommended the seating of Brother R. H. Stickel because they had reached the conclusion that he had been elected International President of the organization in question, and by virtue of his office was entitled to sit as a delegate. The report of the committee was adopted. (See page 258-259, Montreal convention proceedings.)

Your committee therefore recommends that we follow the decision of the A. F. of L. convention and seat the delegates from the Stickel faction of the Oil Workers. They are:

BAKERSFIELD—

Kern River Oil Workers No. 19 (904):
Heber Bradford, 452.
J. T. Critchfield, 452.

COALINGA—

Oil Workers No. 2 (1708):
R. H. Stickel, 427.
W. J. Yarrow, 427.
George Campbell, 427.
Thomas S. Colebourn, 427.

LOST HILLS—

Oil Workers No. 1:
J. C. Coulter, 550.

MARICOPA—

Oil Workers No. 18 (442):
C. D. Robinson, 221.
N. M. Kirkpatrick, 221.

MARTINEZ—

Oil Workers No. 5:
Edward Coyle, 100.

McKITTRICK—

Oil Workers No. 24:
Barney D'Arcy, 273.

SANTA MARIA—

Orcutt Oil Workers No. 12:
F. C. Brown, 1008.

TAFT—

Oil Workers No. 6:
George S. Taylor, 910.

WHITTIER—

Oil Workers No. 7:
Charles E. DeLancy, 201.

In conformity with the foregoing decisions, we recommend that the protests filed against the seating of the following delegates be sustained:

Tom Reardon, E. D. Burke and Thomas S. Cavett, Fellows Local No. 13; C. W. Fitzgerald, Rodeo Local No. 11, and J. W. Haydon and K. P. Neilson, Taft Local No. 6.

Respectfully submitted,

ROBERT F. MURRAY,
Chairman.
DANTON DOGGETT,
CHARLES T. SCOTT.

By agreement of the two factions of Oil Workers H. H. Caldwell then presented the side of the Jacobs faction and W. J. Yarrow the Stickel faction.

Delegate Howe moved that the telegram suggested by H. H. Caldwell be sent to President Gompers and that action be held in abeyance until a reply is received.

Secretary Scharrenberg called attention to the fact that the information desired is in possession of the officers of the Federation.

Delegates King, Pilgrim, Rogers, Witt and Zant spoke on the proposition. The previous question being called for, Delegate Howe spoke on his proposition. The motion was lost.

Delegate Kidwell moved to amend the Credentials Committee report that both factions be seated. Amendment lost.

Delegates Scott and Murray of the Credentials Committee spoke of the action of the committee in making its recommendation.

The report of the Credentials Committee was then adopted.

President Murphy introduced Lieutenant-Governor C. C. Young, who spoke of his great interest in the welfare of the workers and complimented the presiding officer on his ability in handling the affairs of the convention.

APPOINTMENT OF COMMITTEES.

The chairman announced the appointment of the following committees:

Constitution—E. L. Bruck, Pattern Makers Association, Los Angeles; H. F. Strother, Masters, Mates and Pilots No. 40, San Francisco; Mary L. Westover, Teachers No. 84, Fresno; James Giambruno, Miners and Tunnel Workers No. 45, Groveland; D. P. Haggerty, Labor Council, San Francisco.

Rules and Order of Business—Robert L. Ennis, Sacramento Federated Trades Council; Clarence A. Kelley, Timber Workers No. 12, Eureka; Nellie Casey, Garment Workers No. 131, San Francisco; H. T. Gravitt, Typographical No. 600, Petaluma; George G. Kidwell, Bakery Wagon Drivers No. 484, San Francisco.

Reports of Officers—Seth R. Brown, Labor Council, Los Angeles; William Dwyer, United Laborers No. 1, San Francisco; Coral F. Roberts, Typographical No. 439, Bakersfield; A. L. Lawson, Garment Workers No. 137, Napa; Benjamin Bowbeer, Street Carmen No. 192, Oakland.

Resolutions—George A. Tracy, Labor Council, San Francisco; W. H. Townsend, State Hospital Employes No. 15631, Napa; James E. Wilson, Teamsters No. 85, San Francisco; Al C. Beck, Cooks No. 46, Los Angeles; Clarence H. King, Musicians No. 6, San Francisco.

Legislation—James A. Himmel, Electrical Workers No. 895, Oakland; Roe H. Baker, Barbers No. 148, San Francisco; George P. Jenkins, Carpenters No. 426, Los Angeles; Steven B. Newman, Stage Employes No. 16, San Francisco; J. J. Glackin, Machinists No. 33, Sacramento.

Grievance—W. E. Banker, Carpenters No. 701, Fresno; A. B. Hassel, Labor Council, Los Angeles; Eugene Burke, Marine Cooks and Stewards Association of the Pacific, San Francisco; F. L. Emery, Boilermakers No. 233, Oakland; Frank Thomas, Carpenters No. 1296, San Diego.

Labels and Boycotts—L. B. Leavitt, Labor Council, Vallejo; J. C. Harter, Kern County Labor Council, Bakersfield; Glenn M. DeVore, Electrical Workers No. 169, Fresno; Anna Brown, Laundry Workers No. 26, San Francisco; H. P. Moore, Musicians No. 47, Los Angeles.

Thanks—E. F. Nelson, Federated Trades and Labor Council, San Diego; J. Weinberger, Waiters No. 30, San Francisco; E. B. Hillier, Plumbers No. 280, Pasadena; A. J. Rogers, Bottlers No. 293, San Francisco; William McClellan Cook, Central Labor Council, Stockton.

The appointments were approved.

Delegate Johnson announced that the official photograph would be taken immediately upon adjournment.

The convention adjourned at 12 o'clock to meet at 2 p. m.

Tuesday, October 5—Afternoon Session.

President Murphy called the convention to order at 2 o'clock.

Secretary Scharrenberg read a telegram from the Napa Register inviting the Federation to hold its next convention in that city.

REPORT OF NEXT COMMITTEE ON RULES OF ORDER.

Chairman Ennis of the Committee on Rules of Order submitted the following report of that committee:

To the Officers and Delegates to the California State Federation of Labor:

Your Committee on Rules of Order has had the same under consideration and recommend that the following Rules of Order be adopted:

Rules of Order.

1. The sessions of this convention shall be from 9:30 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 an 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 the Secretary.

8. When a question is before the house, the only motion 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 Secretary 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 third legislative day at 12 o'clock m., except by consent of two-thirds of the delegates present. The committee shall report on all resolutions submitted.

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.

ROBERT L. ENNIS,
GEO. G. KIDWELL,
HARRY T. GRAVITT,
NELLIE CASEY,
CLARENCE A. KELLEY,
Committee on Rules of Order.

The recommendation of the committee was concurred in.

The chair then introduced W. H. Urmey, federal conciliator, who spoke of the conditions that have confronted the workers of the nation in labor disputes during the period of reconstruction.

Delegate Gravitt of Petaluma Typographical Union was introduced and spoke of his early experiences in traveling from one State to the other as a tramp printer.

President Murphy introduced James M. Murphy, legislative agent of the Brotherhood of Railway Trainmen, who spoke of his activities in connection with duties in the halls of the State Capitol at Sacramento during the sessions of the Legislature.

Secretary Scharrenberg, who had been in Europe for three months during the present year, told of his observations while abroad attending the seamen's conventions in Genoa, Italy, and Brussels, Belgium.

The convention then adjourned at 4:15, to meet at 9:30 o'clock Wednesday morning.

THIRD LEGISLATIVE DAY.

Wednesday, October 6—Morning Session.

President Murphy called the convention to order at 9:45 o'clock.

A telegram from S. H. Metcalf, vice-president of District No. 1, was read, tendering his resignation as an officer of the Federation.

The Merchants' Association and Frank L. Coombs, Assemblyman, of Napa, telegraphed the convention inviting the Federation to hold its next annual session in that city.

SUPPLEMENTAL REPORT OF CREDENTIALS COMMITTEE.

The Credentials Committee submitted a supplemental report recommending that E. J. Dupuy of the Federation of Teachers of San Francisco be seated with 28 votes, and Henry Heitman of the Retail Shoe Clerks No. 1129 of Oakland with 80 votes be seated, also L. C. Grasser of Electrical Workers No. 6, of San Francisco, dividing the vote of said organization with the delegate already seated.

The recommendation was concurred in.

Nicholas Ricciardi of the Federal Board for Vocational Education addressed the convention on the work being accomplished by that Board.

Communications from the Federation of Railway Employes, United Hatters of North America and the Central Labor Council of Alameda County were referred to the Committee on Officers Reports, Committee on Labels and Boycotts and the Committee on Constitution, respectively.

The chairman introduced Miss Flora L. Bradford, field secretary of the American Red Cross Nursing Service, Pacific Division, who spoke of the work accomplished in the Western States since the boys who were in the service during the war have returned, and stated that in her duties abroad the American Red Cross had accomplished work of a nature that the ordinary layman had no conception.

State Senator J. H. Inman was introduced as a champion of labor's cause and pledged his support at all times to measures that are of interest to the ideas of union labor. The Senator spoke interestingly on the Japanese question and advocated the passage of the alien land labor law that will be placed on the ballot at the November election.

President Murphy next called on Supervisor R. J. Welch of San Francisco, who spoke on two propositions that he as an official of the city mentioned is directly interested in and which are in the hands of the convention. The two measures Supervisor Welch mentioned are Propositions 13 and 15.

Supervisor J. D. Hynes of San Francisco followed Supervisor Welch, and qualified the remarks of the previous speaker.

Frank R. Buckalew, executive secretary of Near East Relief, spoke of the conditions confronting his organization and appealed to the delegates to the convention to assist in ameliorating affairs in Armenia and other Near East countries.

Delegate Howe asked permission of the convention to introduce a resolution after the time limit. The request was granted.

The convention adjourned at 12 o'clock.

Wednesday, Oct. 6—Afternoon Session.

The convention was called to order by President Murphy at 2 o'clock.

A telegram was read by Secretary Scharrenberg from the mayor of the city of Napa, inviting the 1921 convention, also from Superior Judge-elect Percy S. King, relative to the same purpose.

The president introduced Fred L. Bebergall, state adjutant of the American Legion and a member of San Francisco Typographical Union No. 21, who delivered an interesting address on the aims and objects of the Legion, stating that by action of the Legion convention the members must at all times refrain from any participation or the expression of an opinion in any dispute that may arise between capital and labor.

A telegram was read by Secretary Scharrenberg from a Labor League of Ex-Service Men, stating that they demand the unconditional repeal of the criminal syndicalism law.

NOMINATION OF OFFICERS.

The nominations of officers for the ensuing year being the next order of business, President Murphy called for names who shall rule the destinies of the Federation for the coming term, and the following delegates were nominated:

President—Daniel C. Murphy, nominated by Daniel P. Haggerty.

Vice-Presidents.

District No. 1—E. F. Nelson, nominated by F. Thomas.

District No. 2—E. L. Bruck, nominated by Seth R. Brown; R. W. Robinson, nominated by G. P. Jenkins.

District No. 3—W. E. Banker, nominated by Dan Doggett; J. C. Harter, nominated by R. H. Stickel.

District No. 4—G. A. Dean, nominated by A. Horr; W. McClellan Cook, nominated by W. J. Yarrow.

District No. 5—W. G. Mathewson, nominated by Paul Scharrenberg.

District No. 6—R. F. Murray, nominated by A. C. Mortensen.

District No. 7—F. W. Heckman, nominated by M. J. Corr.

District No. 8—L. B. Leavitt, nominated by W. J. Mitchell; H. T. Gravitt, nominated by W. M. Smith.

District No. 9—J. J. Matheson, nominated by Ed Andersen; Roe H. Baker, nominated by Stanley Roman; J. E. Hopkins, nominated by J. Clarke.

District No. 10—W. J. McQuillan, nominated by R. L. Ennis.

District No. 11—C. A. Kelley, nominated by G. Keeling.

District No. 12—J. Giambruno, nominated by C. A. Kelley.

Secretary-Treasurer—Paul Scharrenberg, nominated by G. A. Tracy.

A. F. of L. Delegate—Seth R. Brown, nominated by G. A. Tracy.

Delegate Haggerty moved that those candidates who have no opposition that their names be omitted from the printed ballot. Carried.

The chair then introduced Dr. J. R. Haynes, who spoke on Constitutional Amendment No. 4 regarding the initiative and referendum law.

Chairman Nelson of the Thanks Committee notified the convention that Delegate Weinberger of Waiters' Union No. 30 had refused to serve on that committee, giving no reason for his declination. President Murphy called on Delegate Weinberger for an explanation of his action, but received no response.

Delegate Tracy moved that Miss Gail Laughlin and Henry Heidelberg of San Francisco be given the privilege of the floor for twenty minutes each to discuss the community property law. Carried.

President Murphy appointed the following board to supervise the election at 11 o'clock Thursday morning:

Supervisors—Charles Pilgrim, Iron Workers No. 155, Fresno; H. M. Tedford, Typographical No. 174, Los Angeles; Frank B. Guard, Oil Workers No. 27, Brea.

Tally Clerks—E. H. Misner, Machinists No. 68, San Francisco; Ella Boyd, Cooks and Waiters No. 220, Eureka; Harry Ingwardsen, Sailors, San Francisco; Sam Barton, Railway Carmen No. 637, Bakersfield; Frank B. Perry, Barbers No. 134, Oakland; T. K. Thompson, Carpenters No. 1481, Colusa; J. J. Reilly, Labor Council, Santa Rosa; Wilber H. Johnson, Millmen No. 262, San Jose; R. W. Titherington, Street Carmen No. 256, Sacramento.

The convention adjourned at 5:20.

FOURTH LEGISLATIVE DAY.

Thursday, October 7, 1920—Morning Session.

The convention was called to order at 9:45 o'clock by President Murphy.

REPORT OF COMMITTEE ON CONSTITUTION.

Proposition 59—By Ival Whitney, Timberworkers' Union No. 114, of Weed.

Amend Article IV, Section 2, to read as follows:

The State Federation shall be divided into thirteen districts, with the number of vice-presidents to be elected from each district as follows: District No. 13, Redding to Oregon State line, one vice-president.

Committee reports favorably, with a recommendation that the Executive Council appoint a Vice-President for District 13. Adopted.

Proposition 60—By A. C. Mortensen of Milk Drivers' Union 302, of Oakland.

Whereas, Many times in recent years, the labor movement has been forced to defend its position in the economic field, and in the various courts of the land; and

Whereas, When such times have appeared, the movement has usually found itself in such a position financially that it was unable to make the proper defense, many of the most worthy industrial troubles have met with failure, due to lack of proper financial assistance; and

Whereas, A system that has been practiced by the trade union movement of raising finances after the difficulty has been brought on, has proved to be entirely unsatisfactory; therefore, be it

Resolved, That the California State Federation of Labor, in regular convention assembled, the year of 1920, submit a referendum to all affiliated local unions for the purpose of levying an assesment of \$1.00 per month per member for a period of twelve months; this fund, if created, to be known as the "Defense Fund"; and be it further

Resolved, That in case this request is favorably adopted by the affiliated local unions, that the administering of this fund be left in the hands of the Executive Council of the State Federation of Labor, with power to appoint such committees as they deem necessary to assist them in the administering of this fund.

The Committee reported unfavorably, and the report was concurred in.

REPORT OF COMMITTEE ON RESOLUTIONS.

To the Officers and Delegates, California State Federation of Labor.

Ladies and Gentlemen:—Your Committee on Resolutions, to which was referred various resolutions, respectfully makes the following report thereon:

Proposition 3—By J. Giambruno of Miners' Union, of Groveland.

Whereas, The City of San Francisco is constructing, at an enormous expense, a water and power supply project to supply the needs of the people of San Francisco; and

Whereas, Many difficulties have arisen during the construction of the work that has proven a severe handicap; and

Whereas, During the course of the construction program many questions that concern labor have come up that have been finally adjusted when the city was the direct employer; and

Whereas, During the past year a great proportion of the work has been let out on contract to companies who are unfavorable to organized labor; and

Whereas, There is now pending in the courts, a case that if decided in favor of the city, will mean that the balance of the work will be performed by contract; and

Whereas, There is pending at the present time, a controversy that involves practically every craft employed on the project, and principally the Tunnel Workers' Union that comprises about 75% of the total number of men employed; and

Whereas, The agreement with the city and Tunnel Workers' Union has expired, and the contractors are not desirous of renewing same and settling the strike on the basis submitted by the organizations controlling the men on the project; therefore be it

Resolved, That this Twenty-first Annual Convention of the California State Federation of Labor pledges its support to the Tunnel Workers' Union, Timber Workers' Union and all allied crafts on the Hetch Hetchy project in maintaining union conditions; and be it further

Resolved, That the Executive Board continue to exercise its influence and give its support to the organizations involved and be it further

Resolved, That the President and Executive Board be commended for their activities during the past year in dealing with this situation.

MINERS AND TUNNEL WORKERS' UNION NO. 45,
INTERNATIONAL UNION OF TIMBER WORKERS,
NO. 166,
FEDERAL LABOR UNION NO. 17043.

The Committee recommended that the subject matter be referred to Executive Council. Recommendation approved.

Proposition No. 13—By G. A. Tracy of San Francisco Labor Council.

Resolved, That the harbor development must be adequate to the demands of commerce, and that the industrial development of the State depends largely upon the facilities afforded by our ports to meet the requirements of shipping; to that end we believe that improvements to harbors can be more promptly and satisfactorily made through local agencies than through the State, and that inasmuch as all the waterfronts of the State are under municipal control, excepting that of San Francisco, we favor also placing that under the jurisdiction of municipal authority.

The Committee reported favorably. Concurred in.

Proposition No. 5—Presented by L. B. Leavitt and William J. Mitchell of Vallejo Central Labor Council of Vallejo.

Whereas, Naval Commissions have been empowered to investigate Naval Base Sites upon San Francisco Bay; and

Whereas, Mare Island Navy Yard is now an established Naval Institution, which has cost the United States Government \$30,000,000; and

Whereas, During the time of the World War Emergency Mare Island demonstrated its ability to produce the sinews of war; and

Whereas, A community of 30,000 people are dependent upon the stability of Mare Island; and

Whereas, Vallejo, California, is wholly composed of workmen dependent upon the future of the Naval Base question; and

Whereas, The people of Vallejo have expended their incomes in providing for the future; therefore be it

Resolved, By the California State Federation of Labor, in session assembled at Fresno, California, October 4, 1920, that we extend our moral support in the aiding of Vallejo and Mare Island to secure the Naval Base for the greater Pacific Fleet.

The Committee reported non-concurrence. Delegate Leavitt spoke against the recommendation of the Committee and appealed for an endorsement of the proposition. Delegate Urmy urged the adoption of the Committee's report. Chairman Tracy explained the Committee's action in making its recommendation. The report of the Committee was concurred in. Delegates Leavitt, Mitchell, Botkins and Sheehe requested to be recorded as voting in the negative.

Proposition No. 9—Presented by J. Weinberger of Waiters' Union No. 30 of San Francisco.

Whereas, The gradual evolution of the organized labor movement has developed a tendency demanding more responsibility and service in the conduct of industry on the part of the workers; and

Whereas, The latent ability of the workers is not now being utilized, in the conduct of enterprise, to any marked degree; and

Whereas, This constructive desire of the organized workers, if utilized, would bring about a marked increase in the efficiency of methods of production and distribution; therefore be it

Resolved, That the California State Federation of Labor, in Twenty-first Annual Convention assembled, expresses itself as being in favor of the right of labor to an

increasing share in the responsibilities and management of industry; application of this principle to be developed in accordance with the experience of actual operation. The Committee reported favorably. Concurred in.

Proposition No. 23—Presented by Fruit Workers' Union No. 16,860 of Fresno.

Whereas, The method now in vogue, through statutory enactments and agreements otherwise, to appoint and designate wage scale commissions to set the wages of men and women employed in various industries throughout this State, is uncertain and unsatisfactory, tending to discourage the organization of employes and the trusting of their fate to a quasi-interested body, namely, a commission, which very often is dominated by the employers' interest; therefore be it

Resolved, By the Convention in regular session assembled, that we make great effort to discourage the appointment of wage scale commissions, mentioned above, and endeavor to have the present adult wage scale commissions abolished, to the end that labor may see the necessity of placing dependence in its own organizations and confidence in its own ultimate end.

Delegate Strasbaugh was asked by Chairman Tracy to explain the purport of the resolution. Committee reports concurrence of the proposition. Delegates Sheldon, Beck, Hale, Zant and Mrs. Katherine Edson of the Industrial Welfare Commission spoke on the question. The Convention concurred in the recommendation of the Committee.

ELECTION OF OFFICERS.

The time of election having arrived, President Murphy announced that he had been requested to announce the withdrawal of J. C. Harter as vice-president of District No. 3.

Delegate McCook announced his withdrawal as vice-president of District No. 4. Ballots were then distributed by the Tally Clerks.

The Convention then proceeded with election of officers, after which the chairman declared, with the approval of the Convention, those candidates with whom there was no contest duly elected.

Adjournment was then taken for the afternoon session.

Thursday, October 7—Afternoon Session.

The President called the Convention to order at 2:30 o'clock.

Secretary Scharrenberg read a telegram from Samuel Gompers, President A. F. of L., relative to initiative measure No. 1 at the November election.

Delegates Mitchell, Tracy, Andersen and Weinberger spoke on the matter.

Delegate Tracy moved that the President appoint a special committee to reply to the telegram of President Gompers, and the Chair named Secretary-Treasurer Scharrenberg and Delegate W. J. Mitchell. The telegram read as follows:
Samuel Gompers, President American Federation of Labor, Washington, D. C.

Pending initiative on Japanese has unanimous favorable recommendation of Executive Council and undoubtedly will be approved by Convention now in session. Copy of the initiative and copy of arguments for and against follow by mail.

PAUL SCHARRENBERG,
Secretary State Federation of Labor.

REPORT OF COMMITTEE ON RESOLUTIONS.

The Committee on Resolutions then continued its report, as follows:

Proposition No. 33—Presented by Geo. A. Tracy of San Francisco Labor Council.

Whereas, Many of the soldiers, sailors and marines who served the country in the recent war with Germany have sustained injuries, by which they are handicapped in pursuing their former vocations, and in some cases prevented from engaging in any self-supporting pursuit; and

Whereas, Society owes to these men a debt which can neither be estimated in terms of money nor paid in measures of praise or applause; and

Whereas, These disabled men would in many cases become mendicants and liabilities upon society unless rehabilitated to usefulness and economic equality with other workers; and

Whereas, The Federal Government has made provisions for these men to be educated, apprenticed and trained, free of cost to them, in the various professions, trades and occupations according to their several circumstances, and that they and their dependents shall be maintained and subsisted at the Government's expense during such preparation for future life; and

Whereas, The most suitable training for some pursuits is available only "on the job," where instruction can be given concurrently with practice; and

Whereas, The Federal Board for Vocational Education has expressed as its policy

that each disabled man shall be returned to as nearly his former pursuit as is compatible with his disability and most promising to his future economic success, and that all training will be thorough and designed in each case to fit the man with the ability to earn the prevailing wage in the occupation for which he is trained; and

Whereas, It has come to our attention that some of these men who have made such sacrifices for the common good of society can best profit by training in the "shops and on the job"; therefore, be it

Resolved, That the California State Federation of Labor, in convention assembled, does hereby pledge its fullest co-operation to these disabled men and the Federal Board for Vocational Education, in carrying on this great work; and be it further

Resolved, That disabled ex-service men entitled to training under the direction of the Federal Board shall be given special consideration and privilege in pursuing courses of training; and be it further

Resolved, That all affiliated unions of the California State Federation of Labor be urged to use every endeavor to assist and further this work of rehabilitation as outlined by our Government through the Federal Board for Vocational Education.

The Committee recommended endorsement. Carried.

Proposition No. 38—Presented by E. T. Nelson, Federated Trades, and Frank Thomas, Carpenters No. 1296, of San Diego.

Whereas, For several years past a terrible condition of open and licensed gambling, prostitution, traffic in deadly drugs and liquor and other moral depravities has existed at Tijuana, Mexico, immediately adjacent to San Diego County, California, which is threatening the safety and sanctity of the homes of San Diego; and

Whereas, Hundreds of men, women, and even young girls, have been debauched and ruined by the inhuman vultures who operate the dens of vice at Tijuana; and

Whereas, Official reports show that a great part of the crimes committed in San Diego are directly due to this rampant and unchecked commercialized vice, flourishing at our very gates; and

Whereas, It is reported that thousands of dollars have recently been invested in Tijuana "concessions" by certain California people with the intention of continuing these shameful conditions; therefore be it

Resolved, By the California State Federation of Labor, in annual convention assembled, that we condemn the above said vices of Tijuana, its institutions and the conscienceless individuals who have invested their money in that immoral hell-hole. We further call upon our duly elected officials, both city, county and national, to do their full duty and repress this damnable traffic over our borders, no matter how wealthy or powerful the individuals concerned may be; and be it further

Resolved, That we hereby petition the State Department of our United States Government to at once negotiate with the Central Government of the Republic of Mexico for the purpose of suppressing such vice in so far as it affects our country; also be it further

Resolved, That a copy of this resolution be forwarded to the A. F. of L. with a request that they use their best efforts in obtaining the desires of this resolution.

The Committee recommended concurrence. Carried.

Proposition No. 39—Presented by J. E. Rhoten of Fresno Typographical Union No. 144 of Fresno.

Whereas, There is little or no provisions at present among labor unions to develop the social or fraternal spirit among workers except as they meet while at their work; and

Whereas, We believe this social and fraternal spirit should be encouraged; therefore, be it

Resolved, That the California State Federation of Labor recommend that each Central Labor Council take up the matter of providing a club room for workers or the members of all unions affiliated with the American Federation of Labor.

The Committee reported favorably on Resolution 39. Carried.

Proposition No. 40—Presented by J. E. Rhoten of Fresno Typographical Union No. 144 of Fresno.

Whereas, Organized capital has successfully defeated organized labor a number of times during the past year due to a lack of co-ordinate organization; and

Whereas, This defeat has been accomplished by using an undesirable class, having criminal tendencies, and transporting them from place to place as the strikes occurred, using the same crew to defeat a number of strikes; therefore, be it

Resolved, By the California State Federation of Labor that we favor the policy that international craft organizations arrange for expiration of contracts simultaneously.

The Committee recommended concurrence in Resolution No. 40 as amended. Carried.

Proposition No. 51—Presented by Paul Scharrenberg of Sailors' Union of the Pacific.

Whereas, The work of the American Red Cross is well known throughout California as a binding tie in community welfare wherever need is felt and no other organization is prepared to meet it; and

Whereas, The ideals of brotherly helpfulness sustained by organized labor are expressed in the work of the Red Cross carried on in California in its contact with the ex-service man and his family, needy motherhood and childhood through its chapters; be it

Resolved, That the California State Federation of Labor recommend one hundred per cent enrollment in the American Red Cross; that this body gives its support to the Fourth Red Cross Roll Call; and further

Resolved, That local organizations be instructed by delegates representing them at this convention of the action of this body in its Twenty-first Annual Convention and be asked to co-operate with Red Cross Chapters to secure a unanimous enrollment in the American Red Cross during Roll Call Week, November 14-22.

The Committee recommended adoption. Carried.

Proposition No. 65—Presented by Teachers' Delegation.

The Committee reported favorably. Concurred in.

Whereas, The need for thrift is as pressing in the year 1920 as in 1919; and

Whereas, The American Federation of Labor, at its Montreal convention, reaffirmed its previous policy of support to the Government in its thrift campaign; therefore, be it

Resolved, That this Twenty-first Annual Convention of the California State Federation of Labor reaffirm its approval of the continuation and extension of the Government thrift system as more germane to the needs of wage-earners than investment in the ordinary savings bank.

The Committee reported favorably. Concurred in.

Proposition No. 71—Presented by George Keeling of Typographical Union No. 207 of Eureka.

Whereas, The editors of labor papers published in various cities of the State met in Fresno, October 4, 1920, and organized the United Labor Press of California, to which all bona-fide labor publications in the State advocating the doctrines of the American Federation of Labor are eligible to membership; and

Whereas, The purpose of the United Labor Press of California is twofold: (1) protecting the advertising field from unscrupulous solicitors representing themselves as agents of labor, and (2) establishing and maintaining a news service covering the several cities in which labor papers are published; therefore, be it

Resolved, By the Twenty-first Annual Convention of the California State Federation of Labor, assembled in Fresno the first week in October, 1920, that the United Labor Press of California be and hereby is approved.

The Committee recommended the adoption of the resolution. Delegates Howe, Keeling, Campbell, Buzzell, Drake, Roberts, Pratt, Newman, Andersen, Weinberger, Hassel, Roman and Horr spoke on the proposition, after which Francis Drake, President of the newly formed organization of the United Labor Press of California, was granted the privilege of the floor and explained the objects of the organization.

The Convention concurred in the recommendation of the Committee.

Proposition No. 74—Presented by Typographical, Bookbinders and Printing Pressmen's Delegation.

Whereas, The International Unions representing the workers engaged in commercial printing industry have entered into an agreement with national organizations representing the employers in the same industry, to the effect that on and after May 1, 1921, the forty-four-hour week shall be established in all commercial printing establishments wherein the members of said organizations operate or are employed; and

Whereas, The International Typographical Union, the International Pressmen and Assistants' Union, the International Brotherhood of Bookbinders and Bindery Women, and the International Union of Stereotypers and Electrotypers have unequivocally enacted and declared their purpose and intention to enforce, as a uniform rule, throughout their jurisdictions, the establishment of the forty-four-hour week in all printing offices, binderies and electrotyping and stereotyping establishments wherein their members are employed; and

Whereas, We deem it the manifest duty of all organized workers to lend encouragement and support to any group of workers who are seeking to better their industrial condition; and

Whereas, We deem the forty-four-hour week to be a just, progressive and equitable measure in view of the increased possibilities brought about by present methods of production—possibilities in the enjoyment of the fruits of which the workers justly ought to share; therefore, be it

Resolved, That the California State Federation of Labor, in annual convention assembled, in the City of Fresno, October 6, 1920, pledges its unqualified and hearty support to the printing trades unions in their movement for the forty-four-hour week; and be it further

Resolved, That copies of this resolution be sent to Central Labor Councils throughout the State, to the printing trades employers' associations in the various cities of the State, to the international unions of the various printing trades, to the United Typothetae of America, to the California Typothetae, and to all labor periodicals of this State, with a request for publication.

Chairman Tracy explained the objects of the proposition.

The Committee recommended adoption. Carried.

Respectfully submitted,

GEO. A. TRACY, Chairman.
W. H. TOWNSEND
JAMES E. WILSON
AL. C. BECK
CLARENCE H. KING
Committee on Resolutions.

REPORT OF COMMITTEE ON LEGISLATION.

Proposition No. 2—Presented by Geo. A. Tracy and D. P. Haggerty of Labor Council of San Francisco and Street Carmen Delegation of Oakland.

Whereas, Statistics show that wherever the eight-hour day for street and electric railway employes has been established accidents have been reduced to a minimum; and

Whereas, Preservation of human life and limb is of the first and most importance to any nation, state or city; therefore, be it

Resolved, That the California State Federation of Labor, in its Twenty-first Annual Convention assembled, indorse the eight-hour day for street and electric railway employes in the State of California; and be it further

Resolved, That the incoming Executive Board be instructed to give such assistance, morally and financially, as they may decide necessary to establish the above.

The Committee recommended concurrence. Adopted.

Proposition No. 4—Presented by Al. C. Beck and Geo. Devereaux of Cooks' Union No. 468 of Los Angeles.

Whereas, There exists at the present time in many of the Bake Shops, Kitchens, Cold Storage and Stock Rooms of eating establishments of the State most unsanitary conditions, due largely to lack of adequate laws, and the failure to enforce some of the present health laws; and

Whereas, Such conditions are a deadly menace to the health of the people of the State; therefore, be it

Resolved, By the California State Federation of Labor that the legislative agents of the Federation use their best efforts to have enacted such laws which will provide that all Bake Shops, Kitchens, Storage and Stock Rooms of establishments serving prepared foods for consumption by the public be compelled to make the above mentioned places "rat proof" and "sanitary"; and be it further

Resolved, That said laws be incorporated into the State Building Codes of the State of California.

The Committee reported favorably. Adopted.

Proposition No. 6—Presented by Paul Scharrenberg of the Sailors' Union of the Pacific.

Whereas, Certain savings banks in California provide in their rules governing interest bearing deposits that said rules may be amended without the consent of the depositor; and

Whereas, By these changes in the rules governing interest bearing deposits, a depositor may have the interest actually paid him so reduced as to net him only two or three percentum, while the published rate of interest paid by such bank may be, and has been, four percentum per annum, or he may be entirely deprived of interest in such a case as the following:

If a depositor already has \$500.00 deposited, and deposits \$500.00 additional in a savings bank at any time during the three months (quarter) periods, after the first ten days, and during the same three months period the same depositor withdraws \$500.00, then he loses interest on \$1,000.00 during that entire three months period; therefore, be it

Resolved, By the California State Federation of Labor that we denounce such rules and practices by savings banks as unjust and unfair, and a means of deceiving depositors as to the actual rate of interest paid; and be it further

Resolved, That we request the next Legislature to amend the laws governing

savings banks so as to compel all such banks to pay each depositor interest at the rate fixed by the Board of Directors of each bank from the time each deposit may be made until it has been withdrawn; and be it further

Resolved, That we request the Legislature to provide by law a standard form of rules relating to depositors, which each savings bank doing business in California shall be required to adopt, as has been done in the fire insurance business, where each company is required to use the standard form of fire insurance policy contract adopted by the Legislature.

The Committee recommended adoption. Carried.

Proposition No. 7—Presented by Brotherhood of Teamsters' Delegation, Local 85, of San Francisco.

Whereas, The State Motor Vehicle Act requires every operator to pay a chauffeur's license of two dollars per year: and

Whereas, This charge is equivalent to a special tax upon employes in the teaming and transportation business, which tax should be made an operating expense and paid by the employer or the owner of the vehicle, for whose benefit the vehicle is operated; therefore, be it

Resolved, By the Twenty-first Annual Convention of the California State Federation of Labor, that the incoming Executive Council of the Federation and its Legislative Agent at Sacramento be, and are hereby instructed, to seek to have said Motor Vehicle Act so amended at the next session of the State Legislature that the employer, or owner of a vehicle, subject to said act, be required to pay for the chauffeur's license free of cost or charge whatever to any of his employes operating such vehicle.

The Committee recommended adoption. Concurred in.

Proposition No. 8—Presented by J. J. McTiernan of Blacksmiths' Union No. 168 of San Francisco.

Whereas, Blacksmiths, machinists, boilermakers and other metal trades workers are subject to insanitary conditions in most of the shops and working establishments in their trades, by reason of the general lack of ventilating appliances, individual clothes closets, towels, washing facilities, etc.; and

Whereas, The only general State law, providing for the sanitation and ventilation of factories and workshops, enacted in 1889, may have been a signally progressive measure at the time of its passage, and still would afford a measure of protection if there were any adequate machinery for its enforcement, yet must be held to be entirely inadequate for the protection of employes according to modern standards of health, comfort and science; therefore, be it

Resolved, By the Twenty-first Annual Convention of the California State Federation of Labor, that the incoming officers of the Federation be and are hereby instructed to devise legislation providing for an up-to-date system of factory sanitation, ventilation and health and comfort standards, and for the enforcement of same; and be it further

Resolved, That if it be found necessary to employ expert advice in framing such legislation that the Executive Council be authorized to defray the necessary expenses for said purpose.

The Committee recommended adoption. Concurred in.

Proposition No. 11—Presented by Al. C. Beck and George Devereaux of Cooks' Union No. 468 of Los Angeles.

Whereas, There exists at the present time in many of the bakeshops, kitchens, cold storage and stock rooms of the establishments of the State serving prepared foods for public consumption, most insanitary conditions, which are extremely dangerous to the health of the patrons; and

Whereas, We firmly believe that such conditions are in a large part due to the lack of proper knowledge on the part of health inspectors relative to the quality of, and the sanitary preparation of said food; therefore, be it

Resolved, That the California State Federation of Labor, assembled, instructs its legislative agent to endeavor to have passed such laws as will provide for the proper qualification of health inspectors covering this particular line of work.

The Committee reported favorably. Adopted.

Proposition No. 14—Presented by M. B. O'Toole of Teamsters' Union No. 85 of San Francisco.

On January 1, 1918, the Workmen's Compensation Insurance and Safety Act took effect, as we all know, for the safety of the working man.

It is necessary, according to the law, that employers must safeguard their employes, but as yet the employers of auto truck drivers have failed to comply with said safety act, to wit: They have not provided crank handles on machines that will not kick back, or fly back, while the driver is cranking his machine; therefore, be it

Resolved, That the California State Federation goes on record as being in favor

of the above, and a copy be sent to the Legislature for action at its next session. The Committee reported favorably. Adopted.

Proposition No. 19—Presented by W. H. Townsend of State Hospital Employees' Union No. 15,631 of Napa.

Whereas, There is prescribed in the Political Code of the State of California a provision legalizing and specifying eleven holidays which are observed generally by the closing of industrial and mercantile activity; and

Whereas, The State of California itself observes these specified holidays by the closing of its administrative offices, granting to its employes therein the entire eleven holidays, in addition to one day rest in seven and the usual annual vacation, with the bare exception of one particular class of employes, namely, those employed in the State hospitals; and

Whereas, Those particular employes being allowed but three (3) of the eleven legal holidays, it is classed as unjust and unfair discrimination; and

Whereas, It is fully acknowledged by the State Hospital Employees, that in the nature of their service all cannot be dispensed with at one time; therefore, be it

Resolved, By this Convention assembled, that a regular week or work day in lieu of the holiday (at the discretion and convenience of the management of each institution) be allowed to all employes who are required to serve on any of the specified legal holidays; and be it further

Resolved, That the California State Federation of Labor, in convention assembled, direct its Executive Council to place in the hands of the Governor, the State Commission of Lunacy and the Board of Control, a specific protest against this discrimination and violation of the intent and fair meaning of the Political Code, and to request that the relief prayed for in the preceding paragraph be made effective inasmuch as it can be done without additional expense to the State in the management of these public institutions.

The Committee recommended adoption. Concurred in.

Proposition No. 21—Presented by James A. Himmel of Electrical Workers' No. 895 of Oakland.

Whereas, The International Brotherhood of Electrical Workers No. 895 of Oakland, California, has engaged legal counsel to draft a bill to be presented to the next session of the California State Legislature, which will convene in Sacramento, California, in January, 1921, to create a State Board of Electrical Examiners, and to license persons and corporations engaged in certain branches of the electrical industry; and

Whereas, All the progressive electrical locals in California are now assisting, both financially and morally, Local No. 895, I. B. E. W., to secure this legislation; and

Whereas, Said Local Union 895, I. B. E. W., has instructed its delegates to the Twenty-first Annual Convention of the California State Federation of Labor, which meets in the city of Fresno, California, to request and secure said Federation's indorsement and support of said legislation and act; therefore, be it

Resolved, That the California State Federation of Labor, in regular convention assembled, does hereby endorse said proposition of said bill and proposed legislation, and does hereby instruct its officers and legislative representative at Sacramento to assist said local to secure the passage of the bill aforesaid.

The Committee recommended adoption. Carried.

Proposition No. 22—Presented by W. H. Blundell of Brotherhood of Teamsters' Local 85 of San Francisco.

Whereas, Teamsters and chauffeurs, in course of their employment, are required to operate elevators for other employers; and

Whereas, Under the industrial accident laws of California, it appears to us that we are not covered in the course of this employment when operating other employers' elevators; therefore, be it

Resolved, That the Executive Council investigate the present law covering this matter, and that they use every effort to enact an amendment which will remedy this matter, should it be found necessary.

The Committee reported favorably. Adopted.

Proposition No. 24—Presented by Timber Workers' Delegation.

Whereas, Section 12a of the Workmen's Compensation Law reads as follows: "The average annual earnings referred to in Section 9 hereof shall be fifty-two times the average weekly earnings referred to in said section; in computing such earnings, the average weekly earnings shall be taken at not less than six dollars and forty-one cents nor more than thirty-two dollars and five cents, and three times the average annual earnings shall be taken at not less than one thousand dollars nor more than five thousand dollars, and between said limits said average weekly earnings shall be arrived at as follows"; and

Whereas, The maximum figure of thirty-two dollars and five cents and the maximum figure of five thousand dollars is inadequate and too low in comparison with the existing wage rates, and the needs of those who come under the provisions of the Workmen's Compensation Law, and are not consistent with present living costs; therefore, be it

Resolved, That this Convention instruct the Executive Council of the California State Federation of Labor, or its legislative agent, to try to secure an amendment to said Section 12, that will increase the maximum figures from thirty-two dollars and five cents to forty-eight dollars, and from five thousand dollars to not more than seven thousand five hundred dollars.

The Committee recommended adoption. Concurred in.

Proposition No. 25—Presented by Timber Workers' Delegation.

Whereas, Section 9, Paragraph 2, of the Workmen's Compensation Law, reads as follows: "If the period of disability lasts longer than **seven** days from the day the employe leaves work as the result of the injury, no disability payment shall be recoverable for the first **seven** days of the disability suffered"; and

Whereas, The cost of living continues whether the injured employe is at work or not; and

Whereas, We believe it would be to the best interests of those coming under the provisions of the Workmen's Compensation Law, to the best interests of the industries coming under the law, that the State of California would be amply protected as to the funds used to make payments under this law, if the said paragraph (2) was amended by striking out the word "no," so as to enable injured employes who have been disabled more than **seven** days to recover disability payments for the first **seven** days of injury suffered; therefore, be it

Resolved, That this Convention instruct the Executive Council of the California State Federation of Labor, or its legislative agent, to try to secure such amendment to Paragraph 2 at the next legislative session of the State of California.

The Committee reported favorably. Carried.

Proposition No. 27—Presented by Geo. P. Jenkins of Carpenters' Union No. 426 of Los Angeles.

Whereas, Many contractors and employers have a habit of paying their employes in checks, said checks in many instances being difficult to cash, especially on Saturday afternoons, or evenings, and frequently cause said employes to wait until the first of the week before they are able to cash same; and

Whereas, The system of paying with checks is very unsatisfactory and causes much annoyance and inconvenience; therefore, be it

Resolved, By the State Federation of Labor in California, in regular session assembled, that our legislative agents use every reasonable effort to have a law enacted compelling all employes be paid in United States money at 12 noon Saturday, or on regular pay days.

The Committee reported favorably. Adopted.

Proposition No. 28—Presented by C. N. Campbell of Painters' Union No. 202 of Los Angeles.

Whereas, There is an ever-increasing use of the so-called air-brush, or spray gun, in the application of paints and varnishes; and

Whereas, The condition under which this tool must be used prevents necessary ventilation and results in materially shortening the life of the painters using it; therefore, be it

Resolved, By this Convention of the California State Federation of Labor, that the incoming Executive Council and Legislative Committee prepare a bill, to submit to the coming session of the State Legislature, and having for its purpose the prevention, by statute, of the use of so-called air brushes, or spray guns, in the application of paints and varnishes; provided, however, that this bill shall exempt from its provisions the use of such air brushes or spray guns in the application of chemicals for agricultural or sanitary reasons.

The Committee recommended adoption. Secretary Scharrenberg, Delegates Campbell, Harter and President Murphy spoke on the matter.

The Committee's report was concurred in.

Proposition No. 31—Presented by H. F. Strother of Masters, Mates and Pilots of America, Union No. 40 of San Francisco.

Whereas, The fireboats owned by the City and County of San Francisco have been tied up since last February because of the failure of the Board of Supervisors to appropriate sufficient money to operate them; and

Whereas, The fireboats while in operation protect the waterfront of San Francisco, entirely owned and controlled by the State of California, and respond to fire calls from other cities on San Francisco Bay; and

Whereas, The eight-hour day, with one day of rest in seven, was established on the fireboats in July, 1919, for the navigating and engine-room crews, with the consent of the Mayor and the Board of Supervisors of the City and County of San Francisco; and

Whereas, The navigating officers in charge while the boats were in operation, heretofore, were rated as pilots, which is contrary to the Federal legal requirement that there shall be a duly licensed master on board every steam vessel of more than 150 gross tons, subject to the inspection laws of the United States, whenever such steamer is under way, and both fireboats register 244 gross tons each; and

Whereas, The last rates of pay for several of the members of the navigating and engine-room crews are below the present union scales; therefore, be it

Resolved, That the Executive Council endeavor to secure from the next State Legislature an appropriation sufficient to defray the operating expenses of one of the two fireboats owned by the City and County of San Francisco; provided, that the eight-hour day with one day of rest in seven remains in effect for the navigating and engine-room crews; that the boat is operated according to the Federal legal requirement in respect to the navigating officers in charge; and that the union scale shall be the prevailing rate of pay for the navigating and engine-room crews.

The Committee reported favorably. Concurred in.

Proposition No. 32—Presented by Thomas D. Van Osten of Central Labor Council of Napa.

Whereas, There exists innumerable instances of men and women who have spent the best of their lives in service of their State government, usually at remuneration so meager that it resolves itself to a status of scarcely more than mere existence and adequate residue to lay aside for the proverbial rainy day; and

Whereas, There is of record in California several cases of superannuated State employes who, after having served faithfully from 25 to 40 years, have become physically incapacitated and obliged to resign, with no provision for maintenance other than a few dollars monthly handed to them as carried on a payroll for service they are not performing; and

Whereas, The subject of old age or retirement pension for worthy State employes has been in recent years given thought and definite action by a few States in the United States (notably Pennsylvania), following in the footsteps of many foreign governments where provision for the care of superannuated public servants has been effective for more than a quarter of a century; and

Whereas, Hon. Frank L. Coombs, Assemblyman-elect at the recent primaries in the Eleventh Assembly District of California, and former Speaker of the House, Minister to Japan and Attorney-General for the Northern District of California, has for some time given this subject deep thought, and now, anticipating his service in the legislative halls of the State, has drafted a measure for presentation to the forthcoming State Legislature which provides a retirement system for worthy employes who have served the State twenty-five or more years; therefore, be it

Resolved, By the California State Federation of Labor, assembled in Fresno, Cal., October 4-9, 1920, that their endorsement of this just and worthy cause shall be wholeheartedly given, making provision as it does for faithful service and opening the way without embarrassment for their successors.

The Committee recommended adoption. Concurred in.

Proposition No. 41—Presented by O. B. Armstrong, Post Office Clerks No. 64 of Los Angeles; Carl T. Friswold, Post Office Clerks No. 2 of San Francisco; John C. Daly, Letter Carriers' Union No. 214 of San Francisco.

Whereas, The State of California has on its statute books an eight-hour law for female help who are employed in various industries within this State; and

Whereas, This law specifies what and how many hours constitutes a day's work, and also specifies that the employer shall furnish stools for female help, when so possible, in order that they may sit down while working; and

Whereas, In some of the United States Post Offices in the State or California female clerks are required to work more than eight hours, in twenty-four hours, and required to stand on their feet for ten hours per day, for at least ten days in a month; and

Whereas, The Post Office Department holds that the State Labor Commissioners have no jurisdiction over the Post Office Department; therefore be it

Resolved, That the California State Federation of Labor, in convention assembled, do hereby protest against State laws being willfully violated by the U. S. Post Office Department; and be it further

Resolved, That a copy of this resolution be sent to each California Congressman and Senator and a copy to the U. S. Secretary of Labor.

The Committee recommended adoption. Delegate Armstrong spoke on the resolution. Recommendation concurred in.

The hour for adjournment having arrived, President Murphy called for the report of the Election Board.

REPORT OF ELECTION BOARD.

To the Officers and Delegates of the Twenty-first Annual Convention of the California State Federation of Labor:

Your Committee on Election begs leave to report on the contest for Vice-President in the Eighth District, as follows:

- L. B. Leavitt.....33,040 votes.
- H. T. Gravitt.....26,153 votes.

(See tabulated returns on pages 54 to 56.)

Respectfully submitted,

H. M. TEDFORD
 F. B. PERRY
 F. B. GUARD
 E. H. MISNER
 T. K. THOMPSON
 Committee on Election.

The report was accepted and President Murphy then declared L. B. Leavitt duly elected as Vice-President for District No. 8.

The Convention adjourned at 5:15 o'clock, to convene at 9:30 a. m. Friday.

FIFTH LEGISLATIVE DAY

Friday, October 8, 1920—Morning Session.

The Convention convened at 9:30, with President Murphy presiding.

Secretary Scharrenberg read a telegram from Local 1428 of Machinists of Taft, requesting to have the boycott on Standard Oil Company removed. The matter was referred to the Labels and Boycotts Committee.

A communication from the Cracker Bakers relating to the boycott on the National Biscuit Company and Bishop Cracker Company of Los Angeles was read. This matter was also referred to the Labels and Boycotts Committee.

SUPPLEMENTAL REPORT OF COMMITTEE ON CREDENTIALS.

The Credentials Committee submitted a supplemental report of credentials received and recommended that the delegate be seated:

Fresno—

Moving Picture Operators No. 599.

- Gerald James 8 votes.

We also recommend the seating of Jasper Taylor, additional delegate from Fruit Workers No. 16,860, Selma.

R. F. MURRAY
 C. T. SCOTT
 DANTON DOGGETT
 Credentials Committee.

The recommendation of the Committee was concurred in.

REPORT OF COMMITTEE ON OFFICERS' REPORTS.

Chairman Brown of the Committee on Officers' Reports reported as follows:

Your Committee recommends that Resolutions Nos. 17, 18, 29 and 67 be not considered by the Convention, for the reason that they are not included in the measures on the November ballot passed upon by the Executive Council of the Federation.

The four resolutions in question follow:

Proposition No. 17—Presented by J. W. Buzzell of Pattern Makers' Union of Los Angeles.

Whereas, The Regents of the University of California have caused through the initiative to be placed on the November ballot a Constitutional Amendment, No. 12, on the ballot, which provides an annual one and two-tenths mill tax exclusively for university purposes, to be levied on all property at present subject to local taxation; and

Whereas, This proposed change in the plan of taxation would place a yearly burden of over \$4,000,000 upon the home, the farm and the industry of the State, at the same time relieving public service corporations from paying any portion of the tax; and

Whereas, The moneys thus raised would be placed without reservation in the hands of the Board of Regents of the university, who are appointed to sixteen-year

terms, and are under the present provisions of the law accountable to no one; not even being subject to the same audit requirements as are other State institutions; and

Whereas, All efforts of labor in California to obtain representation on the Board of Regents have been futile, notwithstanding the fact that the members of said Board serve without salary; and

Whereas, The people of California will have no control over the vast sums that would be raised by the proposed tax, either through the Legislature or by initiative legislation, unless the State Constitution be again changed; and

Whereas, The University of California has been most liberally dealt with by the California Legislature, \$5,369,609.98 having been made available for the university at the 1919 session; and

Whereas, There is no reason to believe that such generous treatment will not be continued in the future; and

Whereas, The proposed change in the scheme for raising funds for the university would take that institution another step away from the people; therefore, be it

Resolved, That the California State Federation of Labor, in annual convention assembled, holds the proposed change to be undemocratic, unnecessary, and in opposition to the true interests of the University of California; and be it further

Resolved, That this Convention recommends this proposition be rejected at the polls. Vote No on No. 12.

Proposition No. 18—Presented by Geo. A. Tracy of San Francisco Labor Council.

Whereas, The University of California now faces a financial crisis owing to the fact that its revenue under the present system of taxation is not sufficient to take care of the 10,000 students who crowd its halls, nor to adequately care for the demands made upon it by the people of the State in connection with agricultural, commercial, industrial and labor problems of paramount importance to our commonwealth; and

Whereas, Since 1910 its enrollment has increased twice as fast as its income and ten times faster than its classrooms, while salaries have increased about 25 per cent; and

Whereas, The State Federation of Labor believes in free education and is unalterably opposed to the levying of a tuition fee in connection with public education; and

Whereas, Under the present tax system education at the university can be kept free to all the children of the State only by the levying of a mill tax, such as the university had for seventeen years before 1910, and such as is provided by Amendment No. 12, which amendment will provide an adequate income for the university, the largest and the most important in the United States, and will also make it possible for the university to be of added assistance to labor in all matters affecting the workers; and

Whereas, The university has never refused to aid organized labor when called upon in connection with matters of import to the working class; therefore, be it

Resolved, By the State Federation of Labor, in convention assembled, standing as it always has for democracy in education as well as for democracy in industry, that it call upon labor throughout the State to rally to the support of the University of California in this critical period and to vote for Amendment No. 12 at the November election.

Proposition No. 29—Presented by Robert L. Ennis and Daniel F. Tattenham. Endorsed by Sacramento Federated Trades Council.

Whereas, The present salaries of the Justices of the Supreme Court (\$8000 per annum) and of Justices of the District Courts of Appeal (\$7000 per annum) were fixed in 1906; and

Whereas, At the time they were fixed, the salaries were regarded as moderate compensation for members of the highest courts of the State; and

Whereas, The primary purpose of the proposed amendment is not to provide any actual increase in compensation, but to offset in part the loss caused by the diminished purchasing power of the present salaries; and

Whereas, The Justices affected by the amendment are the Chief Justice and six Associate Justices of the Supreme Court and fifteen Justices of the District Courts of Appeal—six at Los Angeles, six at San Francisco and three at Sacramento; and

Whereas, The adoption of the amendment will increase the salary of each of these Justices \$2000 per annum, making the additional annual cost to the State \$44,000; and

Whereas, The professional attainments and industry necessary to a proper discharge of the duties of an Appellate Justice would command in private practice a much greater financial return than the proposed increase affords; and

Whereas, The amendment is not designed to measure official salaries by private compensation, but its purpose is to maintain the independence and efficiency of the judiciary by making the compensation of the Justices at least approach the value of 1906; and

Whereas, An independent and efficient judiciary is of the first importance to the people of the State; therefore, be it

Resolved, That the California State Federation of Labor hereby endorses the initiative amendment for the increase of salaries of the Justices of the Supreme Court and District Court of Appeal, and suggests to its membership that they advocate the adoption of the amendment by the people at the November election, to the end that the independence and efficiency of the appellate judiciary of this State be maintained upon the high plane that has always distinguished it, and that the salaries of the Justices be fixed in an amount in a measure commensurate with value of the services rendered.

Proposition No. 67—Presented by Thomas E. Zant of Carpenters Union No. 483 of San Francisco.

Whereas, Under our present economic system increased wages seems inevitably to result in a correspondingly increased cost of living; and

Whereas, An ever increasing proportion of the wealth produced is now being taken (in the form of taxes which pass on to the consumer) to meet the running expenses of the Government and to apply on the national indebtedness; and

Whereas, In addition to the aforementioned burden which must be borne by productive labor, and due to increasing land values experienced in every land, an ever larger slice of the wealth which labor creates is silently going into the pockets of a relatively few people in the form of ground rent; and

Whereas, This situation can be reversed by the simple process of taking taxes off the things which labor produces and consumes and placing the same upon special privilege; and

Whereas, There is before the voters of California an initiative amendment, designated Number 20 on the ballot, which, if passed at the coming November election, will go far toward accomplishing this desired end; now, therefore, be it

Resolved, That we, the California State Federation of Labor, in convention assembled, do endorse said Amendment No. 20, commonly known as the Single Tax Amendment, the same being the last State amendment on this year's ballot, and that we earnestly urge all organized labor and friends of organized labor to make all possible effort to secure votes for the said measure at the November election.

Chairman Brown of the Committee stated the committee's position in the matter and gave reasons for the recommendation made to the convention.

Delegate Horr moved to amend that the single tax measure be considered by the convention.

Delegate Rosenthal moved as an amendment to the amendment that the Supreme Justices and Appellate Judges resolution be considered.

Delegate Tracy stated that if the two previous resolutions were taken up, he would insist that his proposition regarding the University of California be also considered.

Delegates Army, Roberts and Zant spoke on the question.

Delegate Campbell moved to table the whole question. The motion was lost—63 to 108. Amendment to amendment lost. Amendment to committee's recommendation lost—81 to 28. The recommendation of the committee was concurred in.

Proposition No. 54—Presented by Thos. A. Maloney of Riggers and Stevedores Union of San Francisco.

Whereas, The Riggers and Stevedores Union, Local 38-33, International Longshoremens's Association, and the Waterfront Employers Union have been in a controversy over wages and working conditions since September 15, 1919; and

Whereas, The proposed wage scale and working conditions over the controversy were indorsed by the San Francisco Labor Council and the Waterfront Workers Federation, whose affiliated unions are part and parcel of the State Federation of Labor; and

Whereas, The Waterfront Employers Union, with the assistance of a few weak creatures, who put self above all, help the employers to put into existence an organization planned, operated and controlled by the Waterfront Employers Union, and which is commonly known as the blue book, which is the symbol of the so-called Longshoremens's Association; and

Whereas, This dual organization, under instruction from the employers' union and the protection of the police, called a meeting of the men and, under the infamous gag law, certain individuals self-elected themselves to office; and

Whereas, The main object in forming this dual organization was to disrupt and put out of business, if possible, this union, which has been in existence since

July 25, 1853, and is part and parcel of the recognized labor movement; and

Whereas, If the employers should be successful in defeating one union by this method, it is only a matter of time when other unions would be put out of business the same way, and instead of going ahead we would be going backward; therefore, be it

Resolved, That the California State Federation of Labor condemn the actions of the Waterfront Employers Union and the individuals of affiliated locals who assist in any way the dual organization; and be it further

Resolved, That the Executive Committee of the California State Federation of Labor immediately take such action as will bring this controversy to a satisfactory termination.

The Committee recommended concurrence. Delegate Maloney explained to the convention the purposes of the resolution. The committee's recommendation was concurred in.

Proposition No. 1—Presented by Daniel C. Murphy of Pressmen's Union No. 4 of San Francisco.

Whereas, An open-shop organization, formerly called the "Commercial Federation," has lately changed its name, put on the sheep's clothing of patriotism, and is now campaigning for members under the deceptive name of the "Better America Federation of California"; and

Whereas, The published literature of the "Better America Federation" proves that its purpose is to install the "open shop," to control politics, to abolish all State laws and commissions that regulate business in the interest of the public, to influence the public schools to teach reactionary doctrines, to weaken the progressive work of women's clubs and other private organizations, and in general to set California back into the dark ages, industrially and politically; and

Whereas, Speakers and writers for the "Better America Federation" have declared that America is not a democracy, that government in California before 1910 was better than it has been since, that the eight-hour day and forty-four-hour week are detrimental to morals and general welfare, that the "right" of women to do night work should not be abridged, that education is frequently a handicap to the working classes, that women are proud to be slaves to men, and that collective bargaining is "radical" and "un-American"; and

Whereas, This organization, while waving the flag of Americanism has bitterly and untruthfully attacked the State Commission of Immigration and Housing of California, which commission has done remarkable work in cleaning up California's labor camps, upholding its housing standards, Americanizing the foreigner and protecting immigrant labor against those who would exploit it; and has also attacked Paul Scharrenberg, a member of said commission, on the ground that he is a "dangerous radical"; therefore be it

Resolved, That the California State Federation of Labor, in convention assembled, do condemn these activities and this reactionary propaganda as un-American, and as certain to cause industrial strife and poverty and increase social unrest and rebellion; and be it further

Resolved, That the State Federation of Labor hereby issues a warning to all fair-minded employers, lovers of industrial justice, and the general public, of the true nature and purpose of the "Better America Federation," which should rightly be called the "Worse America Federation of California."

The Committee recommended adoption. The resolution was adopted unanimously by a rising vote.

Proposition No. 15—Presented by Geo. A. Tracy of San Francisco Labor Council.

Resolved, That we favor all measures that will tend to prevent the recurrence of periods of unemployment to the workers of this State, and all measures of relief from such conditions should they occur, and to that end we suggest, the early resumption of highway construction by the State and the completion of the State's highway program. In order that funds may be obtained that will make such construction possible, we endorse the Constitutional Amendment (No. 9 on the ballot) that provides for the sale of State highway bonds at such rate of interest as will make them marketable, not to exceed 6 per cent.

The Committee reported favorably. Adopted.

Proposition No. 12—Presented by William J. Mitchell of Vallejo Central Labor Council of Vallejo.

Whereas, The California State Federation of Labor at its Twentieth Convention assembled at Bakersfield, Cal., adopted Resolutions 4, 12, 56, 58, pertaining to the Japanese question upon the Pacific Coast; and

Whereas, Certain propositions as contained in the aforesaid resolutions will be placed before the people of California, and known as Amendment No. 1; and

Whereas, The said amendment is being sponsored by the organization known

as the Japanese Exclusion League of California, of which the State Federation is an important part; and

Whereas, it is the intention of the Japanese Exclusion League of California, upon the conclusion of the November election, to carry through the channels of Federal legislation, further amendments, to curtail the growing menace of non-assimilable races on our Western slope; therefore, be it

Resolved, By the California State Federation of Labor in convention assembled, October 4, 1920, at Fresno, California, that we call upon all affiliated councils and local unions to render their moral and financial support to the Japanese Exclusion League of California.

The Committee recommended concurrence. Carried.

Proposition No. 35—Presented by Timber Workers' Delegation.

Whereas, The timber industry is one of the basic industries of the State of California; and

Whereas, There are still thousands of unorganized workers in this industry in this State; and

Whereas, It is highly important that these workers be organized as soon as possible, to the end that their own conditions may be made better and that they can then do their part in upbuilding the labor movement of the State of California; and;

Whereas, The International Union of Timberworkers is making every effort to organize these workers; and

Whereas, This International Union for over three months of this year, conducted a strike of over 23,000 of its members in the States of Michigan, Minnesota and Wisconsin, who were demanding an eight-hour day; and

Whereas, The carrying on of this strike, and the conducting of extensive organization campaigns throughout the entire country, has severely strained the finances of this International Union; therefore, be it

Resolved, That this convention of the California State Federation of Labor instruct the President of the Federation to call a conference as soon after the adjournment of this convention as the business of the Federation will permit, this conference to be composed of the officers of the Federation and such other members of organized labor who may in the judgment of the President of the Federation be qualified to assist; this conference to be called for the purpose of outlining a campaign of organization in the timber industry of the State, best calculated to build up the membership of the International Union of Timberworkers; and be it further

Resolved, That the full moral support, and whatever financial support that may be possible for the Federation to give, be pledged to help carry out whatever line of action that may be agreed upon by the conference; and be it further

Resolved, That the Executive Council of the Federation be instructed to launch any campaign of organization that may be agreed upon by the conference at the earliest date possible.

The Committee recommended favorably. Secretary Scharrenberg and Delegate Kelley spoke on the matter. Delegate Haggerty moved to amend that the subject matter be referred to the Executive Council. Amendment carried.

Proposition No. 72—Presented by Howard Strasbaugh of Fruit Workers Union No. 16688 of Fresno.

Whereas, Amendment No. 4, which will appear on the ballot at the coming election, and which proposes to raise the percentage of voters necessary to initiate any measure affecting taxation from 8 per cent. to 25 per cent; and

Whereas, This is a direct attack upon the dearly fought for and dearly bought forms of democratic self-government as incorporated in our direct legislative forms in the State of California, and

Whereas, The success of this pernicious measure would have the effect of killing the initiative and further deprive the people of democratic control of government and constitutes a vicious and deliberate sabotage of our liberties; therefore, be it

Resolved, That the Twenty-first Annual Convention of the California State Federation of Labor does strenuously oppose said Amendment No. 4, and does advise its overwhelming defeat at the polls.

The Committee reported favorably. Concurred in.

Proposition No. 62—Presented by Teachers' Delegation.

Whereas, The State labor organizations are realizing more and more the obstacles placed in the path of the teachers in the public schools, as well as the open discrimination made against teachers forming unions and affiliating with the Federation of Labor; and

Whereas, the proper citizenship can be developed in the public schools only

when the teachers are allowed their freedom of thought, of speech and of action; and

Whereas, The improvement of our schools does not rest solely upon an increase in salaries, but in the removal of the altogether too arbitrary rule of those placed in authority over the rank and file of the teaching forces; and

Whereas, It is a known fact that throughout the Commonwealth of California a far-reaching and concerted movement is at work in an endeavor to crush the teachers' organizations affiliated with the labor councils and the State Federation of Labor, namely, manifested in the activity of the Federation of California (now the Better America); and that through this agency and others of the same character teachers are coerced into refraining from joining any organization excepting the ones designated by Boards of Education or Boards of School Trustees; and

Whereas, In several localities in California teachers have been demoted, compelled to resign, or dropped from their department of education for having joined teachers' federations in order to make place for others who may be more willing to obey and never question; therefore, be it

Resolved, That the California State Federation of Labor, in Twenty-first Annual Convention assembled, that we urge during the coming year an active campaign of organizing teachers into federations or unions affiliated with the American Federation of Labor, and pledge the support of our State and local organizations to all such unions of public school teachers, and that organized labor strive to secure representation on local school boards to the end that the teachers who are entrusted with the education of our children may impart to their charges the proper ideals and standards which should obtain in a free democracy, and not be intimidated into presenting views and theories which only represent the ideas of a class or of such an un-American organization as the Commercial Federation, and prepare in the proper manner our rising generation for the struggles it will have to encounter.

The Committee reported favorably. Delegate Dupuy explained to the convention the hardships that have been encountered in various cities of the State by members of the Teachers' Federation in receiving recognition on boards of education. Delegates King, Gavica, Colby and Noriega spoke on the matter. The Committee's recommendation was concurred in.

Proposition No. 76—Presented by T. E. Zant of Carpenters' Union No. 483 of San Francisco.

Whereas, The Consumers Co-operative Societies of Europe, organized under the Rochdale Federated System, have come out of the ravages of the great war in better condition than any other institutions of those countries, proving their soundness as a business undertaking; and

Whereas, The spontaneous development of Co-operative Societies in America indicates a tendency to follow Europe's lead in this respect; be it

Resolved, That the California State Federation of Labor approve, encourage and assist the formation of co-operative societies to be federated with and operated by the system of the Pacific Co-operative League.

The Committee reported favorably. Delegates Zant, Leavitt, Misner, Harter and Weinberger debated the question. Delegate Howe moved to amend that the last two lines of the resolution be changed to read, after the word societies: "among the working people."

Delegate Yarrow opposed the amendment, claiming it would result in confusion. Delegates Keeling, Cook, Kidwell and Andersen participated in the discussion, after which the convention adjourned at 12:15 until 2:30 p. m.

Friday, October 8—Afternoon Session.

The convention was called to order at 2:30 p. m. by President Murphy.

A telegram from San Francisco to President Murphy stated that Iowa, Indiana and Illinois State Federations of Labor endorsed Near East Relief.

Cooks' Union 44 of San Francisco, telegraphed the Federation advising unions to withdraw money from capitalist banks and deposit with Farmers' Labor Bank.

Consideration of Proposition 76 was resumed. Delegate Howe, mover of the amendment, spoke in favor of his proposed change. The previous question being called for, the convention voted to close debate, and Delegate Zant, who introduced the resolution, was called upon to make the final argument. Amendment lost and convention concurred in committee's report unanimously.

President Murphy called on Congressman John I. Nolan, as a member of the Executive Board of the Molders' Union, who spoke briefly on several matters that have interested the members of organized labor since the cessation of hostilities in the European war. The speaker appealed to the delegates to do their utmost to defeat Amendment No. 4 on the ballot, known as the "initiative," which proposes to increase the percentage of signatures required for certain initiative petitions.

Proposition No. 37—Presented by E. H. Misner of Machinists' Union No. 68 of San Francisco.

Whereas, The trade union movement of the A. F. of L. has, at all times, been opposed to piece work and the bonus system; and

Whereas, The International Association of Machinists has always opposed the introduction of piece work and bonus systems, and has at all times consistently refused to allow its members to be a party to the introduction of same; and

Whereas, It has become necessary, because of the attempt of the American Can Co. in the State of New Jersey, to compel the machinists employed by said company to work under the bonus system, to call a strike of said company in the United States; and

Whereas, When the strike call was sent out by the General Executive Board of I. A. of M. all members, and many non-union men, responded to the call; and

Whereas, Instructions have also been received, for the members of I. A. of M. to make an effort to organize all workers in said industry; and

Whereas, Three of the affiliated unions (Lodge 68 of San Francisco, 284 of Oakland, 311 of Los Angeles, Machinists' Unions) of State Federation of Labor are now carrying out the instructions of General Executive Board; be it

Resolved, By State Federation of Labor that every assistance possible be given to said local unions and that some effort be made to assist in organizing the workers in this industry.

The Committee reported favorably. Concurred in.

Proposition No. 63—Presented by Teachers' Delegation.

Whereas, The present sources of income for the support of schools and the remuneration of teachers are grossly inadequate; and

Whereas, The present support of district schools results in unequal opportunities for the children of the State; therefore, be it

Resolved, That the California State Federation of Labor pledge its support to the enactment of the proposed initiative measure amending Article 9, Section 6, of the State Constitution, appearing as Proposition 16 on the ballot.

The Committee recommended adoption. Carried.

Proposition No. 16—Presented by J. Weinberger of Waiters' Union No. 30 of San Francisco.

Whereas, The American Declaration of Independence, adopted July 4, 1776, states that governments are instituted to secure to the people the right of life, liberty and the pursuit of happiness, and that governments derive their just powers from the consent of the governed; and

Whereas, Democracy cannot exist unless all power is preserved to the people; and

Whereas, The only excuse for the existence of government is to serve, not to rule the people; and

Whereas, These basic principles of the American genius of government are now being violated, and undermined, by action of State and Federal authorities, too numerous to mention; therefore, be it

Resolved, By the California State Federation of Labor in Twenty-first Annual Convention assembled, that it herewith calls upon all branches of government, State and National, to return to the original purpose of their creation; and be it further

Resolved, That the California State Federation of Labor insists upon the restoration of civil liberties and American doctrines and their preservation inviolate, including free speech, free press, free assemblage, right of asylum, equal opportunity, and trial by jury; return of the Department of Justice to the functions for which it was created, to the end that laws may be enforced without favor and without discrimination; amnesty for all persons imprisoned because of their patriotic insistence upon their constitutional guarantees, industrial activities or religious beliefs; repeal of all so-called "espionage," "sedition," and "criminal syndicalist" laws; protection of the right of all workers to strike, and stripping from the courts of powers unlawfully usurped by them and used to defeat the people and foster big business, especially the power to issue anti-labor injunctions and to declare unconstitutional laws passed by Congress.

The Committee recommended that Proposition No. 16 be referred to the Executive Council. Delegate Weinberger inquired the reason for the committee's recommendation. Delegate Taylor moved to amend to adopt the resolution. Delegates Yarrow and Keller spoke on the question. President Murphy replied to the statements criticising the action of the Executive Council as published in the Reports of Officers. Delegate Yarrow moved as an amendment to the amendment to the following effect: "That this convention go on record as endorsing Proposition No. 16 and that we have absolute confidence in our Executive Council

to do all possible for the repeal of the syndicalist bill and other matters involved in the proposition."

Delegates Little, Yarrow, Chairman Brown of the committee, Tallentire, Secretary Scharrenberg, Weinberger and Dempsey spoke further on the subject. Debate being closed, the amendment to the amendment was put and carried.

The Committee then reported on the Officers' Reports submitted to the delegates at the convention.

The Committee's report follows:

Your Committee on Officers' Reports respectfully submits the following concerning the various reports filed by Officers of the Federation. The reports cover the period from September, 1919, to October, 1920:

President's Report—The report of President Daniel C. Murphy portrays to the reader concisely and intelligently the chief events which have marked the ever-forward march of the labor movement in the State of California during the past year.

While there was a considerable amount of disturbance in the movement during that period, due in a large measure to the attempted adoption of the alleged "American" plan in certain sections and the ever increasing costs of living, the movement as a whole made gratifying gains in the shape of recognition, increased wages, shorter hours and better working conditions.

In touching upon the question of the organization of teachers, President Murphy urges that every help be extended to the women and men who make up this most necessary profession in assisting them to perfect their unions, and he says, "the necessity for prompt action will be understood when it is explained that in several instances school authorities have discharged teachers for no other reason except that they have joined a labor union."

The failure to secure the necessary number of signatures defeated the attempt to place upon the November ballot an initiative measure proposing the abatement of the grafting employment agency evil, such failure being caused by the uninterestedness of the workers of the State.

Your Committee earnestly recommends that steps be taken by our incoming Executive Council to remedy this evil by legislative action at the session of the State Legislature in January, 1921.

The question of Japanese exclusion was closely followed by the officers of the Federation and in a large measure their efforts were responsible for the formation of the California Oriental Exclusion League and they also actively assisted in circulating the petitions which placed the "Alien Land Law" (No. 1) on the ballot. The principal features of the measure are summarized in the report as follows:

"Under existing California law, land owning by aliens not eligible to citizenship is prohibited and the leasing of land to such people is limited to a maximum of three years.

"It is now proposed to stop leasing entirely. If you can limit, as now, you can prohibit absolutely, as proposed. Land leasing as now practiced, with renewals and subterfuges, is practically as bad as the outright ownership of land. Further, it is proposed to put a stop to such rank evasions of the California land laws as recently were brought to light where elder Japanese, not eligible to citizenship, were manipulating the affairs of minor Japanese children—born here and therefore citizens—through guardianships and trusteeships, to their own advantage and in absolute defiance of the laws of California.

"Also, it is proposed to put a stop to evasions of our land laws through the control or ownership of stock in corporations dealing in land, a common practice at present and a very dangerous one.

"Finally, provision is made for the escheat to the State of land illegally held as defined in this amendment; and punishment is provided where conspiracy can be proved against two or more people to evade the provisions of the law. This would include the white seller as well as the brown or yellow buyer."

And in commenting on this subject President Murphy says:

"Once or twice it has been intimated that the above mentioned changes in the land law do not concern the workers in the cities. It should be borne in mind, however, that agriculture is the basic industry of all industries, and in California it is pre-eminently so, leading all others in value of production by \$500,000,000 annually. So the question is: Shall the Japanese control this output and reap the profits, or the white people? Shall the Japanese dominate, or the white people?"

The petitions to place upon the ballot at the November election an initiative measure to repeal the Anti-Syndicalist Law failed to receive the required number of signers. In this connection it was brought to the knowledge of the officers of the Federation that the name of the California State Federation of Labor was

being used by the Labor Defense League of California in securing signatures without any authorization so to do.

Your Committee most heartily approves the recommendation of President Murphy that "once and for all the Organized Labor Movement of the State should declare against the Leagues, Associations, etc., that attempt to use the labor movement with or without its consent."

President Murphy deals with the subject of the "Better America Federation" and like organizations in an appropriate manner. As this subject will be before the convention in resolutions we will refrain from comment in this report.

Your Committee recommends concurrence by this convention in the action of the Executive Council in adopting a resolution "endorsing the purposes of the American Legion as set forth in its constitution."

The Executive Council has, in accordance with the expressed wish of the American Federation of Labor, co-operated with the various non-partisan political committees throughout the State and through that co-operation has in a large measure helped to "Reward your friends and defeat your enemies, whenever and wherever possible."

The report of President Murphy should receive the careful perusal of every delegate, as it is a document full of meat for the unionists of the State.

The report of Vice-President S. H. Metcalf of District No. 1, calls attention to the apparent apathy of the laboring class in exercising their right of franchise by the small vote cast on the initiative petition regarding employment agencies.

Brother Metcalf reports that the open shop movement was very active in his district for a while but acted as a boomerang in the final, inasmuch as it spurred the organizations on to greater effort, with the final result of lessening the membership in the M. M. & E. and an increase in membership of labor organizations, with the largest Labor Day parade ever held in San Diego.

Vice-President Metcalf concludes his report with a compliment to Organizer Buzzell for assistance rendered.

Vice-President E. L. Bruck's report shows great activity in District No. 2 among the organized workers in all lines. Special attention is called to the Building Trades and Culinary workers, the former having increased its membership over 100% and the latter having grown from a mere handful to over six hundred members.

Attention is also called to the activities of the movement in the City of Los Angeles in politics, having formed a precinct organization through which source great good was accomplished in the first election held since its formation and which promises to be a power in carrying out the program of the A. F. of L. to swat your enemies and reward your friends. Also that the Allied Printing Trades have secured better wages and working conditions through their system of conferences with their employers.

Vice-President W. E. Banker of District No. 3, reports establishment of Labor Councils in several communities in Fresno County. The oil districts have been and are in a very healthy condition. Many new local organizations have been formed and the formation of an International being under way. Mention is made of the fact that a great many Mexicans and Japanese have been brought into this vicinity this year to harvest the fruit and melon crops.

Particular mention is made of the promiscuous advertising campaign carried on this season for help when as a matter of fact such was unnecessary and as a result of same, considerable hardship was caused some who responded, by finding the market well supplied.

Brother Banker's report shows that the present trustees of Fresno materially assisted the Traction Company to break the street car strike which occurred in that city this year.

Vice-President Walter G. Mathewson of District No. 5, reports that all affiliated unions in his district are much stronger now than ever before, that they have been absolutely free from industrial depression and in the main free from labor disputes or troubles of any kind during the past year.

Special mention is made of the success in this district by the movement politically by carrying out the Non-Partisan program of the A. F. of L.

Brother Mathewson calls attention to the splendid work of Organizer Doyle in the Fifth District and says that the prospects, generally speaking, are most satisfactory for greater activity and progress during the coming year.

Vice-President R. F. Murray of the 6th District reports that nearly every organization in his district has increased their wages and bettered working conditions during the past year.

Attention is particularly called to the progress being made by the Central Labor and Building Trades Councils in perfecting plans and means to build a Labor Temple in the City of Oakland. Also to the splendid co-operation between

the two councils, both politically and economically, with the assurance that the future looks bright and promising.

District No. 7, Contra Costa County—The report shows a steady gain in membership and the chartering of two new locals. Harmony prevails throughout the district.

District No. 8—The report indicates much progress has been made during the year. The successful outcome of the strike of the Cooks and Waiters, substantial increases in various wage scales, and the erection of a new Labor Temple, are some of the accomplishments in this district. Seven new unions were chartered.

District No. 9—The report calls attention to the successful operation of four co-operative stores in this district, all owned by unions or members of union labor organizations. Increased membership and better wages are also indicated. A total of \$340,000 was collected during the recent shipyard strike.

District No. 10—The Vice-President reports practically every craft has received an increase in the wage scales during the year, and substantial increase in membership. The so-called "Better America Plan" made its appearance in this district, but was unable to make any progress in this locality. Several new unions were organized during the year.

District No. 11, Eureka—Report indicates increased wages during the year, although the shipbuilding industry is practically at a standstill. The strike of the street car men was brought to a successful conclusion.

District No. 12—Considerable trouble with the Hetch-Hetchy project and the Construction Company of North America, which company has a large portion of that work, is reported in this district. Your Committee recommends that the incoming Executive Council take this matter up with the proper authorities, in an endeavor to have this work performed under union conditions.

Report of Delegate to the A. F. of L.—The Fortieth Annual Convention of the American Federation of Labor was the largest and most successful convention ever held by that organization. Your Committee desires to compliment Delegate Rogers for the comprehensive report of the proceedings submitted to the California State Federation of Labor.

Among the various matters of especial interest, your Committee calls attention to the report of the Committee on Shorter Workday, declaring for a forty-four hour week, eight hours on five days and four hours on Saturday.

The Convention voiced its opposition to compulsory military training. Endorsement was given by the convention to adequate measures in relief for soldiers and sailors and others incapacitated during the war, including war risk insurance and vocational training. The Convention opposed all schemes for compulsory arbitration.

A resolution was adopted severely condemning the Kansas Court of Industrial Relations law, and urged organized labor in every State to oppose the passage of a law of a similar nature.

Your Committee urges that the delegates to this convention give careful consideration to the various matters contained in Delegate Rogers' report.

Report of Organizer Buzzell—Organizer Brother J. W. Buzzell's report shows that his activities in the Southern part of the State have added many new locals to the movement as well as many new members added to the locals already in existence.

Brother Buzzell calls attention to the fact that now there exists in the City and County of Los Angeles an organization for nearly every craft or calling and that many new locals have affiliated with the State Federation.

Attention is also called to the very healthy manner in which the metal trades are coming back since their set-back during the shipyards controversy. Mention is made of the last municipal election when Mr. Snyder was elected Mayor of Los Angeles by the labor vote and immediately thereafter showed his appreciation by assisting the Los Angeles and Pacific Railway Companies to disrupt well established organizations among their employees, also Mr. Snyder ordered the city firemen to discontinue their affiliation with organized labor.

San Diego is reported as being in a very healthy condition and in spite of the attacks of our enemies, the trade union movement continues to grow with the result that inevitably follows, better wages and working conditions.

Comment is made upon the splendid co-operation received by Organizer Buzzell in his work by the General Organizer for the American Federation of Labor, J. B. Dale, and the officers of local unions and Central Labor Councils.

Your Committee commends Brother Buzzell for his earnest and tireless efforts to bring together the unorganized as well as his equally earnest and tireless efforts to bring back those who have gone astray through misfortune or otherwise. We trust that the incoming Executive Board will realize the necessity of maintaining Organizer Buzzell in the field where there is yet so much to be done.

Report of Organizer Doyle—Organizer James H. Doyle reports great progress throughout the Northern and Central part of the State, both in the formation of new locals as well as added membership to those already formed.

Brother Doyle's activities have been scattered over a wide territory and cover a wide range of workers. Attention is called to the formation of several Central Labor Councils and one International of Fruit Workers.

The report shows that in one instance an outlaw organization had succeeded in establishing itself in the mining district of Grass Valley, getting such a foothold that the Organizer and a committee of those remaining loyal to the bona-fide movement were refused admittance to a meeting by the presiding officials after the membership had voted in favor of admitting them.

It is also pointed out in this report that among the new locals formed, by close application of the laws of the American Federation of Labor, coupled with common sense and reason, great progress has been made in improving working conditions and increasing wages. The report also covers the attack made upon the editor of the Stockton labor paper, Organizer Doyle giving it as his opinion that the move was made on the part of the M. M. & E. to drive the editor out of town, as he has a way of telling facts so plainly that they cannot be misconstrued. Otherwise the movement in Stockton is progressing nicely in spite of the much heralded news by the M. M. & E. that Stockton has established the so-called open shop.

Your Committee believes that Brother Doyle is the right man in the right place and hopes that he will be kept on the job in the interests of the workers and organized labor in general.

Secretary-Treasurer's Report—The report of Secretary-Treasurer Scharrenberg covering the past year, is especially gratifying, considering the general uncertainty prevailing in the ranks of Organized Labor, not only within the State of California, but throughout the entire world. The steady growth of the Federation under abnormal conditions, is due in a large measure, to the energetic activities of the Secretary-Treasurer.

The Bakersfield Convention of the State Federation of Labor approved the revised economic and political platform of the California Union of Producers and Consumers. Since the Bakersfield Convention that platform has also been approved by the Farmers Educational and Co-Operative Union and the Pacific Co-Operative League. Your Committee is pleased to note the rapid progress of the co-operative movement during the year in many parts of the State.

Your Committee suggests that this Convention concur in the recommendations of the Executive Board of the California State Federation of Labor on the following measures appearing upon the November ballot:

First—That we endorse the Alien Land Law, Proposition No. 1.

Second—That we oppose Proposition No. 4 increasing percentage of signatures required for certain initiative petitions.

Third—That we oppose Proposition No. 10, which proposes a convention to frame a new State Constitution.

Fourth—That we oppose Proposition No. 11, relating to a poll tax on aliens.

Fifth—That we endorse Proposition No. 17, known as the Absent Voters Law.

Sixth—That we endorse Proposition No. 18, exempting orphanages from taxation.

Seventh—That we endorse Proposition No. 19, relating to State aid to institutions.

Secretary Scharrenberg's report shows a substantial growth in the membership of the Federation for the year 1920. The membership has been increased from 94,900 to 104,200.

The exceptional opportunities afforded Secretary Scharrenberg to procure first hand information concerning industrial conditions now prevailing throughout the various war ridden nations of Europe, your Committee believes, will be of vast assistance to the California State Federation of Labor.

This concludes the Committee's report.

The report of the Committee and the recommendations contained therein were, on motion, adopted.

Delegate Tallentire wished to be recorded as objecting to that section of the committee's report relating to "Leagues, Associations, etc., that attempt to use the labor movement with or without its consent."

The report of the committee as a whole was adopted.

Respectfully submitted,

SETH R. BROWN, Chairman,
W. F. DWYER,
CORAL F. ROBERTS,
A. R. LAWSON,
BEN F. BOWBEER, Secretary.

REPORT OF COMMITTEE ON LEGISLATION.

The Legislation Committee reported as follows:

Proposition No. 75—Presented by Barbers' Delegation.

Resolved, That this convention reiterate its former action at its Nineteenth Annual Convention held in San Diego, and that the officers and Legislative Agent use all their endeavors to have the same, Resolution No. 33, enacted as a law at the next session of the Legislature of the State of California held in Sacramento.

The Committee recommended that the Executive Council call all parties involved to prepare a bill satisfactory to all concerned, to be presented at the next session of the Legislature.

Chairman Himmel of the committee explained the action of the committee in making its recommendation.

The recommendation of the committee was concurred in.

Delegate Horr moved that a night session be held. Motion lost.

The Convention adjourned at 5:30 until 9:30 a. m. Saturday.

SIXTH LEGISLATIVE DAY.

Saturday, October 9, 1920—Morning Session.

The convention convened at 9:30 a. m., with President Murphy presiding.

SUPPLEMENTAL REPORT OF COMMITTEE ON RESOLUTIONS.

Proposition No. 77—Presented by Thomas E. Zant of Carpenters No. 483 of San Francisco.

Whereas, In the light of history and the nature and need of the trade union movement no external force can destroy it, or even seriously impair its usefulness; and

Whereas, Internal strife, discord, dissensions and recriminations can and may be disastrous; and

Whereas, The (so-called) radical element in the trade union movement in their earnest intense desire to make rapid improvement in the working people's conditions, rely too much on their wishes and hopes and neglect to observe the resourcefulness of the opposing forces, and neglect to take into account the disposition of the masses to make serious study of fundamental economic questions, also of the frequency of clash in mixed assemblies; overlooking these facts they are willing to dare and take a chance; and

Whereas, The industrial form of unions was the first crude experiment of organization in any large proportions the world over and was displaced by craft organizations only after such plan had failed by way of dissensions.

Those who advocate industrial unions claim it an improvement and something new because they have only recently heard of it, they have not studied its history and have got the cart before the horse. Trade unions are new and industrial unions the oldest and outgrown plan; and

Whereas, Intolerance and egotism that once was so prominent in religious denominations and creeds is finding its way into the labor movement and dividing it into two camps (the so-called radical and conservative) in some places to such an extent that any suggestion coming from one group is at once denounced by the other regardless of any merit in the thing itself, and any one favoring it solely on some good features in it, is at once dumped into the enemy's camp 100 per cent. strong; impugning of motives and charges of dishonesty of purpose are whispered around. Extremes are equal, and one is as injurious as the other; and

Whereas, We should stand solid for absolute freedom of expression (barring falsehood and acrimony) and rely on our argument to win; for by resorting to abuse and coercion we acknowledge a doubt of our mental ability to conquer. If mature trade unionists have man's mentality, and the enthusiast has a child's mentality, it lowers our standard to resort to children's methods.

By isolating the radicals (so-called) we lose any opportunity to guide their recruits to the real understanding of the labor problem and supply them with an excuse to oppose us—the very thing they feed upon. and

Whereas, Idealists everywhere, at all times, become more persistent under persecution, when left alone, and never have and never can, accumulate a dominating force that interferes with the evolutionary development of human institutions. Then why take a little noise so seriously; and

Whereas, Thought is the most powerful weapon in the service of man, ideas properly expressed are more convincing and permanent than coercion, trade unionists have the argument and should never miss an opportunity to assist in keeping a proper mental balance. To stand apart and allow irresponsible preaching, beautiful in its glittering abstracts, to take possession of young or disappointed minds,

we are neglecting our duty and responsibility to the trade union movement and the working people; therefore be it

Resolved, That the California State Federation of Labor, in its Twenty-first Annual Session, disapproves of all personal attacks confining all our energies to impartial debate of principles, and advise and implore all loyal trade unionists to make diligent study of the history of labor organizations and qualify themselves to point out the dangers of theories advanced by enthusiasts advocating industrial labor unionism; and to school ourselves to tolerate with patience those whose views are the opposite of our own, relying upon our knowledge of what has been the result of past experiences in both plans, to convince them of their error; however, it is not consistent to admit the open propaganda of industrial unionism in the councils of trade unions and should be barred, for one is destructive of the other, and of both taken jointly.

The line should be drawn in the organizations themselves, and rigidly maintained; industrialist in one camp, trade unionist in another; but in all open forums and casual occasions calmly exploit their fallacies of purely abstract theory entirely apart from the mental operation of the masses when considered along with their varieties of frailties, passions, and natural inclination to quarrel. The avoiding of quarrels being the greatest factor in the growth of the trade union movement.

The Committee offered the following substitute:

"While many of the practices and policies mentioned in this resolution can be considered detrimental to the progress of the organized labor movement, nevertheless the right to separate opinion should never be denied to any individual or group.

"The tendency to quarrel is a human trait manifested in some degree by nearly all individuals and can be attributed to many and varied causes, and certainly cannot be cured by resolutions.

"As to Industrial Unionism your committee is of the opinion that in many instances that form of organization is more practical than any other, as witness the coal miners, the brewery workers, and the oil workers.

"What should be and is objected to are the attempts that are being made to force the idea of the 'one big union' on organized labor, which is entirely different from an industrial union.

"Therefore, your committee recommends that the plea for more harmony contained in the resolution be approved, but realizes that this can be brought about only by calm discussion and with tolerance for the opinions of others and a respect for their right to these opinions."

Chairman Tracy of the committee explained the reason for the committee's action. Committee recommends that the substitute be adopted. Recommendation concurred in.

Proposition No. 79—Presented by E. H. Misner and Chas. F. Blackmer of Machinists' Union No. 68 of San Francisco.

Whereas, In the recent Iron Trades strike certain employers of the San Francisco Bay district were prevented from continuing the services of their old employees under union conditions by pressure being used against them by supply houses withholding material under one pretext or another; and

Whereas, These employers having no grievance against organized labor, found in continuing to employ union men that the banks refused to continue to extend their credits; and

Whereas, Again today charges of a similar condition exist in Oakland in the controversy of the Building Trades Locals with contractors in which fair contractors desiring to work in peace and mutual co-operation with labor are prevented from so doing by having their supplies withheld from them by banks who refuse to grant credits to firms supplying materials to fair contractors; therefore be it

Resolved, By the California State Federation of Labor, in session at Fresno, that we recommend that all local unions and all members of same withdraw their funds from any bank that the California State Federation of Labor may find using the funds of the union or its membership to wage war on organized labor or discriminating against fair employers.

The Committee recommended that the proposition be referred to the incoming Executive Council. Chairman Tracy discussed the proposition. Delegate Blackmer moved to amend that the subject matter be approved and the details worked out by the Executive Council. Delegates Zant, Mortensen, Van Shaljian, Misner and Weinberger spoke on the matter. The amendment was adopted.

Respectfully submitted,

G. A. TRACY, Chairman.
W. H. TOWNSEND,
JAMES E. WILSON,
AL. C. BECK,
CLARENCE H. KING,
Committee on Resolutions.

SUPPLEMENTAL REPORT OF COMMITTEE ON LEGISLATION

Chairman Himmel of the committee read a communication from the Kern County Labor Council, in which it was stated that it had endorsed Proposition 52 and requesting Delegate Harter to do all in his power to have the same acted on favorably.

Proposition No. 52—Presented by Sam Barton of Bakersfield.

Whereas, On account of the evident injustice resulting from the operation of the Workingmen's Compensation Act, inasmuch as it serves to exempt certain railroads and other corporations from the compensation burden placed upon others on account of the fact that the railroads are engaged in interstate transportation traffic and as a result claim exemption under the State laws to the extent that they decline to pay liabilities incurred by them for employees injured while in their service; be it

Resolved, That the State Federation use its influence at the next State Assembly session to amend said law to adequately protect railroad employees the same as the protection afforded the employees of smaller corporations or businesses such as contractors, individual merchants or farmers; and be it further

Resolved, That the intent of this resolution be incorporated in the general election ballot in the event the Law Committee of the State Federation is not successful in having the Compensation Act amended as it now stands.

The Committee reported favorably. Concurred in.

Proposition No. 36—Presented by Geo. S. Taylor of Oil Workers' Union No. 6 of Taft.

Whereas, The object of organization is the securing of better conditions for the workers, not only by securing of greater remuneration, but by securing better housing facilities, better sanitation laws and a more rigid enforcement of those that exist; and

Whereas, In the State of California tens of thousands of workers are required to carry their own beds, particularly in the oil fields; and

Whereas, This state of affairs is a great hardship to the men, is very insanitary, renders it extremely difficult for men to secure employment who are not able to purchase beds, and does much to impair the morale of the workers; therefore, be it

Resolved, That the California State Federation of Labor do everything within its power to change this condition by urging the State Legislature to enact a law compelling all employers to furnish adequate housing facilities, good, comfortable beds, proper springs and mattresses, white sheets and all other necessary accoutrements. These things to be kept in sanitary condition at the expense of the employers.

The Committee recommended reference to the Executive Council. Concurred in.

Proposition No. 42—Presented by O. P. Armstrong, Post Office Clerks No. 64 of Los Angeles; Carl T. Friswold, Post Office Clerks No. 2 of San Francisco; John C. Daly, Letter Carriers' Union No. 214 of San Francisco.

Whereas, Thousands of postal employees throughout the postal service are compelled to work nights under conditions inimical to their mental and physical well-being; and

Whereas, It is an admitted fact that night work is unpleasant, unhealthful and inconvenient, giving little opportunity for social intercourse, and creates much dissatisfaction, entailing diminution of speed and a general impairment of efficiency; therefore, be it

Resolved, By the California State Federation of Labor, in convention assembled, that we do hereby petition Congress to enact such legislation as will provide that every forty-five minutes' labor performed between the hours of 6 p. m. and 6 a. m. shall be considered the equivalent of sixty minutes; and be it further

Resolved, That the Executive Council of the California State Federation of Labor be instructed to use its best efforts to secure the enactment of such legislation. The Committee recommended concurrence. Adopted.

Proposition No. 43—Presented by John C. Daly, Letter Carriers' Union No. 214 of San Francisco; Carl T. Friswold, Post Office Clerks No. 2 of San Francisco.

Whereas, The economic loss to the nation each year as the result of strikes and lockouts is enormous; and

Whereas, The largest burden of this great economic loss and attendant suffering falls upon the working classes by virtue of the fact that they are the least prepared; and

Whereas, We believe that much of this loss and suffering could be averted and a larger share of industrial peace preserved if both parties to the controversy

were compelled to submit their grievances to an impartial tribunal or commission for adjustment before resorting to a strike or lockout; therefore, be it

Resolved, That the California State Federation of Labor, in convention assembled, do favor the enactment of a law to create an industrial commission vested with full power and authority to compel both parties to any industrial controversy to appear before them and submit their grievances before resorting to any arbitrary action in the way of strikes or lockouts; that the commission consist of members, one for capital, one for labor, and one for the public.

That the commission be appointed by the Governor of the State and that its powers be purely advisory and conciliatory.

The Committee recommended reference to the Executive Council. Delegate Daly spoke on the proposition. Delegate Haggerty moved to amend that the convention non-concur in Proposition 43. Secretary Scharrenberg supported the amendment. Delegate Musick opposed the proposition. Delegate Haggerty's amendment was adopted.

Proposition No. 44—Presented by John C. Daly, Letter Carriers No. 214 of San Francisco; O. B. Armstrong, Post Office Clerks No. 64 of Los Angeles; Carl T. Friswold, Post Office Clerks No. 2 of San Francisco.

Whereas, At the last session of Congress legislation was enacted providing for the retirement of old and superannuated postal employees who had attained the age of 65 years and who had 35 years' service to their credit; and

Whereas, We believe that owing to the arduous and strenuous nature of the work performed by postal employees that the age limit of 65 years and the service limit of 35 years are excessive and prohibitive, only an exceptional few being able to avail themselves of the benefits of its provisions; therefore, be it

Resolved, That the California State Federation of Labor, in convention assembled, go on record as favoring the amending of the existing retirement laws so as to permit the retirement of postal employees at the age of 60 years and after 30 years' service; and be it further

Resolved, That copies of this resolution be forwarded to our senators and representatives in Congress, requesting their assistance and support in securing the adoption of such amendment.

The Committee recommended concurrence. Adopted.

Proposition No. 45—Presented by O. B. Armstrong, Post Office Clerks of Los Angeles; Carl T. Friswold, Post Office Clerks of San Francisco; John C. Daly, Letter Carriers of San Francisco.

Whereas, The eight-hour law, regulating the hours of work for Post Office Clerks and Letter Carriers provides that only in emergencies shall overtime be imposed, and for such overtime the regular rate of pay shall be paid; and

Whereas, It is a trade union principle that overtime work shall be compensated for at a higher rate of pay. and

Whereas, In the absence of any such penalty for work in excess of eight hours in the postal service, the practice has developed of imposing overtime upon the experienced employees, thereby breaking down the health and morale of the men in the service and impairing the efficiency of the postal service; therefore, be it

Resolved, That we, the California State Federation of Labor, in convention assembled, pledge our support to the affiliated postal employees in their efforts to insure a more strict observance of the postal eight-hour law by securing legislation establishing a rate of pay equal to time and one-half for all work performed in excess of eight hours per day.

The Committee reported favorably. Approved.

Proposition No. 46—Presented by O. B. Armstrong, Post Office Clerks No. 64 of Los Angeles; Carl T. Friswold, Post Office Clerks No. 2 of San Francisco; John C. Daly, Letter Carriers No. 214 of San Francisco.

Whereas, Congress, in the act of June 5, 1920, re-classified the salaries of the Post Office Clerks and Carriers in the five grades as follows:

First Grade	\$1400.00
Second Grade	1500.00
Third Grade	1600.00
Fourth Grade	1700.00
Fifth Grade	1800.00

and

Whereas, Said re-classification act provided an increase of less than ten per cent. for the majority of office clerks and carriers; and

Whereas, The cost of living has doubled and the cost of rent is four times more than in 1914 and salaries have increased only fifty per cent. over the previous basic salary of \$1200.00, the new salary increase has not been equal with the decreased purchasing power of the postal dollar; therefore, be it

Resolved, That the State Federation of Labor, in convention assembled in Fresno, California, do hereby protest against the inadequacy of the salary granted to the Postal Clerks, Carriers and other employees in the Post Office Department; and be it further

Resolved, That we respectfully and most earnestly request Congress to enact legislation in its next regular or special session to improve the conditions of the Post Office Clerks, Carriers and other employees in the postal service, by adopting the salary scale of:

First Grade	\$1800.00
Second Grade	2100.00
Third Grade	2400.00

such amounts being the only means to attract and retain competent and skilled employees and restore the efficiency of the Postal Service.

Resolved, That the Secretary of the California State Federation of Labor forward a copy of these resolutions to each California congressman and senator.

The Committee recommended concurrence. Approved.

Proposition No. 47—Presented by O. B. Armstrong, Post Office Clerks No. 64 of Los Angeles; Carl T. Friswold, Post Office Clerks No. 2 of San Francisco; John C. Daly, Letter Carriers No. 214 of San Francisco.

Whereas, The United States Government has aided the farmers through farm loans at the rate of 5½ per cent. interest, and long-time payments on principal; and

Whereas, These loans have proven a great benefit, not only to the farmers, but to the American people at large, through increase of agricultural products and more work for labor; and

Whereas, Many of the city workers are in distress through the inability to finance the building of homes; and

Whereas, The owning of homes by the workers makes for a better citizenship, and a more contented and law-abiding people, better influence for the children, and healthier surroundings; therefore, be it

Resolved, That we, the State Federation of Labor, in regular convention assembled, do hereby urge the Congress of the United States to enact legislation to the end that the United States Government shall loan to workers, at a reasonable rate of interest, and under such conditions, that the building of homes may be financed upon a small first payment, and then regular monthly payments extending over a long term of years.

The Committee reported favorably. Adopted.

Proposition No. 48—Presented by Carl T. Friswold, Post Office Clerks No. 2 of San Francisco; O. B. Armstrong, Post Office Clerks No. 64 of Los Angeles; John C. Daly, Letter Carriers No. 214 of San Francisco.

Whereas, No provision is made by law for the postal employees whereby they can appeal from the judgment of the officials of the Post Office Department in disciplinary cases, dismissal from the service or reduction in salary on account of alleged misconduct; and

Whereas, In the absence of a Court of Appeals, or some tribunal to which employes can have access, and before which they may introduce evidence and witnesses and be permitted to defend themselves, much arbitrary power is vested in the hands of the officials making the charges, resulting in much injustice being done to the employees in many cases; and

Whereas, The placing of arbitrary power in the hands of one individual is repugnant to the very ideals of this great country and tends toward the upbuilding of a bureaucracy in our government institutions; therefore, be it,

Resolved, That we, the California State Federation of Labor, in convention assembled at Fresno, California, do instruct our Executive Council, with the aid of the American Federation of Labor, to do all within their power to bring about the establishment by law of a Court of Appeals or tribunal composed of fair and impartial members, to which all civil service employees can appeal from the judgment of officials in cases of dismissal or demotion.

The Committee recommended concurrence. Delegate Friswold spoke on the question. Recommendation concurred in.

Proposition No. 49—Presented by Alexander Horr of Teamsters' Union No. 22 of Stockton.

Whereas, Our jury system has become a mere shadow of what was provided by Magna Charta and our State and Federal Constitutions, and

Whereas, The victims of this deplorable situation are largely labor men in general and union men in particular; therefore, be it

Resolved, By the California State Federation of Labor that a suitable amendment to Section 227a of the Code of the State of California be submitted to the

voters of California at the next election by some voluntary committee under the control of the State Executive Council of the California State Federation of Labor.

The recommendation of the Committee on Proposition No. 49 will be found at the bottom of the proposition which follows.

Proposition No. 53—Presented by Geo. G. Kidwell of Bakery Wagon Drivers' Union No. 484 of San Francisco.

Whereas, The constitutional guarantee of the right to trial by jury is the keystone of the system of American jurisprudence, and to preserve its integrity and impartiality has ever been the duty and endeavor of our people; and

Whereas, In order to preserve this integrity and impartiality, so that no class, nor group in society may be discriminated, for or against, in the selection of juries, and to leave no grounds for even a suspicion of discrimination in the selection thereof, it is requisite and indispensable that the law should be so framed that all jury lists, grand and trial, should contain the name of every person residing in the county competent to serve; and

Whereas, The present law of the State does not so safeguard our jury system against such discrimination, but leaves the selection of the persons who are to compose the jury lists to the Judges of the Superior Court and a jury commissioner; thus giving to them the opportunity to discriminate for or against any class or group in making such selection; and

Whereas, It is an obvious fact that the working class has not been adequately and proportionately represented on the jury lists under the law as it is; and

Whereas, It is the sense of this convention that the law should be amended to safeguard against such discrimination, or possibility thereof, and to secure to the people, irrespective of class, a jury system based upon the principle that all the citizens of a county are potentially jurors, and their names shall be placed on the jury lists thereof; therefore, be it

Resolved, That the president of this convention appoint a committee composed of three members; that said committee shall prepare such proposed amendments to the present jury law as will correct the defects thereof, and provide for impartial jury lists, composed of all competent citizens; that the Executive Committee is hereby instructed to co-operate with this committee, and is authorized to engage and employ such professional and legal aid and service as it may deem necessary in the preparation of such proposed amendments; that this organization, through its said Executive Committee, present said amendments to the ensuing Legislature of this State, and use all legal and honorable means to secure their passage, and consummation into laws of the State.

The Committee recommended that Proposition No. 49 be referred to the Executive Board in conjunction with Proposition 53, which provides that a committee of three be appointed by the president to act with the Executive Council in preparing the necessary documents to be submitted to the Legislature. Delegates Kidwell, Horr, Tracy, Buzzell, Secretary Scharrenberg, Zant, Drake, Campbell, Tallentire and Misner discussed the question. President Murphy stated that, in his opinion, there would be insurmountable difficulties to overcome in the preparation of data necessary for the introduction of a bill to the Legislature.

Recommendation concurred in.

Proposition No. 55—Presented by A. B. Hassel and Seth R. Brown of Labor Council of Los Angeles.

Whereas, Section 17 (page 138) of the General Election Laws of the State of California requires a voter to designate his party affiliation at least thirty days prior to a primary election in order to vote a partisan ticket, this provision resulting in disfranchising tens of thousands of voters who have no party affiliation at time of registration; therefore, be it

Resolved, That the Legislative Agent of the California State Federation of Labor be and hereby is instructed to endeavor to have the law so amended that Section 6 (page 184) of the General Election Laws, which provides that voters at a presidential primary may designate party affiliation at the polls, also shall apply to all primary elections, thus doing away with designating party affiliation at time of registration.

The Committee recommended reference to the Executive Board. Concurred in.

Proposition No. 56—Presented by A. B. Hassel and Seth R. Brown of Labor Council of Los Angeles.

Whereas, Section 4, Article IV, of the State Constitution provides that candidates for the State Legislature must establish a legal residence of at least one year in the district which they aspire to represent to legally acquire a place upon the official ballot; and

Whereas, In the Seventy-first Assembly District of the State of California,

Edwin O. Loucks, who had not been a resident of the Seventy-first Assembly District for one year prior to the primary, was permitted to remain on the official ballot by the courts of Los Angeles, notwithstanding a protest; therefore, be it

Resolved, That the Executive Council of the California State Federation of Labor be and hereby is instructed to enter a protest to the next Legislature against the seating of the said Edwin O. Loucks as Assemblyman from the Seventy-first Assembly District.

The Committee recommended reference to Executive Council. Delegates Brown and Hassel discussed the question. Recommendation concurred in.

Proposition No. 57—Presented by A. B. Hassel and Seth R. Brown of Labor Council of Los Angeles.

Whereas, Congress, on June 28, 1894, enacted a law, applicable to the District of Columbia and the then existing territories, designating the first Monday in September "Labor Day," and declaring it a holiday; and

Whereas, This action on the part of Congress followed similar legislation by many States (California, March 23, 1893), resulting in Labor Day becoming practically a National holiday; and

Whereas, In the State of California it is optional with the various Boards of Education whether the public free schools shall be closed on Labor Day; therefore, be it

Resolved, That the California State Federation of Labor herewith instructs its Legislative Committee to endeavor to so amend the law as to provide that all public free schools shall be closed all day on Labor Day.

The Committee reported favorably. Concurred in.

Proposition No. 58—Presented by A. B. Hassel and Seth R. Brown of Labor Council of Los Angeles.

Whereas, The last session of the State Legislature enacted a measure, which was duly signed by the Governor, amending the present community property law; and

Whereas, This measure was prevented from becoming law because of the fact that certain selfish trust companies and trust departments of certain banks throughout the State put paid agents into the field to secure sufficient signatures to a petition to compel the measure to be submitted to a referendum vote at the coming election, on November 2, these said agents accomplishing the purpose of their employers. and

Whereas, The organized labor movement always has declared for the rights of women, knowing them to be men's equal in every respect; therefore, be it

Resolved, By the California State Federation of Labor, in Twenty-first Annual Convention assembled, that this Federation here and now goes upon record as favoring the enactment of the proposed amendments to the present community property law, to be submitted to the voters of the State on November 2 next.

The Committee's recommendation on Proposition No. 58 will be found at the bottom of the resolution which follows.

Proposition No. 68—Presented by Thomas E. Zant of Carpenters' Union No. 483 of San Francisco.

Whereas, The community property laws of California were enacted, practically in their present form, nearly sixty years ago, and reflect the attitude toward women and the value of women's labor which prevailed in that long-past time; and

Whereas, Under the present community property laws a married woman does not own her own wages or her own labor; and

Whereas, Under the present community property laws, a mother who has given a lifetime of labor and service to her family cannot, if she die before her husband, will a cent of the community property which she helped to earn and save, to anyone, not even to her children; and

Whereas, The measure passed by the 1919 Legislature giving to mothers the right, at death, to make provision for their children out of community property, has been prevented from becoming a law by referendum petition, and is to be voted upon by the people at the next election; now, therefore, be it

Resolved, That the California State Federation of Labor hereby endorses the community property measure which appears on the November ballot, and suggests to its members that they advocate the adoption of such measure at the coming election by the people of the State.—Jennie C. Haisch, Local 125 United Garment Workers; Lizzie Poysell, Local 131 United Garment Workers; William "Mac" Cook.

The Committee recommended that no action be taken by Federation. Delegates Zant and Tracy spoke on the question. The Committee's recommendation was concurred in. Delegate Brown asked that the votes of the delegates from Los Angeles Labor Council be recorded as voting against the recommendation of the

committee. Delegates Howe, Darrow and De Pledge asked to be recorded as in favor of the proposition.

Proposition No. 61—Presented by Anthony L. Noriega of Moving Picture Operators' Union No. 162 of San Francisco.

Whereas, The Moving Picture Operators desire to call to the attention of the delegates assembled at the convention of the State Federation of Labor the unhealthy conditions that we are called upon to work under; and

Whereas, There are but a few theatres that have installed or made any attempt to install toilet facilities in their operating rooms, therefore one can readily realize that to work eight hours in a small, hot room, without this necessary want, is undermining the general health of the motion picture operators of this State; and

Whereas, In the absence of running water for drinking purposes, and the much-needed toilet facilities, operators are obliged to endure many inconveniences, which are injurious to both body and health; therefore, be it

Resolved, That the State Federation of Labor, in convention assembled, does hereby instruct its Law and Legislative Committee to use all possible efforts to have such legislation enacted at the next session of the State Legislature that will compel all motion picture theatres to install running water for drinking purposes and toilet facilities in their operating rooms.

The Committee recommended concurrence. Adopted.

Proposition No. 66—Presented by William "Mac" Cook of Labor Council of Stockton.

Whereas, The State Labor Commissioner is hampered in his work, owing to lack of funds; and

Whereas, Many localities are neglected, owing to the large territory now covered by the small force of deputies at the disposal of the State Labor Commissioner; and

Whereas, The Labor Commissioner's office is the court of resort for distressed working men and women, every assistance should be extended that office in the execution of its work; therefore, be it

Resolved, By the Twenty-first Annual Convention of the State Federation of Labor, that the incoming Executive Board and the Legislative Committee be instructed to use every effort for an adequate appropriation for the State Labor Commissioner's office, at the coming session of the State Legislature.

The Committee reported favorably. Concurred in.

Proposition No. 70—Presented by Charles M. Campbell of Painters' Union No. 202 of Los Angeles.

Whereas, The minimum and maximum payments of compensation for injury, as provided in the present Workmen's Compensation Act of the State of California, were estimated as equitable upon the basis of the average wage and cost of living prevailing in 1913; and

Whereas, The cost of living has more than doubled since that time, and the relative worth of compensation diminished accordingly; therefore, be it

Resolved, By the Twenty-first Annual Convention of the California State Federation of Labor, that the incoming Executive Council be instructed to frame an amendment to the present Workmen's Compensation Act, to provide a minimum of \$10.72 per week, and a maximum of \$35.00 per week compensation for injury in employment. The minimum to be arrived at on the present computation, i. e., 65 per cent. of average weekly wages of the injured, using the present minimum wage for women as a criterion.

The Committee recommended concurrence. Adopted.

Proposition No. 73—Presented by Plumbers' Delegation.

Whereas, The District Court of Appeal, holding in the First Appellate District of California, has ruled that the law governing the examination and licensing of plumbers, as enacted by the Legislature April 6, 1917, was discriminatory, and therefore unconstitutional; and

Whereas, By such decision the law has been declared null and void, thereby leaving the people of California unprotected from the proper safeguards pertaining to the installation of plumbing; and

Whereas, We, the delegates to this Convention, believing that the safeguarding of the public health should have the highest consideration of our citizens, do hereby

Resolve, That this Convention endorse such amendments to the State Plumbing Law as may be introduced by the State Association of Plumbers and Steamfitters of California, that shall comply with the legal requirements of our State Constitution; and be it further

Resolved, That our Legislative Agents be instructed to assist us in the enactment of the same at the forthcoming session of the State Legislature.

The Committee recommended concurrence. Carried.

Mayor Davie of Oakland was introduced and stated that he was touring the State in the interest of having appropriations made by the counties for the erection of a building to display the products of the State in a building in Oakland. The Mayor also extended an invitation to the delegates to hold the next session of the Federation in Oakland.

The convention then adjourned, at 12:10, to meet at 1 o'clock.

Saturday, October 9—Afternoon Session.

The Convention convened at 1 o'clock, with President Murphy presiding.

Delegate Howe asked consent to introduce a resolution out of order. Request granted. The following is the resolution:

Proposition No. 80—

Whereas, A movement is being promoted by the employing printers of this State represented by the California Typothetae to have the practical education of printing trades craftsmen made a part of the curriculum in the technical schools of this State, and

Whereas, We deem it most important and germane to the interests of union labor and the proper guidance of the student, that any such instruction as is anticipated shall be carried on under union conditions, and that the instructors shall be skilled workmen who are members of the unions of their respective crafts affiliated with the American Federation of Labor, and

Whereas, San Francisco Typographical Union has already taken action by appointment of a committee to appear before the representatives of the State Board of Education to insist that such conditions be carried out; therefore be it

Resolved, That the California State Federation of Labor endorses the action of San Francisco Typographical Union, and recommends similar action by all unions whose interests are concerned; and be it further

Resolved, That the Executive Board of the California State Federation of Labor be instructed to use all means in its power to secure union conditions, as above indicated, should practical instruction in the printing crafts become a part of the State technical school curriculum.

ARTHUR S. HOWE,

GEO. H. KNELL,

Typographical Union No. 21.

The proposition was, on motion, adopted.

H. Wartel of the Fresno Building and Common Laborers' Union No. 35 wished to be recorded against recommendation of Committee on Officers' Reports relating to indorsement of American Legion.

REPORT OF COMMITTEE ON LABELS AND BOYCOTTS.

Chairman Leavitt made the following report:

Proposition No. 20—Presented by Rene Whaite of Photo Workers' Union of San Francisco.

Whereas, The Photographic Workers of San Francisco have experienced great hostility and opposition from the Hartsook and Novak studios in efforts to obtain recognition for their union and opportunity for conducting collective bargaining, which are the two essentials for better relations between capital and labor and industrial progress; and

Whereas, The management of said studios in San Francisco also has established a chain of studios in the principal cities of the State of California, coming under the jurisdiction of the American Federation of Labor; therefore, be it

Resolved, That this convention of the California State Federation of Labor, assembled at Fresno on October 4, 1920, does hereby advise and earnestly request each Central Labor body of California as well as their affiliated locals to put all Hartsook and Novak studios on their respective "We Don't Patronize" lists; and be it further

Resolved, That trade unionists and their friends generally throughout the State be and are hereby requested not to patronize the agents of any such studio when soliciting at their homes for orders for photographic work to be done by any Hartsook or Novak studio.

The Committee reported favorably. Adopted.

Proposition No. 34—Presented by B. B. Rosenthal of Upholsterers' Union No. 28 of San Francisco.

Whereas, Upholsterers and Trimmers' Union, Local No. 28, of San Francisco, Cal., is fighting to maintain fair conditions in the various upholstering manufacturing establishments throughout the State, in order that living conditions may be ameliorated for the organized workers of our State; and

Whereas, These conditions are being maintained in San Francisco, with the exception of one wholesale upholstering furniture factory, which is located in San Francisco, Cal.; and

Whereas, Upholsterers and Trimmers' Union, Local No. 28, of San Francisco, Cal., has used all honorable means within its power to bring about a settlement of all the differences existing between the above organization and the Continental Furniture Manufacturing Company, but without avail; therefore, be it

Resolved, That the Continental Furniture Manufacturing Company of San Francisco be declared unfair to the trade unionists by the California State Federation of Labor, and that said Federation urge all members of the trade union movement not to patronize any furniture store where goods manufactured by the said Continental Furniture Manufacturing Company are offered for sale; and be it further

Resolved, That the California State Federation of Labor forward a communication to this effect to the retail furniture dealers throughout the State, notifying them of the action of this Convention with regard to said Continental Furniture Manufacturing Company.

The Committee recommended concurrence. Carried.

Proposition No. 69—Presented by Garment Workers' Delegation.

Whereas, Conditions on the Pacific Coast have been greatly upset and disorganized by the advocacy of the "One Big Union," and through it, the approval of Asiatic labor in many industries, thereby producing unemployment among the members of many trade unions, especially those in the label and shop card trades; therefore, be it

Resolved, That the California State Federation of Labor, in Convention assembled, reaffirms its demand that all members affiliated spend their wages for union label products only, and in houses displaying shop cards and buttons of workers affiliated with the American Federation of Labor; and be it further

Resolved, That immediate efforts be made to establish label sections of the Union Label Trade Department of the American Federation of Labor in all localities where such sections do not exist.

The Committee reported favorably. Concurred in.

The Committee stated that the Knox and Stetson hats do not bear the label. Recommended that delegates bring this fact to the attention of their respective unions.

Recommendation concurred in.

The Committee recommended that the following names be erased from the "We Don't Patronize List" of the Federation:

"Los Angeles Saddlery and Findings Company, Los Angeles; Bryden Brothers Harness, Los Angeles; Northern Electric Railway Company; Los Angeles Examiner, Los Angeles; Sacramento Bee, Sacramento."

The recommendation of the Committee was concurred in.

The Committee recommended that the boycott on the following concerns be continued:

FEDERATION'S "WE DON'T PATRONIZE" LIST.

"Sampson Iron Works and Aurora Gas Engine Co., Stockton; Bishop Cracker and Candy Company, Los Angeles and San Diego; Stevens Ice Machine Company; United Cigar Company Stores in all cities; M. A. Gunst Cigar Company in all cities; The White Lunch Cafeteria Lunch Company, San Francisco; Frye & Co., all Pacific Coast cities; Sperry Flour Company and all products; Holt Manufacturing Company, Stockton, Cal.; Houser & Haines Machine Company, Stockton, Cal.; Levi Strauss & Co., San Francisco, Cal.; Sonneborn & Co., manufacturers of Stylepus Clothing, all cities; Stouse Brothers, manufacturers of High Art Clothing, all cities; The O. C. Hansen Manufacturing Company, makers of gloves; Ellsworth & Thayer Company, makers of gloves; Milwaukee Glove Company, all of Milwaukee, Wis.; Rosslyn Hotel, Los Angeles, Cal.; E. Goss & Co., manufacturers of El Primo cigars, Los Angeles; Standard Oil Company products everywhere."

The recommendation of the Committee was concurred in.

Proposition No. 78—Presented by Jas. P. Griffin of Retail Shoe Clerks' Union No. 410 of San Francisco.

Whereas, The Retail Salespeople employed in the selling of merchandise are engaged in a most active campaign of endeavoring to shorten the hours of labor of this craft by an appeal to the buying public through a campaign of education to shop between the hours of 9 o'clock a. m. and 6 o'clock p. m. on every day of the week, thus eliminating all unnecessary night work in the retail stores; and

Whereas, This campaign is a step forward for humane progress amongst a class of workers whose hours have been long and tedious, as well as a move in the right

direction for the advancement of a better standard of health amongst this class of citizens who have been subject to unhealthful conditions, owing to their environment, and there no longer exists a necessity for night shopping as in days of long ago when the hours of labor in other industries were long; therefore, be it

Resolved, By the delegates to the California State Federation of Labor, in Convention now assembled, this 7th day of October, 1920, at Fresno, California, that we recognize the justice and wisdom of the retail sales people in their efforts to better their working conditions along these lines, which will aid to a better and stronger organization for such people, along more progressive and energetic lines and permitting of more time in the bosom of their families; be it further

Resolved, That we pledge the support of the California State Federation of Labor, and strongly urge upon all affiliated unions, to lend their influence to educate their members and families to give every assistance to retail sales people in their endeavors to establish the eight-hour workday by shopping between the hours of 9 o'clock a. m. and 6 p. m. on every day of the week for the welfare of humanity and as a measure to conserve the physical well-being of this class of workers.

The Committee reported favorably. Concurred in.

Delegate Tracy read a communication from W. T. Bonsor of the San Francisco Labor Council relative to union-made hats. The communication was referred to the incoming Executive Council.

Respectfully submitted.

L. B. LEAVITT, Chairman.
J. C. HARTER,
GLENN M. DE VORE,
ANNE BROWN,
H. P. MOORE, Secretary.
Committee on Labels and Boycotts.

SUPPLEMENTAL REPORT OF COMMITTEE ON LEGISLATION.

Proposition No. 64—Presented by Teachers' Delegation.

Whereas, The more than 15,000 teachers of California are without the protection which is enjoyed by other members of the State Civil Service; and

Whereas, Their tenure of position consists of an individual yearly contract, not based on the fundamental labor principle of collective bargaining, and is subject to the whim and caprice of school authorities; and

Whereas, This insecurity of tenure is a potent cause of the present unrest among teachers and the accompanying teacher shortage; therefore, be it

Resolved, That the California State Federation of Labor, directly and through its affiliated locals, use every effort to secure the enactment of State legislation granting tenure of position for teachers along the following lines:

1. After the lapse of a probationary period of not less than two years, tenure shall be permanent, subject to following provisions:

2. All dismissals, both during and after probation, to be for causes definitely embodied in the educational law, such as gross insubordination, inefficiency, conduct unbecoming a teacher, etc.

3. After the period of probation, a teacher dismissed for any cause (including inefficiency) shall have the right of a trial to be conducted by a board of seven, chosen as follows: Three by the school board, three by the teachers, the six to elect a seventh, who is not to be either a member of the school board or of the teaching force. At all hearings the teacher shall have the privilege of being represented by counsel. Appeal from the decision of the trial board may be made to the civil courts, whose decision shall be final.

E. I. DUPUY,
ROBERT L. ENNIS,
J. I. McTIERNAN,
JOSEPHINE COLBY.

The Committee reported favorably. Adopted.

Proposition No. 26—Presented by Geo. P. Jenkins of Carpenters Union No. 426 of Los Angeles.

Whereas, There are many misleading documents being published and sent broadcast throughout the country to attract the attention of mechanics from different parts of the country by making false statements as to working and living conditions by unscrupulous employers' organizations; and

Whereas, The true conditions are found entirely at variance with the statements as represented by the said circulars; therefore, be it

Resolved, By the California State Federation of Labor, in regular session assembled, do hereby instruct its Legislative Committee to use all means at its command to amend the State statutes to prohibit the distribution of misleading and untruthful statements as to general conditions.

The Committee recommended reference to the Executive Board. Concurred in. This completes the report of the Committee on Legislation.

Respectfully submitted,

JAS. A. HIMMEL, Chairman.

ROE H. BAKER,

GEO. P. JENKINS,

STEVEN B. NEWMAN,

J. J. GLACKIN

Committee on Legislation.

REPORT OF GRIEVANCE COMMITTEE.

Chairman Banker, for the committee, reported as follows:

Proposition No. 10—Presented by Bernard Doyle of Street Carmen's Union No. 518 of San Francisco.

Whereas, The people of Ireland have emphatically declared in two recent elections, conducted by British officials, that 80 per cent. of them are in favor of an independent republican government; and

Whereas, The capacity of the Irish people to rule themselves has been eminently proven by the part they played in winning the independence of the United States, as well as their participation in gaining for this country its pre-eminence among the nations of the earth; and

Whereas, The mineral resources and industrial possibilities of Ireland, whose development has been forbidden and suppressed by the British government, is not alone essential to the use of the Irish people, but is also of immense benefit to this and other countries; and

Whereas, The decision of the Irish people to govern themselves, as expressed by the Dail Eirann, the Irish Parliament, representing 80 per cent. of the Irish people, has been partially frustrated by the intervention of alien British armed forces, which are responsible for the physical destruction of whole communities and national industries; the callous assassination of elected officials of the Irish people, including the murdered Lord Mayor of Cork, Thomas McCurtain, and the present martyr of Brixton Prison, Terence MacSwiney; the obstruction of the free association with other governments of the world by the accredited government of the Irish Republic, and the consequent repudiation of the aim of our Republic in entering the world war, namely, the self-determination by every people on the face of the earth of their own form of government; therefore, be it

Resolved, That we, the delegates accredited to the Twenty-first Annual Convention of the California State Federation of Labor by the labor unions of this State, hereby declare that the people of Ireland are eminently entitled to the right of determining their own form of government, and that we recommend to our National Government that the accredited representatives of the Irish Republic receive the same recognition as those of any other nation, and that no further delay be made in recognizing the Irish Republic; and be it further

Resolved, That copies of this resolution be immediately forwarded to the Secretary of State, Bainbridge Colby, Washington, D. C.; President Eamonn De Valera, President of Ireland; Premier Lloyd George of England, and to every union affiliated with the California State Federation of Labor for their adoption.

The Committee recommended concurrence. Adopted.

Proposition No. 30—Presented by Daniel F. Tattenham of Barbers Local No. 148 of San Francisco.

Whereas, The people of India are making valiant efforts to free their country from the tyrannical nation which is at present, and has for centuries, been oppressing that great nation; and

Whereas, India, like Ireland, has been reduced from a state of commercial prosperity to that of an impoverished land possessed of little industrial life and jealously isolated from the free nations of the earth; and

Whereas, It has ever been the principle of labor that every nation, especially one possessing such a glorious past as India, is eminently entitled to form and determine its own form of government; therefore, be it

Resolved, That we the delegates accredited to the Twenty-first Annual Convention of the California State Federation of Labor, hereby express our deep sympathy with the people of India in their struggle for freedom and hope that they may soon attain their objective; and be it further

Resolved, That copies of this resolution be forwarded to the State labor press

for insertion and to the Hindustan Gadar Party, 5 Wood Street, San Francisco.
The Committee reported favorably. Carried.

Proposition No. 50—Presented by Alexander Horr of Teamsters Union No. 22 of Stockton.

Whereas, The organized labor movements in France, Italy, England and Germany have taken the position that they are unalterably opposed to their governments making any additional aggressive moves to further the interests of imperialism by aiding and abetting Polish landlords in their invasion of their peaceful neighbor, the trades-union Republic of Russia; and

Whereas, Labor the world over is taking an attitude of resorting to the strike and boycott in order to counteract the effects of military action and the blockade by the Allies in favor of czarist and alien imperialism; and

Whereas, The imperialistic element in France has given full recognition to that arch-enemy of democracy, General Wrangel, a Baltic baron of German descent; and

Whereas, Soviet Russia has so far only demanded the right of conducting the affairs of the Russian workers within the limits set by the fundamentals of democracy; therefore be it

Resolved, By the California State Federation of Labor, in convention assembled, that pending action on the subject by both houses of Congress, we are opposed to the government of the United States entering into any entangling alliances with European imperialism, which might involve us in a war of aggression, in violation of the Fourteen Points laid down by Woodrow Wilson and the principles for which the World War was fought.

The Committee recommended adoption. Carried.

This completes the report of the Committee on Grievances.

Respectfully submitted,

W. E. BANKER, Chairman.

A. B. HASSEL,

EUGENE BURKE,

F. L. EMERY,

F. THOMAS,

Committee on Grievances.

REPORT OF COMMITTEE ON THANKS.

The Thanks Committee submitted the following report, which was adopted:
Fresno, October, 1920.

To the Officers and Delegates of the Twenty-first Annual Convention of the California State Federation of Labor.

Your committee on thanks wishes at this time, on behalf of the convention, to express our appreciation to the local committee for all the entertainment and courtesies which it has extended the delegates and guests of this convention during their stay in the city of Fresno.

We further wish to convey our thanks to the Rev. Thomas T. Giffen for the impressive invocation delivered at the opening of the convention. We wish also to thank Mayor William Toomey and Wiley Giffen, president of the California Associated Raisin Co., for their sincere words of welcome. We also tender to Judge H. F. Briggs our appreciation for his warm assurance of friendship to us.

To the press of Fresno, namely, the Republican, Herald and Labor News, and the members of their respective staffs who have so impartially reported the proceedings of this convention we extend our appreciation.

To the people of Fresno in general who have extended to us such uniform courtesy and hospitality we wish to express our sincere appreciation.

Your committee recommends that this report be printed in the official proceedings of the convention and that a copy be furnished the press of Fresno.

E. T. NELSON, Chairman.

E. B. HILLIER,

A. J. ROGERS,

WM. G. M'COOK, Secretary.

Committee on Thanks.

Delegate Tracy moved that the compensation of the delegate to the A. F. of L. Convention be left to the Executive Council. Carried.

The next order of business called for was the selection of the next convention city. Delegate Van Osten nominated Napa. Delegates Gravitt, Felciano, Mortensen and Leavitt seconded the nomination of Napa as the convention city. There being no further nominations, Napa City was declared the convention city for the 1921 session of the Federation.

Delegate Larrou moved that a rising vote be given to the members of the local Entertainment Committee, which was passed unanimously.

Delegate Johnson of the local committee responded on behalf of the committee. Delegate Doggett also responded on behalf of the Entertainment Committee and the citizens of Fresno.

Secretary Scharrenberg notified the delegates that the last day's proceedings would be mailed to their address.

President Murphy thanked the delegates for their uniform courtesy during the convention, after which the twenty-first annual convention of the Federation was declared closed.

PAUL SCHARRENBERG, Secretary.
G. E. MITCHELL, Assistant Secretary.

TABULATED STATEMENT ON ELECTION OF OFFICERS

FOR VICE-PRESIDENT

District No. 8

(1 to be elected)

	L. B. Leavitt	H. T. Gravitt		L. B. Leavitt	H. T. Gravitt
Bakersfield—			D. R. Terrell.....	72	72
Carpenters No. 743.			C. W. Vickers.....	72	72
Jas. E. Cremer.....	226		Millmen No. 1496.		
Retail Clerks No. 1217			S. L. Cowan.....	72	72
(128).			Stage Employes No. 158		
Hattie Starr	128		(20).		
Hod Carriers & Building			Jack Byers	20	
Laborers, No. 220.			Steam & Operating Engi-		
W. A. Starr	71		neers No. 336.		
Kern County Labor Council.			G. A. Onash	93	93
J. C. Harter	2		High School Teachers No.		
Kern River Oil Workers			72 (59).		
No. 19 (904).			Josephine Colby	59	
Heber Bradford	452		Teamsters No. 431.		
J. T. Critchfield	452		A. D. Strong	258	258
Musicians No. 263.			Typographical No. 144 (50).		
J. M. McIntosh.....	4	48	C. E. Turner	25	25
Railway Carmen No. 637.			J. E. Rhoten	25	25
Sam Barton	168	168	Groveland—		
Teamsters No. 280.			Miners & Tunnel Workers		
H. H. Dingman.....	142	142	No. 45.		
Typographical No. 439.			Jas. Giambruno	238	238
Coral F. Roberts	38	38	Long Beach—		
Brea—			Carpenters No. 710 (518).		
Oil Workers No. 27.			H. F. Leseman	518	518
Frank B. Guard	849	849	Lost Hills—		
Coalinga—			Oil Workers No. 1.		
Oil Workers No. 2 (1708).			J. C. Coulter	550	550
W. J. Yarrow	1708		Los Angeles—		
Colusa—			Barbers No. 295 (225).		
Carpenters No. 1481 (79).			J. H. Marble.....	113	113
Geo. Mannee	40	40	Fred L. Weathers	112	112
T. K. Thompson	39	39	Bricklayers No. 2		
Eureka—			E. C. Gish	139	139
Cooks & Waiters No. 220.			Carpenters No. 426 (736).		
Ella Boyd	89	89	Chas. Arisman	736	736
Timberworkers No. 12.			Cooks No. 468 (432).		
Clarence A. Kelley	291	291	George F. Devereaux	216	216
Typographical No. 207.			Al. C. Beck	216	216
Geo. Keeling	25	25	Garment Workers No. 125		
Fresno—			Mrs. Jennie C. Haisch	300	300
Bakers No. 43 (99).			Heat & Frost Insulators		
Alfred Kromer	50	50	and Asbestos Work-		
Peter Dupulch	49	49	ers No. 5.		
Barbers No. 333.			Guy De Pledge.....	31	31
S. F. Baxter	101	101	Central Labor Council (2).		
Building & Common La-			A. B. Hassel	1	1
borers No. 135 (44).			Seth R. Brown	1	1
H. Wartel	15	15	Meat Cutters No. 265.		
John Campbell	15	15	David D. Love	302	302
Martin Connell	14	14	Painters No. 202.		
Carpenters No. 701 (694).			Chas. M. Campbell	297	297
W. E. Banker	694		Pattern Makers Association		
Cooks & Waiters No. 62			(67).		
P. E. Dempsey	66	66	E. L. Bruck	34	34
Harry Wiggin	66	66	J. W. Buzzell	33	33
J. J. O'Brien	65	65	Post Office Clerks No. 64.		
Fruit Workers No. 16688			O. B. Armstrong	270	270
(17).			Plumbers & Steam Fitters		
Fay L. Isham	8	8	No. 78 (250).		
Hod Carriers No. 294.			A. G. Work	125	125
W. F. Little.....	217	217	C. Hardin	125	125
Iron Workers No. 155.			Stenographers, Typewriters,		
Chas. Pilgrim	5	5	Bookkeepers No. 15251.		
Laundry Workers No. 86			Earle G. Clarke	18	18
(211).			Teamsters No. 208.		
Geo. T. Johnson.....	211		William A. Vanna	418	418
Machinists No. 653 (217).			Typographical No. 174 (475).		
C. H. Chambers.....	73	73	H. M. Tedford	238	238
			Chas. T. Scott	237	237

Maricopa—			San Diego—		
Oil Workers No. 18 (442).			Carpenters No. 1296.		
C. D. Robinson	221	221	Frank Thomas	452	452
N. M. Kirkpatrick.....	221	221	Federated Trades & Labor		
Martinez—			Council.		
Oil Workers No. 5.			E. F. Nelson	2	2
Edward Coyle	100	100	San Francisco—		
Mather—			Alaska Fishermen's Union.		
Timberworkers No. 166.			I. N. Hylen	1500	1500
Roy T. Whitto	142	142	Bakers No. 24.		
McKittrick—			Edmund Hensel	787	787
Oil Workers No. 24.			Bakery Wagon Drivers No.		
Barney D'Arcy	273	273	484 (350).		
Modesto—			Geo. G. Kidwell	175	175
Barbers No. 24.			E. E. Currie	175	175
Mat Malone	25	25	Barbers No. 148 (800).		
Hol Carriers No. 544.			L. Keller	134	134
Wm. Musick	71	71	Henry Hilker	134	134
Napa—			O. E. Freeman	133	133
Garment Workers No. 137.			Stanley Roman	133	133
A. L. Lawson	76	76	Roe H. Baker	133	133
Central Labor Council.			Daniel F. Tattenham	133	133
Thos. D. Van Osten.....	2	2	Bartenders No. 41.		
State Hospital Employees			Dan P. Regan	321	321
No. 15631.			Bear Drivers No. 227.		
W. H. Townsend	152	152	Jos. Luttringer	325	325
Teamsters No. 619.			Blacksmiths No. 168.		
E. E. Hawkins	27	27	J. J. McTiernan	200	200
Oakland—			Bookbinders No. 31-125.		
Barbers No. 134.			Thomas P. Garrity.....	450	450
Frank B. Berry	200	200	Bottlers No. 293.		
Bollermakers No. 233.			A. J. Rogers	400	400
F. L. Emery	318	318	Butchers No. 115.		
Carpenters No. 36.			W. S. Maxwell	400	400
N. H. Tallentire	760	760	Carpenters No. 22 (1259).		
Cooks & Waiters No. 31.			W. W. Lawler	1259	1259
Joe Sheldon	500	500	Carpenters No. 483 (904).		
Electrical Workers No. 895.			Thos. E. Zant	452	452
James A. Himmel.....	197	197	A. B. Cummings	452	452
Machinists No. 284.			Cooks No. 44 (1155).		
W. Cartmell	1000	1000	Joseph Depool	578	578
Milk Wagon Drivers No.			Joseph P. Bader	577	577
302.			Cooks Helpers No. 110.		
Andy C. Mortensen.....	225	225	Ed. Fennessy	478	478
Moving Picture Operators			Coopers No. 65 (346).		
No. 169 (45).			Herman Mahler	173	173
B. F. Gavica	23	23	Carl Priegnitz	173	173
J. H. Gillard	22	22	Electrical Workers No. 6.		
Painters No. 127.			Wm. H. Urmey	258	258
F. H. Pratt	505	505	L. C. Grasser	257	257
Stage Employees No. 107			Electrical Workers No. 151.		
(47).			Geo. Flatley	475	475
John F. Kieley	24	24	Ferryboatmen's Union.		
Frank C. Casey	23	23	Fred F. Kinney	770	770
Street Carmen No. 192			Garment Workers No. 131		
(1000).			(500).		
Ben Bowbeer	334	334	Lizzie Porpell	250	250
Wm. A. Martin	333	333	Nellie Case	250	250
Michael J. Corr	333	333	Glass Bottle Blowers No. 22.		
Teamsters No. 70 (400).			J. C. Hawkins	131	131
R. F. Murray	134	134	Labor Council (2).		
Frank Higuera	133	133	Daniel P. Haggerty..	2	2
Donald Witt	133	133	United Laborers No. 1		
Material Teamsters No. 577.			Wm. F. Dwyer	400	400
Jos. H. Ravmos	108	108	Laundry Workers No. 26		
Typographical No. 36.			(1500).		
W. T. Drake	261	261	Anna Brown	250	250
Pasadena—			Nellie Victor	250	250
Plumbers No. 280.			Ed. Flatley	250	250
E. B. Hillier	65	65	Chas. Childs	250	250
Printing Pressmen No. 155.			Chas. Hawley	250	250
Robert E. Wright	13	13	D. J. Gorman	250	250
Petaluma—			Letter Carriers No. 214.		
Central Labor Council (2).			John C. Daly	476	476
W. M. Smith	1	1	Machinists No. 68 (3000).		
W. B. Adleman	1	1	E. H. Misner	1500	1500
Typographical No. 600.			Charles Blackmer	1500	1500
H. T. Gravitt	17	17	Masters, Mates & Pilots		
Richmond—			No. 40.		
Labor Union No. 443.			H. F. Strother	476	476
A. P. Tyler	46	46	Marine Cooks & Stewards		
Sacramento—			Assn.		
Barbers No. 112.			Eugene Burke	1000	1000
E. C. Fuller	115	115	Marine Firemen, Oilers &		
Federated Trades Council			Watertenders (2000).		
(2).			John Clarke	2000	2000
Robert L. Ennis	2	2	Metal Polishers No. 128.		
Cooks & Waiters No. 561.			Michael H. Stafford..	60	60
C. T. Peterson	349	349	Milk Wagon Drivers No.		
Machinists No. 33.			276 (498).		
J. J. Glacklin	500	500	R. P. Herne	249	249
Street Carmen No. 256.			J. J. Rusk	249	249
R. W. Titherington..	175	175			

Molders No. 164.			
James H. Doyle	650	650	
Moving Picture Operators No. 162.			
Anthony L. Noriega	100	100	
Musicians No. 6 (1187).			
Walter A. Weber	396	396	
J. J. Matheson	396	396	
Clarence H. King	395	395	
Office Employes No. 13188.			
Helen Quinn	200	200	
Photographic Workers No. 17061.			
Rene Whaite	18	18	
Pile Drivers and Bridge Builders No. 34 (500).			
D. A. Kain	250	250	
P. P. Henry	250	250	
Post Office Clerks No. 2.			
Carl T. Friswold	434	434	
Web Pressmen No. 4.			
Daniel C. Murphy	120	120	
Riggers & Stevedores No. 38-33.			
Thomas A. Maloney..	250	250	
Sailors Union of the Pacific (2000).			
Ed. Andersen	1667	1667	
C. F. May	333	333	
Stage Employes No. 16 (121).			
Steven B. Newman....	61	61	
F. B. Williams	60	60	
Street Carmen No. 518 (700).			
John McDonald	234	234	
Daniel Hanley	233	233	
Bernard Doyle	233	233	
Teamsters No. 85 (1500).			
James E. Wilson.....	250	250	
Jas. E. Hopkins	250	250	
Edward Fitzpatrick... 250	250	250	
William Blundell..... 250	250	250	
Michael O'Toole	250	250	
William McShane	250	250	
Typographical No. 21 (875).			
George H. Knell	438	438	
Arthur S. Howe	437	437	
Upholsters No. 28.			
B. B. Rosenthal	100	100	
Varnishers & Polishers No. 134.			
J. Tuite	136	136	
Waiters No. 30.			
J. Weinberger	1587	1587	
Warehouse & Cereal Work- ers No. 38-44.			
Thos. Comber	750	750	
San Jose—			
Building and Common La- borers.			
James Pinegar	138	138	
Millmen No. 262.			
Wilber H. Johnson....	358	358	
Central Labor Council (2).			
Wm. Wilson	2	2	
Teamsters No. 287.			
I. Inostrazo	121	121	
Material Teamsters No. 279.			
E. A. Hafely	158	158	
Typographical No. 231.			
Wm. S. Darrow	81	81	
Santa Maria—			
Orcutt Oil Workers No. 12.			
F. C. Brown	1008	1008	
San Pedro—			
Carpenters No. 1140.			
H. E. Dikeman	212	212	
Santa Rosa—			
Central Labor Council (2).			
J. J. Reilly	1	1	
John Felciano	1	1	
Selma—			
Fruit Workers No. 16860 (70).			
Erma Cline	70	70	
Stockton—			
Central Labor Council.			
Wm. McClellan Cook ..	2	2	
Cooks & Waiters No. 572 (165).			
Myrtle Van Pelt	165	165	
Musicians No. 189 (145).			
Clarence Leonard	145	145	
Street Carmen No. 276.			
Geo. A. Dean	75	75	
Teamsters No. 22.			
A. Horr	136	136	
Taft—			
Carpenters No. 1774 (77).			
J. C. Reasnor	39	39	
O. P. Buchanan	38	38	
Oil Workers No. 6.			
Geo. S. Taylor	910	910	
Vallejo—			
Central Labor Council (2).			
Wm. J. Mitchell	2	2	
Mechanists No. 252.			
W. E. Botkins.....	825	825	
Plumbers No. 343.			
James Sheeche	52	52	
Weed—			
Timberworkers No. 114.			
Ival Whitney	752	752	
Whittier—			
Oil Workers No. 7.			
Chas. E. DeLancy	201	201	

REPORTS OF OFFICERS

REPORT OF PRESIDENT

San Francisco, September 22, 1920.

To the Twenty-first Annual Convention of the
California State Federation of Labor.

Greeting:

The events of the past year have been more important to trade-unionists than has been the case for many years. Due to the ever increasing cost of living many industrial disputes have occurred. In many cases employers have attempted to conceal their efforts to keep wages at a low standard by announcing that they intended to establish the so-called "American" plan in industry.

The time-worn propaganda that "every man is entitled to work for whomsoever he pleases for whatever wages he pleases" and the various other pronouncements so familiar to the ears of trade unionists were very freely used, with the result that it is generally understood that the so-called American plan in industry means the open shop. In this connection it is pleasing to note that the majority of employers that have been doing business with their organized employees are satisfied to continue the pleasant relationship that exists.

Probably the most notable exceptions are the employers in the ship-building industry. Due to a flagrant breach of contract by the employers the entire iron ship building industry of the State was tied up for many months, the men returning to work with their organizations intact.

Complying with the instructions of the last convention, the Executive Council sent out a request for financial assistance from affiliated unions and all moneys collected were turned over to the representatives of the strikers as per report submitted by the Secretary.

While this shipyard strike was by far the most important that took place the officers of the Federation were called upon to assist in many other disputes with employers.

The workers on the Hetch Hetchy project have kept Vice-President Giambruno busy during all of the past year, and a word of approval is due him for his untiring efforts. Wage increases have been secured for the various kinds of labor employed on the project. An interesting sidelight on the one big union was brought out by the formation of an organization on the Hetch Hetchy. It appears that several machinists, boilermakers and some others were taken into an industrial union, whereupon the city authorities in San Francisco were notified that the various craft unions were the ones that should be recognized as representing these mechanics.

The officers of the Federation also assisted the strike in Petaluma, which was a very long drawn out contest and very bitterly fought. The reports of Organizer Doyle and Vice-President Leavitt give the details of this controversy.

A great deal of confusion was caused by the boycott on Standard Oil Company products. Several of the unions in the oil district adopted resolutions demanding that the Executive Council lift the boycott, but as this could not be done without the consent of those at whose instance the boycott had been levied, the action of the last convention stands.

Organization of Teachers.

For quite some time it has been apparent that a strong effort is being made to prevent teachers from organizing into unions.

Knowing that this is a right guaranteed to all citizens of the State, the Executive Council has extended assistance whenever possible, and has urged Central Labor Councils throughout the State to be alert to prevent or to oppose attacks upon the rights of teachers to affiliate with Organized Labor. The necessity for prompt action will be understood when it is explained that in several instances school authorities have discharged teachers for no other reason except that they have joined a labor union.

Employment Agency Initiative.

For the purpose of abating the grafting employment agency evil an attempt was made to secure sufficient signatures to place on the ballot a proposition that would limit the fee that might be charged to ten per cent of the first month's salary.

In order to guard against any misunderstanding it was explained that this was the most that could be accomplished. There is a decision of the U. S. Supreme Court

that prevents the elimination of private employment agencies entirely, and in California a decision in 1901 practically prevents their regulation.

It was believed, however, that the proposed measure would "stand up" in court and would bring relief to those that are compelled to patronize employment agencies that are being operated for profit.

Notwithstanding these facts several affiliated unions refused to endorse the proposition and so notified the office of the Federation. To these misunderstandings can be attributed the failure to secure the 55,094 signatures necessary to place the proposition on the ballot.

California Oriental Exclusion League.

In harmony with the intent of several resolutions adopted at the last convention the Executive Council took an active part in the formation of the California Oriental Exclusion League.

Active assistance was rendered in circulating the Initiative Petition which received more than a sufficient number of signatures and will appear on the ballot at the November election. The principal features of this Initiative may be summarized as follows:

Under existing California law, land owning by aliens not eligible to citizenship is prohibited, and the leasing of land to such people is limited to a maximum of three years.

It is now proposed to stop leasing entirely. If you can limit, as now, you can prohibit absolutely, as proposed. Land leasing, as now practiced, with renewals and subterfuges, is practically as bad as the outright ownership of land. Further, it is proposed to put a stop to such rank evasions of the California land laws as recently were brought to light where elder Japanese not eligible to citizenship were manipulating the affairs of minor Japanese children—born here and therefore citizens—through guardianships and trusteeships, to their own advantage and in absolute defiance of the laws of California.

Also, it is proposed to put a stop to evasions of our land laws through the control or ownership of stock in corporations dealing in land, a common practice at present and a very dangerous one.

Finally, provision is made for the escheat to the State of land illegally held as defined in this amendment; and punishment is provided where conspiracy can be proved against two or more people to evade the provisions of the law. This would include the white seller as well as the brown or yellow buyer.

Once or twice it has been intimated that the above mentioned changes in the land law do not concern the workers in the cities. It should be borne in mind, however, that agriculture is the basic industry of all industries, and in California it is pre-eminently so, leading all others in value of production by \$500,000,000 annually. So the question is: Shall the Japanese control this output and reap the profits, or the white people? Shall the Japanese dominate, or the white people?

The Executive Council appropriated \$100 from the Federation's funds to the California Oriental Exclusion League.

The Anti-Syndicalist Law.

The Anti-syndicalist proposition failed to receive sufficient signatures to obtain a place on the ballot. The Executive Council of the Federation refused to endorse the initiative, believing that it would meet with certain defeat. However, this did not deter those behind the proposition from using the name of the Federation when attempting to secure signatures. Once and for all the organized labor movement of the State should declare against these Leagues, Associations, etc., that attempt to use the labor movement with or without its consent.

At the meeting of the Executive Council of January 11, 1920, notice was taken of circular letters sent out by the Labor Defense League of California. Many of the affiliated unions had asked for information concerning this League and in response to these inquiries unions were advised (by unanimous vote of the Council) "that the State Federation of Labor is on record for the repeal of the so-called Criminal Syndicalism law; further, that the Federation will issue a call for funds whenever a California trade-unionist is prosecuted under that law for expounding the principles and policies of the American Federation of Labor; further, that the Executive Council does not approve the organization of dual bodies for the above purpose and cannot consistently endorse the soliciting of funds by such defense leagues or similar dual societies."

Notwithstanding this action by the Federation the Labor Defense League proceeded to solicit funds from affiliated unions, and suggested that the amount of two dollars from each member would be about right to cover expenses. This sort of thing confuses members of affiliated unions to such an extent that even propositions regularly approved by the Federation do not receive the consideration they deserve. Added strength, also, is given to those who are attempting to raise the percentage of

signatures necessary to put a proposition before the people. Attention is being called to the fact that questions upon which the people have voted several times are brought forward again and again.

This is a serious situation. The Initiative is in jeopardy, because raising the percentage of signatures is tantamount to a repeal of the law.

The "Better Americans" and Others.

In the ordinary run of things, it is to be expected that criticism will be made of men and measures. In fact, when it comes with good intention on the part of those making it criticism is helpful and welcome. But a comparison of some of the criticisms recently made is quite interesting. In the southern part of the State there is an organization that calls itself the "Better America Federation." The name in itself will cause trade unionists to look for the "Patrioteer" like the proverbial nigger in the woodpile. It has the same sound and certainly the same purpose as the so-called "American" plan. These patriotic titles are deliberately chosen for the purpose of dubbing any who oppose the real objects of these organizations as unpatriotic. It became necessary to adopt legislation to prevent desecration of the flag by unscrupulous manufacturers who used it for advertising purposes, and it has become necessary now to offset the activities of these organizations that propose to take away the rights of organized workers. The "Better America Federation" has published an attack on Secretary Scharrenberg in which they accuse him of being in sympathy with the I. W. W., and that he "has supported anarchistic murderers" like Mooney, Billings, Ford and Suhr.

On the other hand the Executive Council of this Federation was severely criticised by the extremists inside the Labor movement because of the adoption of a resolution, introduced by Secretary Scharrenberg, "endorsing the purposes of the American Legion as set forth in its constitution."

Between extremes—the ultra-conservatives and the ultra-radicals—the organized labor movement is making safe and certain progress. The policy of the California State Federation of Labor is determined by its annual conventions. The course mapped out has been followed by the Executive Council regardless of influences within or without the Labor movement.

Non-Partisan Policy.

In accordance with the expressed wish of the American Federation of Labor the Executive Council has co-operated with the various non-partisan committees throughout the State, and has supplied the records of candidates that are seeking re-election, bearing in mind the slogan of Labor, "Reward your friends and defeat your enemies, whenever and wherever possible."

In closing I want to say a word concerning the members of the Executive Council. It has been a pleasure and a privilege to work with them for the interest of Labor throughout the State. The Federation's growth has been such that even greater and better accomplishments are possible, but the affairs of the Federation must be directed from within and not from without the organization.

Fraternally submitted,

DANIEL C. MURPHY, President.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 1.

San Diego, Cal., September 11, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor,
Greeting:

As Vice President of District No. 1, I hereby present my annual report. While handicapped by my vocation, that of a Moving Picture Operator and being so short of men in this line have been unable until lately to arrange to get off nights to attend meetings of the various crafts; still I have been able to keep in touch with the situation and lend help and advice where needed.

During the circulation of the initiative petition on Employment Agencies, I was still further handicapped by the serious illness of my wife and Organizer Buzzell did most of the work, which was a difficult undertaking and the Labor movement here took very little interest in it, and most of the signatures were obtained outside and which fell considerably short of the quota, but at that, did very well in comparison with other petitions circulated and with much better organized forces for that particular purpose.

The Open Shop movement which was very active for a time, made quite a display and really had the reactive effect of strengthening the organized movement, as it spurred the organizations to real work, with the result that the unfair lists have rather decreased in comparison, with the number of business organiza-

tions, the same old unfair firms are the open shop advocates and the substantial and progressive ones apologize for any slip they make in employing any but union men.

Those who did take an active part in the open-shop movement, have been repaid with general scorn and loss of standing in the community, leaving organized Labor the gainer in every way and on Labor Day the public lined the streets for more than a mile to witness the largest and best Labor Day Parade, ever held here. Not only more men in line, but the personnel was wonderful; every man proud and showing prosperity and the old Exposition Grounds, where the exercises were held, were jammed with visitors, showing the interest the people took in the occasion.

All the older organizations have their jurisdictions well in hand, having had the assistance of their several international organizers, and while several new unions have been organized, and are in a thriving condition, there are none going backwards and in every way it has been the most prosperous year of our organizations.

The Building Trades have been able to win on every hand and the non-union man is having a hard time to get along.

New scales have been presented and in every case a gain made. Organizer Buzzell did some very fine work while here and made a good and lasting impression, and he would be able to help matters with the State Federation if he were allowed to come for a longer stay and it would be a general benefit all around.

Always at your service, most sincerely and Fraternally Yours,

S. H. METCALF.

REPORT OF VICE PRESIDENT FOR DISTRICT NO. 2.

Los Angeles, California, September 25, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor.

Greeting:

Since the last session of the California State Federation of Labor, the Electrotypers withdrew from the Stereotypers No. 58, and are now known as Electrotypers Union No. 137.

Boiler Makers No. 723 is another new local and is going fine, having secured over four hundred members since organizing. They are a railroad local.

Coppersmiths is another new local and is coming along nicely.

Los Angeles Lodge of Brotherhood of Railway Carmen is another outgrowth of former Local No. 644 whose charter was revoked by Organizer Roberts, owing to their O. B. U. activities. They are making splendid growth.

Local No. 61,370 and No. 851 I. B. E. U. consolidated, and are now known as Local No. 18 and under the leadership of M. C. Mohen, is making splendid progress.

Wood Carvers have a 100% organization of the men in their craft, doing very well for Los Angeles, getting 100% in less than one year.

The Auto Mechanics have recently got together and are making very good progress.

Ornamental Plasterers No. 360 is another new Union, and are also making splendid progress.

Garment Cutters Local No. 36, affiliated with the United Garment Workers, have a good live local and are doing splendid work in the local field.

The Blacksmiths International Union has organizer L. L. Fielding in the field who is endeavoring to organize all of the workers in that line. He has plans mapped out for an extensive campaign.

The Metal Trades Council had a very serious set-back, through their troubles in the Shipyards, but are again coming to the front.

The Labor Temple Association started a drive last February to sell 1000 one hundred-dollar Labor Temple notes bearing 6% interest. It succeeded in selling 680 of them, leaving 320 yet to be disposed of. It is a very good showing to date. The drive will continue until all have been sold.

The Central Labor Council has established a Precinct organization which is used both economically and politically. At the recent election some good work was done, but owing to the lethargy displayed by the rank and file, the Labor candidates were eliminated at the primaries. However, it was demonstrated that good work can be accomplished by that organization with the proper support.

The Building Trades Council in Los Angeles has grown over 100% in mem-

bership. The solidarity displayed by that Council should be a good object lesson for all department councils to follow.

The Culinary workers are going ahead splendidly, particularly the Cooks' Union. In less than two years they have grown from a mere handful of members in the Union, and a few in what was known as an Association, to over six hundred members. The progress made, the Cooks should be a splendid example to the Waiters of Los Angeles to get together in one Union in place of working under the same conditions as applied to the Cooks.

The Allied Printing Trades Unions have secured increases in wages and better working conditions through their system of conferences with their employers.

Fraternaly submitted.

E. L. BRUCK.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 3.

Fresno, Cal., September 14, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor,
Greeting:

In making a report for this District, I am at a loss to know how to make one that is anywhere complete for the whole district, inasmuch as it has been impossible for me to visit or keep closely in touch with all parts of it.

What little time I have been able to devote to the Federation affairs, has mostly been in and around Fresno. Many new locals have been organized throughout the district, several in places that heretofore have had no union affiliations.

The spirit for organization has been active in Selma, Kingsburg, Visalia, Tulare, Dinuba and Porterville, and a great deal more can be done.

Central Labor Councils have been established in Visalia, Porterville and Selma; each taking the district and towns nearest them and much good will result.

Bakersfield and surrounding oil fields are progressing in fine shape. Coalinga is as active as ever.

Wages and working conditions have been materially improved throughout and there has been plenty of work for everyone during the past year. Most every local has increased in membership and all are in better shape, financially.

While some trouble has been encountered, due to the spirit that is general all over the country to break up organized labor, this district, as a whole, has had nothing to complain of.

The support that we have received from the Fresno papers has helped in no small degree.

The following locals have been recently organized: Gas and Water Workers in Fresno; School Teachers and Laundry Workers in Selma; Carpenters and Painters in Kingsburg; Laundry Workers Cooks and Waiters in Visalia; Teamsters and Fruit Workers in Dinuba; Teamsters and Carpenters in Porterville.

The Fruit Workers have a campaign on with the hope of forming an international by Fall and is being worked under the able supervision of Brother Chas. Taylor, General Organizer of the American Federation of Labor.

The Teachers Federation received a serious set back when three of the most prominent in the locals of Fresno were discharged at the close of the last term, this being done in a way that was practically a notice to the rest of them to keep out of union affairs, but this we believe, has to a certain extent been overcome and at this time the two locals are still intact with a loss of very few members.

A matter that has caused considerable suffering and trouble has resulted from the promiscuous advertising for help in the fruit industry in the San Joaquin Valley. Advertisements have appeared in various papers of the State calling for workers for handling the fruit crops thirty to forty days before needed, with the result that while families have gone to various centers with only money enough to keep them on the way, then finding there was no work to be had for another thirty days or so. This has worked a hardship not only on them, but on the communities where they assembled.

These advertisements seem to have no particular sponsor, as far as we can find out. The idea seems to be to have as many people on hand as possible when needed, caring nothing about them in the meantime. This is not only true of San Joaquin valley, but also of other parts of the State. This spring ads appeared in the Fresno papers that 7000 men were wanted in Imperial Valley to gather the melon crop, when as a matter of fact, the crop was only 40 per cent. normal and those who usually go there could be employed. An unusual number of Mexicans and Japanese have been brought in this year.

During the Street Carmen's strike in Fresno the public supported the strikers most loyally, refusing to ride on the cars as long as we were able to furnish jitney transportation which was finally forced out of business by our City Trustees, who are most favorably inclined to the Traction Company. But for over six weeks, not a baker's dozen rode in the cars.

Thanking each and every one for the support I have received during the year, and wishing you all a most prosperous year, I am

Yours Fraternally,

W. E. BANKER.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 5.

San Jose, California, September 23, 1920.

To the Officers and Members of the Twenty-first Annual Convention, Fresno, California.—Greeting:

The Affiliated Unions in the Fifth District are stronger today than they have even been. They are enjoying better wages and better conditions than they ever enjoyed before.

We have been absolutely free from industrial depression, and in the main, free from labor disputes or trouble of any kind.

Nearly every organization affiliated with our Central bodies has secured for its members substantial wage increases, the wages now being paid ranking with the highest paid in the State.

The Automobile Mechanics' Union with over one hundred members, was organized since the last meeting of the California State Federation, and has succeeded in establishing in that trade, where heretofore no minimum wage existed, a definite wage scale for all classes of work. To do this it was necessary for the organization to open a co-operative shop which is at the present time doing a most flourishing business, while the shops of the firms locking their men out have very little to do.

The program of the Non-Partisan Committee of the American Federation of Labor was followed very conscientiously and enthusiastically by our membership and we were successful at the polls, losing but one local candidate.

Organizer Jas. Doyle did splendid work in the district from time to time, and aided the organizations wherever possible.

The prospects, generally speaking, are most satisfactory, and we feel assured of even greater activity and progress during the coming year.

Very fraternally submitted,

WALTER G. MATHEWSON.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 6.

Oakland, Cal., September 11, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor, Greetings:

I herewith submit my report ending October 4, 1920.

Since the last Convention, there has been very little new organization in this locality, for the field is pretty much covered in that respect.

Organized Labor, in very near every branch, have increased their wage and bettered their working conditions, without resorting to strikes.

The Boilermakers Union Local 233, voted to return to work on June 13th last. Prior to going on strike, they had a membership of 10,397 members, losing through their strike about eight or nine thousand men. The condition under which they are working at the present time is very unsatisfactory.

The Butchers' Union returned to work, gaining a slight increase in wages, but like the Boilermakers, their settlement seems to be unsatisfactory, but I believe with careful and conservative handling, the both Unions will come out all right.

The Tailors' Union are about in the same condition in this locality, as they are in every other section of the state.

The Labor Temple in Oakland is fast becoming a realization. The Temple Association has had the old building on the site of the new temple, temporarily remodeled and as many organizations as possible have taken possession, and in the course of a year or so, Oakland will have one of the grandest structures of its kind, in the United States of America. The Building Trades and the Central Labor Council are working in very close co-operation both in a political and economic way and everything I assure you looks very promising.

Respectfully submitted,

R. F. MURRAY.

REPORT OF VICE-PRESIDENT DISTRICT NO. 7.

Richmond, Cal., Sept. 23, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor.
Greeting:

I herewith submit my report for the term ending October 4, 1920.

In the past year two more unions have been organized in Contra Costa County. In the last thirty days the cooks and waiters have been organized in Richmond and affiliated with Local 31 of Oakland. This has been a very tedious job as so many times before this, the same thing has been attempted and failed. The retail clerks have a splendid organization here and are getting all of their demands. All stores close at 6 p. m. The butchers and meat cutters are well organized in the County, except Pittsburg, where it seems that they do not believe in organization. Laundry workers are doing nicely in Richmond. Not a non-union laundry is here except one Japanese, and he could be easily handled if the so-called card men would not patronize him. Potters are one hundred per cent. in line and are sure some workers for organized labor. The molders in Richmond, about fifty in number, asked the Council to get them a charter. The organizers were instructed to use their best efforts in their behalf.

The Northern part of Contra Costa County, except Bay Point needs constant attention as there are so many corporations on the waterfront, and they are constantly expressing themselves as believing in, and working under the so-called "American Plan." The Labor Council of Martinez is doing worlds of good in that part of the County, but there is a hard battle to be fought to educate the workers in unionism.

In the Building Trades in and around Richmond, union work prevails. In the northern part of the County results are being obtained that were thought impossible several years ago.

All in all organized labor in Contra Costa County is making good. Harmony prevails, and when you come to think of the miles of waterfront there is in this County you must know that only through hard work and co-operation progress can be made for the workers.

Respectfully submitted.

FRED W. HECKMAN.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 8.

September 13, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor.
Greetings:

I hereby submit my report for the term ending October 4, 1920.

During the past year Organized Labor in the city of Vallejo and vicinity has continued the same healthy growth that was reported at the last Convention. At the present time Organized Labor is engaged in the work of building a new \$75,000 Labor Temple. A lot has been purchased and the old building has been moved to a new location. The new temple is now under the course of construction. This building will be built and owned by Organized Labor, and not one dollar will be asked from anyone outside of Labor. The Central Council, Building Trades Council and Metal Trades Council are working in harmony with the Labor Temple Directors to make this new building a monument to Labor.

On the 6th of June, a Co-operative store was opened up with a capital stock of \$5,000, owned entirely by Organized Labor and so far it has proved a great success.

On the 8th of November, the Cooks and Waiters were locked out by the Proprietors of the Restaurant Owners' Association, who were backed up by the Vallejo Chamber of Commerce. This fight lasted for four months. Twelve injunctions were issued against the members of the Cooks and Waiters, and they were haled into Court. Several hearings were held and postponed from time to time, and by the help of the Central Labor Council a victory was gained and the Cooks and Waiters obtained everything they asked for. All Restaurants signed up for Closed Shop.

In the past year in Vallejo two new Unions have been formed: the Plasterers, Cement Finishers and Bill Posters. The Building Trades Crafts have made great gains in the way of increasing the membership; also they have increased their wage scales, running from two to three dollars a day. Also they are to work only five days a week, commencing from the First of January, 1921.

All of the Trades in Vallejo are in a fairly good condition. The Butchers' have increased their wages from forty to fifty dollars a week. In Napa, several

Unions have been organized. The Plumbers, Plasterers and Building Laborers in that city are now organized. Great progress has been shown among all the organizations. From one to two dollars a day increase in wages and shorter hours have been obtained.

A joint Labor Day Celebration by Organized Labor of Napa and Vallejo was held in Napa on Labor Day, which proved to be a great success. Prominent speakers were in attendance. Mr. Aaron Sapiro from San Francisco; Hon. John S. Chambers, State Controller, and Joseph W. Kelly, International Organizer of Machinists, gave a very able discourse for Organized Labor. A great number of people were in attendance and this day proved to be both instructive and of great enjoyment to Organized Labor in this vicinity.

Petaluma has just passed through a battle for an eight-hour day, for an increase in wages and a union shop. On April 12th, the Teamsters and Cereal Workers made a request for a raise in pay and a Closed Shop. The Employers refused to meet them as an Organization and also refused to meet the Executive Board of the Central Council, or anyone at that time. They at last made the stand that they would deal with the men as individuals. They also stated that they would break all Unions in Sonoma County. The Locals then went out on strike in June, to force their request. They were out for nine weeks, and at last the Employers agreed to meet a Committee from the Council and the Representatives of the Teamsters and Cereal Workers. They made a settlement on August 14th. The Unions agreed to go back to work for \$4.62½ for eight hours labor, but also agreed to work one hour for straight time. That will allow part of the crew to go to work at 7:00 A. M. to load teams. They did not get a Closed Shop, but the Employers signed an agreement and recognized the Unions.

On May 3rd the Building and Common Laborers received a raise of fifty cents a day and Carpenters, one dollar a day. The Barbers asked for and received a raise of from twenty-five to thirty dollars per week. The Garment Workers were organized in March and are doing nicely. All other unions are doing well. Petaluma and Santa Rosa held a Joint Labor Day Celebration in Petaluma which proved successful in every way.

In Santa Rosa during the last year a Machinist Local No. 1527 was organized with twenty Charter Members, which now numbers over thirty members. Retail Clerks reorganized with thirty members and now have over sixty paid-up members. Hod Carriers Local No. 139 have increased their membership to something like thirty per cent and their organization is now one of the best organizations in Santa Rosa. Most Unions have gained in membership in the last year with the exception of the Unions who depend on the Building Trades Workers, for instance, the Building Material Teamsters.

A few weeks ago the bosses of the lumber yards notified their employes that they would have to leave their unions or their jobs. This was brought to the attention of the Central Council. The Council brought the matter to the attention of the Building Trades Council as to how far the Building Trades would support the men if they refuse to comply with the request of the bosses. The Building Trades got in touch with P. H. McCarthy, who notified them not to support the men and to accept lumber from anybody, whether union men or not. If such conditions as this go unchallenged, it is any wonder that the conditions of the worker are not any better?

In a few days, the Cooks and Waiters expect to organize. At this time, things look very favorable to that end.

The union conditions in San Rafael are fairly good, so far as I know at this time.

With the earnest wish that your deliberations will be of lasting benefit to the labor movement of our state, I am

Fraternally yours,

L. B. LEAVITT.

REPORT OF VICE-PRESIDENTS FOR DISTRICT NO. 9.

San Francisco, September 18, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor, Greetings:

The Vice-Presidents of this district report as follows:

The labor organizations of San Francisco collectively are stronger at present than at any other time in the history of the movement here.

At the last convention, delegates representing unions affiliated with the Iron Trades Council, informed the assemblage of the trouble with their employers, which later developed into what has been called the ship yard strike or lockout. The

employers believed the time and opportunity for inaugurating the so-called American plan had come. The American plan, according to their literature, is to have an arbitration board composed of five members selected from their number by the employees and five selected from the foremen, and in case they cannot agree the manager shall select one member. This plan is nothing more than the open shop under a new name. The unions fought well, practically all the shops in San Francisco having been organized. \$340,000 was collected to help them during the strike; \$110,000 was collected from the Labor Council; \$90,000 from the Building Trades Council and \$140,000 from outside sources.

Another strenuous struggle between employers and employees was on the Water Front where the employers sought to disrupt the old union by organizing a union of their own for Riggers and Stevedores. We are pleased to state that they have not succeeded in their purpose. The Riggers and Stevedores' Union is holding its membership. There will be a conference in New York in September, 1920, that is expected to be of benefit to their organization.

The Labor Publicity Committee is advertising the fact that the Emporium is unfair to the Labor Movement, as it denies to its employees the right to belong to a labor union, where they would enjoy union conditions. There are twelve unions supporting the campaign financially.

Practically all the unions both in the Building Trades and the Labor Council have made a gain in their wages. Many have reduced the hours of work. There are practically no idle Building Trades workers at the present time.

There are now four Co-operative Stores in San Francisco. Union men should give these stores their patronage, as they are owned by Unions and members of Unions.

The Butchers' Union has done splendid work in eliminating Chinese meats and shops.

The Culinary Workers have staged a comeback and they are now in a better condition than ever before. They have more than regained what they lost in 1916. Numerically the membership is greater than in 1916, and the finances are in a healthy condition. The culinary workers now control establishments over which they formerly had no jurisdiction. The waiters have instituted the shop steward system, which is working very successfully.

An ordinance is being sponsored by the San Francisco Labor Council that will give Sunday as a day of rest to many members of organized labor by closing unnecessary places of business on Sunday.

Organized labor of this district should be satisfied with their progress considering the efforts made by the employers to establish "Open Shops."

Fraternally,

J. J. MATHESON,
JAS. E. HOPKINS,
ROE H. BAKER.

REPORT OF VICE-PRESIDENT DISTRICT NO. 10

Sacramento, Cal., Sept. 21, 1920.

To the Officers and Delegates of the Twenty-first Annual Convention.—Greetings:

I am herewith submitting my yearly report as Vice-President, District No. 10.

Since my last report nothing unusual occurred, only I am very pleased to report that nearly all locals have received increases in compensation. The Steamboatmen's local has disbanded due to their failure to enforce their demands, and which resulted in a strike.

I may say in connection with the above that organization will be perfected in a short time or rather a new union will be launched, and from all indications such Union will be a very large one. The Steamboat workers need organization.

The Grocery Clerks local, a junior organization in the movement also disbanded during the year, also for the reason they called a strike, and to the writer's knowledge such strike was not sanctioned by their International or Labor Council.

However, during the year, the Hotel Maids local was organized, the Automobile Mechanics and the Piano Mechanics and other organizations are now being perfected, so, all in all, it was a big gain in membership for organized labor during the year.

Like all other cities practically all locals have received increases, and while such increases in all cases did not meet with the increased cost of living, they were substantial enough to permit the organizations accepting without strife. While I felt that Sacramento would be immune from the so-called American Employers' Association, I am happy to report that one of those American Associations landed in the fair city of Sacramento, and to say the very least, they were tendered a

great reception by the press which just simply took excerpts from the principles upon which this American Employers' Association is founded and blasted them into oblivion, thanks to the foresight and fairness of the press.

The so-called Organization is named and styled as "The Better American Federation," purposely designed to help the employing classes by keeping the mask of I. W. W.'s on the labor movement and helping in general the American working classes to labor long hours on short pay, thereby increasing the production and decreasing the cost of living. Now isn't that some gigantic idea? And then they wonder why Russia has a Soviet Government. Why a few organizations just as this one would encourage disloyalty quicker than any other process than any one could think of. Here are my views of the so-called "Better American Federation." It is an organization of men holding meetings behind the American flag, promoting the purchases of machine-guns, to coerce American working men and women, who have the audacity to demand the American living wage.

In conclusion I do not think my report would be complete if I did not touch on that vital subject, the Oriental Question. During the past year I have given much attention and study to the Japanese question particularly as it affects the farmer, the worker and the merchant. I am frank to say that I cannot conceive that the Japanese encroaches on the worker, and I feel that if he did, not so much agitation would be before us. To put it plain, if the big interests were able to exploit the Jap laborer, why everything would be satisfactory.

Now, I do not for one instant desire to be misunderstood as being a Japanese proponent, etc. On the other hand I feel that the laboring classes always welcome facts. There may be some of those who are presently advocating the exclusion of the Jap sincere, but it is safe to believe that as many are not. I have been advised that a certain owner and editor of a local newspaper in the past directly leased his land to Japs, and at this time is indirectly leasing same.

Another feature of the subject that appealed to me, and that is, that I could not believe that certain proponents of the present initiative measure are sincere when they state they are for the preservation of farm lands, and that by the Japanese acquiring the present acreage the American farmer is deprived of the land, and a whole lot of other excuses, and I may direct at this time with disgust to those advocates the crime that the Natomas Consolidated of California committed on the former grand vineyard and orchards on the Folsom Road and other places in California, destroying, to my guess, about 20,000 acres dredging for gold. Now, this former rich farm land is a mountain of cobbles but nothing was ever said about that and, moreover, never will.

As I stated above, I sincerely trust that my views on this subject will not be misunderstood. I stand as I have always stood and as the American Labor movement stands, against the importation of Japanese into America.

The writer is indeed very sorry he cannot participate in the deliberations of the coming convention, but was duty bound to attend the International Printing Pressmen's Union Convention, due to the fact of being a trustee of such organization. Hoping for a big attendance and the adoption of all sane labor legislation. Fraternaly submitted.

WM. J. McQUILLAN.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 11.

Eureka, Cal., September 11, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor, Greeting:

Since my last report of a year ago some changes have taken place in the industries of Humboldt County.

Ship building, which was one of the most important industries, is at the present time practically at a standstill, throwing several hundred men out of employment. A large number of the ship builders have moved away to other localities. The Shipwrights' Union meets regularly with a lighter membership. We have fond hopes that the Rolph Shipyards will get back to their normal condition in the near future.

Last fall the unorganized employees of the Hammond Lumber Company went on strike and appealed to the Labor Movement for assistance. The Timber Workers took them under their wing and did all in their power to assist them. At the same time the Street Car Men were on strike and for a few weeks the Unions were under a financial strain, but they came through liberally. The Street Car Men won out, and received an increase in their wages.

All our Union men and women seem to be steadily employed at the present time and nearly all the Unions have had substantial increases in wages.

The Labor News, which is owned by the Labor Movement of Eureka, is leaping ahead and is a paying proposition. We have doubled the size of the paper in the

past year, and our energetic editor, Brother George Keeling, has made it an interesting sheet.

Our "Labor Temple Fund" is steadily increasing. We have purchased a site in a very good locality and we expect to some day in the future build our own home.

Union Labor Hospital is another paying institution, controlled by a committee of delegates, one from each Union. A new nurses' bungalow has been completed lately, which has been pronounced a beauty. A great share of the work was donated by Organized Labor.

Harry Call, organizer for the Timber Workers, is with us again and is busy gathering in the woodsmen. He was the speaker for our Labor Day Picnic.

We have had the great misfortune of losing one of our most capable workers through drowning in Eel River a few days ago. Brother Dexter McClellan will be greatly missed, especially by the Federated Trades Council.

Respectfully submitted.

WM. P. WHITLOCK.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 12.

Groveland, Calif., September 11, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor,
Greeting:

Since the last Annual Convention of the State Federation two Local Unions were organized on the Hetch Hetchy project, namely, Federal Labor Union No. 17043, which is a mixed organization composed of miscellaneous trades and common laborers, and Timber Workers No. 166. After ten months of negotiations with the Construction Engineer and the City Engineer's office at San Francisco and without obtaining the desired results, a strike was resorted to by the two above named organizations in order to enforce a fair wage scale. After the strike went into effect, President Reardon of the Board of Public Works took a hand in the controversy with consequences that the Timber Workers' scale was granted immediately. Negotiations are in progress and things look favorable for an early settlement for Local No. 17043. The main bone of contention at this writing is that certain truck drivers are discriminated against by the Assistant City Engineer. The Union insists that all members who walked out shall be reinstated with seniority privileges. An order was also issued by the Construction Engineer asking married men to immediately vacate their homes. This order was, however, revoked by the Board of Public Works when informed of the facts.

Miners and Tunnel Workers' Union No. 45 is also involved in a strike which has been in effect since August 25. This promises to be a bitter struggle, inasmuch as the Construction Company of North America has given us to understand that a fight is to be made by them for the Open Shop. This move of labor-hating contractors to scab the Hetch Hetchy Tunnel project will be contested to the limit by organized labor of this section. Is organized labor of San Francisco going to allow their Hetch Hetchy project to be built by scab labor? The organized workers of the Hetch Hetchy have full confidence in the Labor Movement of San Francisco, and they know that the San Francisco Unions will assist them in making the Hetch Hetchy project a fit place for Americans to work.

The mining industry on the Mother Lode is still on the decline and many of the old producers are closing down, owing to the fixed value of gold which is too low to enable low grade mines to operate.

The organized workers of Groveland have also established a Co-operative Store there, which is doing a thriving business, and by the way it is proving of great benefit to the members who are out on strike at the present time. It is their only friend.

Fraternally submitted.

JAMES GIAMBRUNO.

REPORT OF ORGANIZER J. W. BUZZELL.

Los Angeles, California, September 3, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor,
Greeting:

The reports from Southern California for 1919 were very gratifying, and during the past year, 1920, the Trade Union Movement has continued to grow despite several reverses. There have been new unions organized and increased membership of those already in existence; there is at the present time in Los Angeles an organization for nearly every calling. In addition to this many local unions have affiliated with the State Federation.

The Building Trades Unions in Los Angeles are continuing to grow in all lines, with profit to their membership, both in increased wages and bettered conditions. This is also true of the Printing Trades and Miscellaneous Trades; the demand for the Union Label is continuing in comparison.

The Metal Trades, as a group, suffered a severe setback as a result of the strikes in the shipyards, but are coming back in a very healthy manner.

Back of all this healthy growth there is everywhere a spirit of unity on the part of everyone connected with the movement in the city, the working out of which may be understood when it is known that a political program was worked out and endorsed by the Central Labor Council and three department Councils with but two dissenting votes. There can be no doubt that this spirit of co-operation is responsible for the remarkable growth.

The last municipal election was a sharply contested one and the successful candidate was only elected because of Labor's support. Soon after his election he fully earned the title "Yellow Kid." His first opportunity came with the strike of the Street Carmen, immediately after which he made a bid for popularity by ordering the city firemen to disband their trade union.

While the Bakersfield Convention was in session, several strikes were in progress in Los Angeles. Both electric railway lines, three steel shipyards, and the Tailors.

The strike against the railways was a remarkable fight and it was won had the Mayor of the city been on the square. The strike in the shipyards was the result of the repudiation of their signed agreement by the shipyard owners of San Francisco Bay District, regarding which most trade unionists of California are familiar.

There is much that took place in the Los Angeles end of this strike that may be studied with profit by all trade unionists. No better showing could have been asked for than was made by these men when they came out, but in it all came the opportunity, for those so inclined, to experiment. Certain gentry who styled themselves as believers and followers of the O. B. U., others who seemed to think that all that was necessary to bring about the entire emancipation of Labor was to figure out on paper what it wanted and get it at one stroke, evidently expecting men to be handled like machinery, not taking into consideration the human element, nor that everyone in the world did not agree with them. The result of all this was the utter destruction of all discipline and the inevitable wreck—thirty days saw the men in panic, clamoring to go back to work.

The Tailors' strike has never been settled.

In San Diego the same healthy condition appears to be present, all trades apparently growing. There is, however, an insane desire on the part of the Manufacturers' and Employers' Association to precipitate a fight that would involve the entire movement, over the question of the so-called open and closed shop. A vigorous campaign was carried on for months. False and insulting statements in the press, trying situations on work under way, were part of the methods used, and the old reliable "plant" was also present to urge resentment. There were those, too, who believed that the challenge should be accepted, but wiser counsel has, in the main, prevailed, and the officers and members of the San Diego unions have mostly gone about their business of organizing the unorganized and gradually bettering their condition.

In Orange County, where our movement has been practically unknown, much activity is shown. Local unions of Plumbers, Carpenters, Painters, Butchers, Lathers, Plasterers, and two of Fruit Workers have been organized, to go with those of the Oil Workers, Printers. Theatrical Employees and one of Carpenters already organized for some time. At this time two locals of Auto Mechanics are under way, and the interest being shown by the people in the fruit industry, both men and women, is very gratifying.

The Initiative Petition, which was ordered by the Bakersfield Convention, was circulated with only indifferent success in Southern California. The delegates will remember that this work was expected to be done by voluntary help throughout the State generally, under the direction of the State Federation of Labor. Apparently those who should have done the volunteering were willing to let "George" do it, with the result usually achieved when "George" gets a job.

Aside from this, however, there has been a very generous willingness to assist, by both the officers and members of unions as well as by International Representatives who have been stationed here, and particularly by General Organizer of the A. F. of L., J. B. Dale.

Trusting that the above meets with the approval of all delegates, and with best personal wishes as well as for a very successful convention,

Very fraternally yours,

J. N. BUZZELL, Organizer.

REPORT OF ORGANIZER DOYLE.

Fresno, California, Sept. 19, 1920.

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

Greetings:

At the close of the convention in Bakersfield Oct. 11th, 1919, I went back to Petaluma where work remained to be done in connection with the organization of the Central Labor Council, Teamsters, Cereal Workers, and Machinists, the chief delay being caused by not receiving from the International Unions the charters.

When I left there we had increased the membership in all the newly formed organizations close to the 100 mark and had established a wage increase of 50 cents a day for 175 men and had a Labor Council that has since proved its worth and of which more will be said later in my report.

From Petaluma I went to Salinas where the sugar workers were trying to improve their conditions and held meetings with the result that the Union gained a very material increase in membership and better results could have been obtained but for the fact that the campaign in sugar making was just drawing to a close and the workers were leaving for other parts in search of employment.

While in that district a visit was made to Monterey where the fish canneries offered a fine field for organization and together with the Business Agent of the Building Trades Council efforts were made to interest the workers, but at that time they were not sufficiently educated up to the benefits of organized labor to accept its teachings and it was plain that still further time would have to be given to them if anything were to be accomplished in the work of organizing them. Since that time I have been informed by Brother Maino, Secretary of the Fruit Workers Union of San Jose, that he has been successful during the summer in establishing a Local there and that the outlook is bright for the future.

After leaving Monterey a trip was made to Grass Valley in the interest of the Mine Workers, who were facing extermination in that field through the formation of an outlaw organization known as "The Miners League," and which from what we were able to learn was fostered by the Mine Owners and created expressly to crush the United Mine Workers and drive them from the field.

Brother John Williams of the Miners Union and myself attempted to win over the organization as a whole but in that we were foiled by the officers who refused us the courtesy of the floor after the membership had by vote granted us the privilege, and attempts were made to intimidate those who showed any friendship for the Miners Union, with the result that a conference was held between the officers and myself and it was decided in view of the opposition that was manifested on every side that we delay any further action until times were more favorable.

Modesto was next visited and a campaign of organization started there that resulted in the establishing of locals of the following crafts: Machinists, Hod Carriers, Teamsters, and Retail Clerks and the building up of the Central Labor Council and the unions that comprised its membership. While in that district side trips were made to Turlock, Patterson, and through the outlying districts where organization was unknown and where Brother Hammersly, Business Agent of the Labor Council, and myself, succeeded in building up a fine movement and one that has since that time reflected its worth in many ways and have by their close application to the principles as laid down by the American Federation of Labor succeeded in shortening their hours and increasing their wages to the same level that obtains in other sections of the State.

At the close of the Modesto campaign I was in attendance at a meeting in Fresno, called for the purpose of furthering the organization of an International Union of Fruit Workers, and to make plans to successfully carry out the work. Among those represented were Secretary Scharrenberg, Brother J. B. Dale, Organizer A. F. of L., Brother Charles Perry Taylor, Organizer A. F. of L. from Washington; R. O. Maino, of San Jose; Lou. Davis, of the Central California Fruit Workers Union; I. A. Babcock, Vice President Banker and Brother Carnine of the Tri-County Labor News.

After much discussion on the question in all of its angles a plan was adopted and the machinery set in motion for the carrying out of the work. At that time I was assigned to the San Jose district and spent much time there and through the district adjacent, but failed to accomplish much, owing to the fact that the plants were not in operation to any extent and when the workers did begin to come into the district it was then necessary to carry on a great amount of education and though it was a slow process, still I feel that the results justified the time spent and that the seed has been sown for a future time and that the labor will not have been in vain.

During my stay in San Jose much assistance was rendered to the Machinists who had an organizing campaign on in the automobile shops and since that time they have perfected their organization and at this time I am advised they are endeavoring to secure an increase in pay and have been forced to strike to secure their rights.

After leaving Grass Valley a trip was made to Stockton, where the Editor of the Labor paper had become involved with the Merchants, Manufacturers and Employers Association and the American Legion over some of his writings and comments on the Centralia, Washington, affair between the Legion and alleged I. W. W. members, and from all that occurred at the time I have come to the conclusion that it was not so much a matter of attacking the Labor movement as it was to drive from the city the editor whose activities have been and are still proving a thorn in the side of the M. M. and E. During the time I was in Stockton I visited the Legion commander in company with a committee from the Labor Council and felt satisfied that there was no intent on the part of the officers of the Legion to in any way embarrass the Labor movement and evidence was furnished to substantiate their friendship in more ways than one. Stockton, in some of the trades, has suffered a slight loss in membership; while in others there has been increased activity, particularly is that true of the Cooks and Waiters, who have increased their membership fifty per cent and have at this writing 29 out of a possible 36 restaurants signed up and operating strictly Union houses. Wage increases have been secured for the members and better working conditions than obtain in many of the cities are enjoyed there.

The Moving Picture Operators, Musicians, and Stage Employees also have had a substantial increase and in regard to general conditions they rank with any of the cities in that line of employment. So that while the Chamber of Commerce and the M. M. and E. have for several months carried on a campaign in the local papers and have widely advertised the Open Shop Town, there has been little support to their contention and should the time come when Stockton will be as they say it is, wide open, then the glory will not be theirs entirely, but will be equally divided between them and those who are indifferent to their own interests within the ranks of organized labor in Stockton.

The closing days of December were spent in Fresno and vicinity, working in the interest of the Retail Clerks, and both Green and Dry Fruit Workers, and visits were made to the following towns: Hanford, Visalia, Tulare, Lindsay, Dinuba, and time was spent in each assisting in building up the organizations to their full strength and preparing for the coming season in the fruit industry, with a hope that that class of workers would be able through their organizations to improve their conditions, which, to say the least, are not in keeping with the conditions enjoyed by the workers in other lines.

Wage increases have been secured in many of the Locals and the outlook in that district during my last visit was much brighter than it had ever been before. While in Fresno Vice President Banker assisted me in many ways and between us much work was done in the interest of the Retail Clerks' Union, and attempts were made to establish the eight hour day in all the Gents stores and agreements were made that have been the means of establishing a better feeling between the employers and employees and have in many ways added to the comfort and health of the clerks.

In the early part of July I was ordered into Petaluma, where the Teamsters and Cereal Workers were out on strike to enforce their demands for a shortening of hours and an increase of wages and spent the remainder of the month there. From there I went to Chico where a campaign of organizing was on and as a result of the visit, the following organizations were chartered: Machinists, Bakers, Hod Carriers, Cooks and Waiters, and arrangements made for Laundry Workers and also the Teamsters, which will give Chico a substantial movement with a Labor Council with 14 Unions affiliated.

The fight in Petaluma was one that does the Unions that were out on strike credit and stamps them as true trade unionists and worthy of their respective organizations. That the allied crafts in the city and county did their full duty to the strikers is a fact that deserves special mention and to them much credit is due for the manner in which the strike was carried on and the successful end that was brought about. The strikers, while not getting all the concessions, were successful in establishing the principle of collective bargaining and a better understanding has been brought about which will be the means of still further improvement, as both the employers and the men all are agreed that the lessons learned were worth the cost.

At this time, I am in the Fresno district, where I am assisting in the work of organizing the Fruit Workers, of which mention is made in the first part of this report, and will be here until after the convention unless otherwise ordered to move.

During the year as a result of my work, there have been taken into the movement by direct and through already established Locals, over 1000 members, and during that time I have been in attendance at meetings of the various crafts to the number of 320, attending on several occasions as high as five meetings and have done my best to bring the workers to a realization of the duty that they owe themselves in matters where Labor's interests are involved.

I would be amiss in my duty at this time were I to neglect to thank those Brothers who have so ably assisted me in my work and to express my sincerest

thanks to them for their kindly aid and counsel in the many trials that we passed through.

In closing I wish to say that there seems to have been a more conservative and better balanced movement during the past months than was evidenced in the early part of the year and it presages good for the movement and should do much to offset the propaganda of the reactionary elements that have done so much to put into disfavor the Trade Union Movement and I hope that the time is not far distant when we will have purged the ranks of their influence.

Trusting that this report may prove acceptable to the delegates and to the membership at large, I remain,

Fraternally,

JAMES H. DOYLE, Organizer.

Report of Delegate to the Fortieth Convention of the American Federation of Labor

San Francisco, Calif., August 30, 1920.

To the Officers and Delegates, Twenty-first Annual Convention, California State Federation of Labor, Greeting:

As your delegate to the Fortieth Annual Convention of the American Federation of Labor, held at Montreal, Canada, June 7 to 19, inclusive, 1920, I respectfully submit my report as follows:

The Convention was attended by 570 regular delegates and five fraternal delegates, the latter representing the British Trade Union Congress, the Trades and Labor Congress of Canada, the Women's International Union Label League, and the National Women's Trade Union League.

The total number of votes assigned to the delegates convened was 29,014, an increase of 6,855 votes over the corresponding figure for the preceding convention at Atlantic City.

According to the report of officers, which pursuant to recent procedure is compiled under the title of the Report of the A. F. of L. Executive Council, the Federation at the end of last fiscal year comprised 110 National and International Unions with a total affiliation of 36,741 local unions, and 1,286 local trade and federal unions affiliated directly with the parent body. Of intermediate representative bodies, there were five departments with 628 subordinate local department councils, 46 Federations of Labor, and 926 City Central Bodies. The grand average membership of the American Federation of Labor for the last fiscal year is reported being 4,078,740, an increase from last year's report of 818,672.

It follows that in point of representation and membership the Montreal Convention of 1920 is the largest in the history of the Federation.

Omitting the usual references to the opening ceremonies and the officers' report of their stewardship during the past year, to save space and what may be repetition only of what the delegates already have heard from their respective representatives or from the press, I proceed at once to describe concisely what I deem were the more important transactions of the convention and of such nature as to interest the greatest number of the delegates.

The Executive Council's report described in great detail the events in the American Labor Movement during the past year, giving clear-cut reasons for decisions rendered or measures taken to guide safely the ship of unionism during the emergencies of daily events. Besides a history of Labor's achievements and struggles, the report contains a mass of recommendations and proposals to the convention. The various sections of the report were as usual referred to their appropriate committees. Besides this material for digestion the convention had presented for its consideration 120 resolutions of the greatest variety of views and proposed policies.

All these products of varying minds portray in a marked degree the trend of development of our movement, its many diversified elements, and the sterling character of the men who are acting as the responsible leaders of the millions that constitute the American Federation of Labor.

In passing, it may be of interest to note that during the forward march of organized labor there are left monuments along the road that bear witness to the spirit and constructiveness of the American Labor Movement. I will quote only two instances that come to mind from reading the report of the Executive Council. The first is that the American Federation of Labor Building at Washington, D. C., built and paid for by the trade unionists, is now paid for in full and stands dedicated to the service of our movement for generations to come. The second is the announce-

ment that the appeal for the support of the recent Steel Workers' strike was generously responded to and nearly half a million dollars collected for this purpose. Some organizations contributed unusually large amounts, testifying to the spirit of substantial and sincere solidarity to be found in our trade union movement. This is the more remarkable when we take into consideration the many other demands upon trade unions all over the country for financial support to obtain a living wage or to defeat attempts of organizations of employers to establish their un-American "American Plan."

Among the first resolutions attracting general attention was Resolution No. 2, condemning severely the Kansas Court of Industrial Relations Law. The convention in due time concurred in the resolution and instructed Labor generally in every State to oppose the passage of any similar law, as it is the most drastic and fiendish of any hitherto proposed to shackle union labor, forbid strikes, and nullify every ordinary trade union activity.

The convention adopted a resolution to support the efforts now being made to secure the establishment of a trade union bureau of information for immigrants at the port of New York.

A resolution proposing interchange of membership cards or transfer cards between the various international or national unions, was upon the recommendation of the Committee on Organization non-concurred in, by reason of being in violation of the A. F. of L. Constitution, which guarantees to every trade and labor national or international union autonomy. I cite this instance, because of the frequent efforts made at conventions as well as in local unions to effect changes in trade union organization or policy that conflict with the proper procedure to be based on the constitutional provisions.

On the question of chartering policemen's unions, the convention declared in favor of chartering such an international union when the combined membership of policemen's unions reached the 6,000 mark.

A similar declaration was made on behalf of office employees, but the figure was for good reasons fixed at the higher figure of 10,000.

A resolution was introduced proposing the establishment of a food producing and distributing department. The proposal was referred to the Executive Council, when it was shown that the institution of such a department must come from the international unions concerned, and that the said bodies had not yet been consulted on the matter. The American Federation of Labor, or other internationals, would have no right to force the establishment of such a department unless the prospective members take the initiative.

The question of organizing colored workers, or rather the question of admitting colored men into international unions whose constitutions contain a specific declaration that membership is granted only to white persons, was dealt with in several resolutions and caused an animated discussion. The convention reaffirmed its declaration made at the preceding convention, strongly advising every national or international having such a restrictive clause to repeal it and admit colored workers. Unless this is done, there is good reason to believe that serious injury may be wrought by instilling into colored workers antagonism against white trade unionists and the encouragement of dual organizations among colored workers, already begun in some Southern States. Resolutions requesting the Railway Clerks and the Railway Carmen to repeal restrictions of "white only" were adopted. Unless this advice be followed, the American Federation of Labor intends to grant separate charters for colored workers in the chartered trades that restrict membership to white persons only.

As a further aid to organization of labor, a resolution was adopted requesting regular and volunteer A. F. of L. organizers to organize workers in the laundry industry.

The Committee on Labels reported favorably a resolution calling upon manufacturers of tobacco, snuff and cigarettes to put the union label on their products and cease recent practice of discontinuing the use of the label. The resolution was adopted and trade unionists are urged to enforce the declaration of the convention by insisting upon the Tobacco Workers' label.

The Committee on Shorter Workday brought in some important recommendations that were adopted by the convention. These declare in favor of a forty-four-hour week, an eight-hour day five days per week and four hours on Saturday, except in industries where conditions warrant a workday still shorter. The exception refers to conditions where a shorter workday is necessary to prevent unemployment, and it is not proposed from a desire to limit output or to prevent a fair remuneration to capital in the conduct of business. Any slack in the volume of orders or business activity should be taken up equally by labor and capital in any given industry, especially in industries subject to seasonal or periodical fluctuations. All who make their living at that occupation should be given a fair chance to make a proper liv-

ing in it, and the shortening of the normal workday is the only practical solution that seems open unless there be established unemployment insurance, for which no industry is yet ripe, and which also involves that some be working while others are being paid for being idle, an arrangement less logical than the resort to a shortening of the workday so as to absorb all surplus labor.

This leads me to mention that on the subject of Health Insurance the Executive Council requested further time to investigate, as it stated the committee had not found sufficient time to give this important subject the attention it requires.

The convention reiterated labor's opposition to compulsory military training. It indorsed adequate measures of relief for soldiers and sailors and others incapacitated during the war, including war risk insurance and vocational education and rehabilitation.

The convention upheld the recommendations of the Executive Council opposing any and every scheme for compulsory arbitration.

The attitude of the Executive Council during the coal strike and its severe strictures against the administration of the Lever act, was indorsed by the convention. The Department of Justice and the Attorney-General were condemned for using the Lever act more against the miners who were struggling for a living wage than against the profiteers who were the ostensible parties aimed at by said act.

Several resolutions were presented, plainly advocating sympathy and aid for the Soviet government in Russia. Upon recommendation of the committee to which these resolutions were referred, a substitute resolution was adopted, which in part declares: "Resolved, that the American Federation of Labor is not justified in taking any action which would be construed as an assistance or approval of the Soviet government of Russia, as long as that government is based upon authority which has not been vested in it by a popular and representative national assemblage of the Russian people, or so long as it endeavors to create revolutions in well-established civilized nations of the world; or so long as it advocates and applies the militarization of labor and prevents the organizing and functioning of trade unions and the maintenance of a free press and free public assemblage."

A resolution was adopted advising State and Central Bodies as to laws relating to secession movements, and declaring that assistance—moral, financial or otherwise—in secession movements will be considered a breach of the terms and conditions under which charters or organization and affiliation are granted, and that the best interests of the trade union movement demand that full power, influence and assistance should be given to the recognized and affiliated trade union organizations, to the end that secessionist disruption may be put to an end speedily and effectively.

A number of resolutions were introduced to secure general amnesty for so-called political prisoners. Some of these resolutions went too far in their expressions of criticism against acts of the government while we still were engaged in the prosecution of the war, but one of them was selected as expressing the convictions of the convention on the subject. Said resolution reads in part:

"Resolved, that it is the sense of the American Federation of Labor . . . that the further prosecution and imprisonment in the United States of political offenders is contrary to the democratic idealism and the traditions of freedom to which our country is committed, . . . and that we accordingly urge upon the President of the United States, etc., to make all efforts possible to secure the granting of amnesty to all prisoners whose political beliefs formed the basis of their trial and imprisonment." The resolution also urged the repeal of the Espionage Act.

Relative to the Mooney case, the convention, upon recommendation of the Executive Council, decided to make further efforts to prevail upon the Governor of California to grant a pardon.

The greatest and most spectacular debate of the convention and the only instance in which the majority of the delegates went contrary to the judgment of their most trusted members of the Executive Council, occurred on the question of government ownership of railroads. Before this debate Mr. Glenn E. Plumb, general counsel of the Railroad Brotherhoods, had addressed the convention in his forceful and masterly fashion. The Federation had also at many previous conventions endorsed the slogan for government ownership of public utilities, and this convention had unanimously asked that Congress repeal the Esch-Cummins law. It therefore seemed unthinkable to many delegates that there could be any doubt as to the principle of government ownership of the railroads as being the best policy. The convention had also seemingly endorsed the Railroad Brotherhoods by passing the resolution against the secessionists in their field, the so-called outlaw switchmen, who were accused of seeking to break up the brotherhoods.

The big fight came as a surprise and was brought on the floor by the Committee on Resolutions bringing in a majority and a minority report proposing a substitute for all pending resolutions touching the railroad problem.

The two important resolves of the majority report read:

"Resolved, that the Fortieth Annual Convention of the American Federation of

Labor go on record as endorsing the movement to bring about a return of the systems of transportation to Government control and democratic operation; and be it further

"Resolved, that the Executive Council be and are hereby instructed to use every effort to have the Transportation Act of 1920 repealed and legislation enacted providing for Government control and democratic operation of the railroad systems and necessary inland ways."

The minority report stated that the report of the majority was contrary to the desires and convictions of the railroad employees' organizations and the best interests of the American people, and therefore recommended "to strike out the word 'control'" in the two resolves and insert the word "ownership" in their place.

The supporters of the minority report referred to the traditional attitude of the Federation and therefore opposed to limit the functions of the Government merely to the "control" of the railroads. The debate was continued next day and came finally to a roll-call, showing 8,349 ayes in favor of the minority report to 1,507 noes. During the debate President Gompers and Secretary Morrison took opposite stands on the question. Gompers made it clear that the adoption of either report did not mean the endorsement of the Plumb Plan, and he also presented powerful arguments against making all transportation workers government employees. Whatever may be thought as to the merits of the question, it is plain that the subject matter is destined to offer scope for renewed debate at the next convention. In the meantime the officers of the Federation stand instructed to use all their power and influence in having the Esch-Cummins law repealed.

The convention adopted the Non-Partisan Political Campaign Plan proposed by the Executive Council, and laid great stress upon the necessity in every legislative district in the country to elect representatives in sympathy with labor, as in no time like at present has capital so boldly undertaken to injure and destroy organized labor by means of hostile legislation.

Pursuant to action of the last convention as well as of a conference held at Washington, December 13, 1919, President Gompers and Vice-President Woll were instructed to lay labor's grievances and demands before the two leading national political parties. The committee reported in detail the action of the Chicago Republican convention, which was found unsatisfactory to labor. Since the convention the same committee laid the same grievance and demands before the National Democratic Convention at San Francisco. The results obtained at San Francisco have been declared more favorable, but the Non-Partisan political principle of rewarding our friends and defeating our enemies will be adhered to irrespective of party.

The cause of Ireland was again upheld by the convention and a resolution was prepared by a committee adopted setting forth the justice of the cause of the Irish people, and demanding that the British army be withdrawn from Irish soil and that the people be given the right of self-determination. The resolution also calls upon labor in England, Scotland and Wales to exert their influence to the same end.

The per capita tax of trades and labor unions directly affiliated to the Federation was increased from 20 cents to 25 cents; the strike benefits were likewise increased to \$7 per week.

The salaries of President Gompers and Secretary Morrison were increased to \$12,000 and \$10,000, respectively, against the protest of Mr. Gompers.

A proposition to increase the membership of the Executive Council to fifteen members carried by a viva-voce vote, but when put to a roll-call vote the next day, it was defeated by a vote of 13,841 ayes to 23,083 noes.

The election of officers took place on the eleventh day of the convention and resulted in the re-election of most of the former officers. Notwithstanding rumors in the press industriously circulated for weeks all over the country, President Gompers was re-elected by practically unanimous vote, only one delegate expressing his opposition. There was a contest for the Seventh Vice-Presidency, Jacob Fischer of the Barbers winning out over William H. Johnston of the Machinists. Timothy Healy of the Stationary Firemen and Mrs. Sarah Conboy of the United Textile Workers were elected fraternal delegates to the British Trade Union Congress. Denver, Colorado, was selected as the next convention city.

The Committee on International Relations brought in a report on the Mexican situation, which was adopted; it expresses sympathy for the Mexican people and opposes intervention in the affairs of Mexico.

Relief for the Near East was endorsed by the convention.

The Amsterdam Trade Union International having issued a manifesto in favor of socialism and calling for a May Day demonstration—meaning a general strike—the convention referred the question of continued affiliation with said international to the Executive Council and suggested a number of topics for consideration in that connection, in the interest of a better and sounder international trade union movement.

The League of Nations and the Peace Treaty were re-endorsed.

The convention went on record for the widest and fullest publicity as regards cost of living statistics and the prices of commodities. The subject of constantly increasing prices came repeatedly before the convention and constitutes a great problem which calls for the co-operation of all public and private elements for its solution.

There was hardly a subject of contemporary occurrence in the trade union movement which was left untouched in the discussions before the convention. Every former important declaration was re-examined and discussed in the light of current events and experience.

It is becoming more and more evident that American trade unionism is taking deep interest in foreign affairs, and that American workers are awake to the necessity of learning and understanding the trade unionists of other countries, so as to prepare themselves to extend the mission of trade unionism and broadening its influence upon foreign trade and relations. We are no longer standing aloof from the workers of foreign lands, and we are commencing to study their affairs in connection with our own. This attitude shall eventually enable us to throw a powerful weight and influence into the affairs of the world, an influence which all true American trade unionists wish to be wholly on the side of humanity, freedom, democracy and justice.

I realize well how in this brief outline of what took place at the Montreal convention, I have omitted many items of great importance to many trades and many local unions. But I believe that many of these are already well informed on such special matters, as they have their own channels of communication and sources of information. This is the reason why I have thought it best not to burden the record with any enumeration of such.

In conclusion, I desire to warmly thank the delegates and their constituencies for the honor conferred upon me in electing me as the delegate of the State Federation of Labor to this notable gathering of labor. I value and treasure the experience I have gained at the Montreal convention, and can only express the hope that we all may benefit by its decisions and debates, for the guidance of ourselves and our fellow trade unionists upon the right road in the practice of trade union principles.

Fraternally submitted.

A. J. ROGERS.

Economic and Political Platform of the California Union of Producers and Consumers

(Representing the California Division of the Farmers' Educational and Co-operative Union of America, the Pacific Co-operative League of California, and the California State Federation of Labor.)

1. Graduated Land Tax.

As a means of breaking up large land holdings and forcing idle land into use we favor a graduated tax on all large land holdings, as recommended by the State Commission of Immigration and Housing.

2. Exclusion of Asiatics.

To preserve California as a heritage to the white race we demand the abrogation of the Gentlemen's Agreement with Japan and the exclusion of Asiatics by law.

3. Public Ownership of Public Utilities.

Reaffirming our demand for equality of opportunity we favor the public ownership of public utilities, including terminal warehouses and packing plants; we also favor the Plumb Plan of railroad operation.

4. Co-operative Organizations.

Accepting voluntary co-operation as the most practical method for the equitable distribution of food and other necessities of life, we urge upon the State Government to assist in the development of the co-operative movement in connection with its activities relative to the high cost of living, with a view to utilizing the existing co-operative organizations for immediate purposes and encouraging the creation of additional co-operative organizations where they are needed and conditions are suitable.

5. Private Employment Bureaus.

We favor legislation limiting the fee which may be charged by employment agencies operated for profit to ten per cent. of one month's pay.

6. Absent Voters' Law.

No citizen should be disfranchised in elections by reason of absence from his or her residence. We therefore favor the adoption of the pending Constitutional Amendment as a necessary step to enable the Legislature to adopt an Absent Voters' Act under proper safeguards and reasonable restrictions.

7. Farmer and Labor Representation.

We reiterate our demand for Farmer and Labor representation upon all State Boards and Commissions. In particular do we insist upon adequate Labor and Farmer representation on the Board of Regents of the State University, which, being maintained and supported by all the people, should be at the service of every section of society.

8. Anti-Injunction Law.

The issuance of injunctions in labor disputes is not based upon law, but is a species of judicial legislation—that is, judicial usurpation—in the interests of the money power and against the working class, innocent of any unlawful or criminal act. Injunctions, as issued against workmen, are never used or issued against any other citizen of our country. We therefore demand the enactment of a law prohibiting the issuance of such injunctions.

9. Development of Irrigation Systems.

We favor the federation of all irrigation systems under State auspices, in order to promote their development, and, where necessary, to arrange facilities for joint operation and to permit the manufacture and sale of electric power.

REPORT OF SECRETARY-TREASURER

San Francisco, Cal., Sept. 25, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor,
Greeting:

In compiling the report of the Secretary-Treasurer an effort has again been made to include in it all important transactions of the Executive Council unless the matter is already dealt with in the reports of the President or Vice-Presidents. The Executive Council held five regular meetings during the year and disposed of a great volume of routine business to which little or no reference is made herein. The printed minutes of these meetings have, of course, been supplied to all affiliated unions.

The Executive Council has endeavored to carry out the intent and spirit of the various resolutions acted upon by the last convention.

The Federation's Legislative Committee has worked considerable overtime during the year on the many resolutions referred to the Executive Council by the last convention. The Committee has had a number of conferences with members of State Commissions charged with the administration or enforcement of existing and proposed labor laws. There have also been joint sessions with the legislative representatives of the four Railroad Brotherhoods.

Measures on November Ballot.

The Executive Council, in conjunction with the authorized representatives of Railroad Brotherhoods in California has made a careful study of the twenty measures to appear on the Ballot at the general election in November.

These are the recommendations to the convention:

No. on Ballot.	Ballot Title.	How to Vote.
1.	"Alien Land Law." (A description of this measure will be found on page 58, under the caption, "California Oriental Exclusion League.")	YES.
4.	"Initiative" (Increasing percentage of signatures required for certain initiative petitions.)	NO.
10.	"Constitutional Convention" (The last convention went on record against this measure.)	NO.
11.	"Alien Poll Tax" (The last convention went on record against this measure.)	NO.
17.	"Absent Voters" (The last convention went on record for this measure.)	YES.
18.	"Exempting Orphanages from Taxation" (The last convention went on record for this measure.)	YES.
19.	"State Aid to Institutions" (The last convention went on record for this measure.)	YES.

On the remaining measures the Executive Council makes no recommendations.

Resignation of Vice-President Hart.

Shortly after the last convention Vice-President Hart tendered his resignation. The resignation was accepted and Robert F. Murray, President of Teamsters No. 70 of Oakland, was unanimously elected to fill the vacancy.

Work of the Federation's Organizers.

By conserving the finances of the Federation the Executive Council has been able to retain in the field, without any interruption, Organizers Doyle and Buzzell, both of whom have submitted full and detailed reports upon their activities for the scrutiny of the delegates to this convention. Throughout the year the American Federation of Labor has paid one half of the salary of Organizer Doyle at the same time leaving the assignment of his work to the officers of the Federation. And while it has obviously been impossible to respond to every call for an organizer in the great majority of cases much needed help was furnished by the State Federation of Labor.

A mere reference to the Organizers' reports will show how widely scattered a territory has been covered by these two men and, without exception, the workers in the community where assistance was rendered have expressed appreciation and general satisfaction with the results.

The Union of Producers and Consumers.

The Bakersfield convention adopted the revised economic and political platform of the California Union of Producers and Consumers. The three component parts of this "Union" are: The Farmers' Educational and Co-operative Union, the

Pacific Co-operative League, Inc., and the California State Federation of Labor.

Since our Bakersfield convention your President and Secretary addressed the annual meeting of the Farmers' Educational and Co-operative Union, held at Oakdale, Dec. 2 to 4, 1919. The farmers' convention thereupon approved the revised economic and political platform of the Union and Producers and Consumers.

The Pacific Co-operative League had its annual session at Richmond, February 27 to 29. The co-operators also approved the revised platform of the California Union of Producers and Consumers. Your secretary addressed their meeting at Richmond.

In this connection, it is a pleasure to report that the co-operative movement has made rapid progress during the past year in many sections of our State.

Receipts for Los Angeles Street Carmen's Strike.

This strike was officially called off on November 18. The strike contributions, made through the State Federation of Labor, were as follows:

Miners No. 90, Grass Valley, \$10.00; Typographical No. 21, San Francisco, \$50.00; Labor Council, Taft, \$10.00; Timberworkers No. 125, Tuolumne, \$13.76; Masters, Mates & Pilots No. 40, San Francisco, \$20.00; Cooks & Waiters No. 586, Coalinga, \$10.00; Sailors Union of the Pacific, San Francisco, \$100.00; Oil Workers No. 24, McKittrick, \$10.00; Cooks & Waiters No. 550, Bakersfield, \$10.00; Carpenters No. 1774, Taft, \$10.00; Carpenters No. 743, Bakersfield, \$5.00; Cooks No. 44, San Francisco, \$10.00; Teamsters No. 208, Los Angeles, \$50.00; Sheet Metal Workers No. 252, Fresno, \$10.00; Carpenters No. 266, Stockton, \$5.00; Wood Carvers No. 1, San Francisco, \$10.00; Central Labor Council, Vallejo, \$10.00; Bartenders No. 768, San Diego, \$5.00; Ferryboatmen's Union, San Francisco, \$50.00; Labor Council, Marysville, \$5.00; Oil Workers No. 1, Lost Hills, \$25.00; Waiters No. 30, San Francisco, \$10.00; Electrical Workers No. 343, Taft, \$10.00; Machinists No. 389, San Diego, \$5.00; Steamshovelmen No. 4, San Francisco, \$20.00; Garment Workers No. 131, San Francisco, \$10.00; Musicians No. 6, San Francisco, \$5.00; Boilermakers No. 148, Vallejo, \$10.00; United Hatters No. 23, San Francisco, \$5.00; Machinists No. 33, Sacramento, \$10.00; Stage Employes No. 16, San Francisco, \$10.00; Cooks Helpers No. 110, San Francisco, \$10.00; Garment Workers No. 125, Los Angeles, \$10.00; Sausage Makers No. 203, San Francisco, \$5.00; Potters No. 89, Richmond, \$5.00; Typographical No. 439, Bakersfield, \$5.00; Oil Workers No. 12, Santa Maria, \$25.00; Moving Picture Operators No. 297, San Diego, \$2.60; Steam and Operating Engineers No. 200, Stockton, \$5.00; Postal Employes No. 197, San Diego, \$6.32; Central Labor Council, San Bernardino, \$10.00; Printing Pressmen No. 24, San Francisco, \$10.00; Typographical No. 583, Pasadena, \$15.00; Stereo & Electrotypers No. 29, San Francisco, \$25.00; Barbers No. 148, San Francisco, \$20.00; Butchers No. 508, San Francisco, \$10.00.—Total, \$687.68.

The above amount (\$687.68) was remitted to Chas. L. Myers, Secretary, Los Angeles Central Labor Council. However, the final payment, amounting to \$137.68, was returned and the Executive Council then ordered this balance turned into the Shipyard Workers strike fund.

Receipts for Shipyard Workers Strike.

Miners No. 45, Groveland, \$67.50; Miners No. 90, Grass Valley, \$5.00; United Laborers No. 1, San Francisco, \$40.00; Hod Carriers No. 274, Richmond, \$9.00; Teamsters No. 230, Sacramento, \$5.80; Electrical Workers No. 36, Sacramento, \$10.00; Typographical No. 21, San Francisco, \$450.00; Laundry Workers No. 33, San Jose, \$76.00; Bakery Wagon Drivers No. 484, San Francisco, \$100; Firemen No. 188, Richmond, \$16.35; Wood Carvers No. 1, San Francisco, \$7.20; Rammersmen No. 26, San Francisco, \$14.00; Masters, Mates and Pilots, San Francisco, \$40.00; Cooks & Waiters No. 586, Coalinga, \$4.40; Sausage Makers No. 203, San Francisco, \$17.60; Switchmen No. 236, Bakersfield, \$24.00; Hod Carriers No. 294, Fresno, \$56.00; Cooks & Waiters No. 550, Bakersfield, \$75.00; Carpenters No. 743, Bakersfield, \$5.00; Barbers No. 317, Bakersfield, \$2.50; Potters No. 89, Richmond, \$7.50; Boot & Shoe Workers No. 335, Petaluma, \$10.00; Bakers No. 24, San Francisco, \$140.00; Fruit Workers No. 15,656, Fresno, \$16.55; Painters No. 314, Bakersfield, \$25.00; Cooks & Waiters No. 62, Fresno, \$20.00; Butchers No. 498, Sacramento, \$8.75; Submarine Divers, San Francisco, \$51.14; Oil Workers No. 2, Coalinga, \$50.00; Steamshovel & Dredgemen No. 4, San Francisco, \$67.00; Paper Makers No. 175, Oakland, \$12.00; Pavers No. 18, San Francisco, \$8.00; Janitors No. 10,367, San Francisco, \$10.00; Machinists No. 5, Bakersfield, \$18.00; Material Handlers No. 115, San Jose, \$25.00; Ice Wagon Drivers No. 519, San Francisco, \$5.00; Carpenters No. 1187, Oakland, \$30.00; Garment Workers No. 125, Los Angeles, \$61.25; Stereo & Electrotypers No. 29, San Francisco, \$79.10; Cooks & Waiters No. 220, Eureka, \$4.05; Typographical No. 439, Bakersfield, \$20.25; Quarry Workers No. 35, Knowles, \$23.00; Molders No. 199, Sacramento, \$101.80; Carpenters No. 981, Petaluma, \$49.25; Carpenters No. 944, San Bernardino, \$22.00; Butchers No. 506, San Jose, \$98.90.

Amount turned over from Los Angeles Street Carmen's Strike Fund, \$137.68; Total receipts, \$2126.57.

The Bakersfield convention specifically instructed the Secretary to forward funds received for the Shipyard Strikers to the Secretary-Treasurer of the Pacific Coast Metal Trades District Council. Accordingly, the first remittance, amounting to \$580.50 was sent to Adam H. Barth at Tacoma, Wash. The balance, amounting to \$1546.07 was turned over to Frank C. Miller, Secretary of the Iron Trades Council of San Francisco and vicinity. This was done in accordance with the expressed wishes of all concerned.

Defense of Mooney and Billings

On October 27 of last year, President Gompers of the American Federation of Labor appointed a committee of five California trade-unionists "to wait upon the Governor of California and urge that a pardon be granted to Thomas J. Mooney and Warren K. Billings so that they may have their freedom, or at least a new trial upon one of the indictments pending against them."

The Committee appointed was as follows: R. L. Ennis, President, Sacramento Federated Trades Council; Seth R. Brown, President, Los Angeles Central Labor Council; Michael Casey, Vice-President, International Brotherhood of Teamsters; Daniel C. Murphy and Paul Scharrenberg.

A polite communication was sent to the Governor inquiring when it would be convenient to meet the Committee for the purpose mentioned. Governor Stephens, in a lengthy reply, which was transmitted over the continent by the Associated Press, declined to meet the Committee and urged that "organized labor should purge itself of Mooneyism." President Gompers was furnished with a copy of the letter.

On May 10, E. D. Nolan, Secretary of the International Workers Defense League (and one of the most active men in the Mooney defense), notified the Executive Council that the League at a regular meeting on May 8, had decided to terminate its active connection with the defense in the Mooney case.

In the matter of Resolution No. 20 relating to a new trial for Thomas J. Mooney and referred to the Executive Council for careful revision, it was decided to hold this matter in abeyance because a change in the California Penal Code to make it similar to the New York code would not help secure a new trial for Mooney.

STATE FEDERATION MEMBERSHIP STATISTICS.

Comparative Table of Growth.

	Local Unions Affiliated	Labor Councils Affiliated	Total Affiliations	Total Membership
October 1, 1909.....	151	11	162	25,000
October 1, 1910.....	244	12	256	45,000
October 1, 1911.....	362	12	374	56,000
October 1, 1912.....	429	15	444	62,000
October 1, 1913.....	502	15	517	67,000
October 1, 1914.....	512	18	530	69,000
October 1, 1915.....	498	18	516	66,500
October 1, 1916.....	481	21	502	68,000
October 1, 1917.....	498	21	519	71,500
October 1, 1918.....	486	21	507	78,000
October 1, 1919.....	515	24	539	94,900
October 1, 1920.....	569	27	596	104,200

Report of Membership, 1919-1920.

Labor Councils in good standing, October 1, 1919.....	24	
Local Unions in good standing, October 1, 1919.....	515	539
Labor Councils affiliated during the year.....	4	
Local Unions affiliated during the year.....	82	
Local Unions reinstated during the year.....	9	95
		<hr/> 634
Amalgamated with other unions.....	2	
Disbanded	14	
Withdrawn	3	
Suspended for nonpayment of per capita tax.....	13	
Suspended as per directions of the A. F. of L.....	6	38
		<hr/> 596
Organizations in good standing September 25, 1920.....		596

Approximate membership of newly affiliated unions and increase in membership of unions already affiliated.....	11,400
Approximate membership of unions disbanded and suspended.....	2,100
Net increase in membership.....	9,300

New Affiliations.

Eighty-four organizations affiliated with the Federation during the fiscal year, September 27, 1919, to September 25, 1920, as follows:

BAKERSFIELD.	MODESTO.
Railway Carmen No. 637.	Carpenters No. 1235.
Hod Carriers No. 220.	Painters No. 317.
CALEXICO.	Central Labor Council.
Railway Carmen No. 1403.	Hod Carriers No. 544.
CHICO.	Retail Clerks No. 1273.
Carpenters No. 2431.	NAPA.
Barbers No. 354.	Central Labor Council.
COLUSA.	Teamsters No. 619.
Carpenters No. 1481.	Carpenters No. 2114.
DINUBA.	Hod Carriers No. 603.
Carpenters No. 484.	PETALUMA.
EL SEGUNDO.	Central Labor Council.
Oil Workers No. 28.	Teamsters No. 35.
FRESNO.	Hod Carriers No. 488.
Firemen No. 202.	Flour & Cereal Workers No. 336.
High School Teachers No. 72.	Typographical No. 600.
Elementary School Teachers No. 84.	OAKLAND.
Street Carmen No. 951.	Dining & Sleeping Car Employes No. 328.
Fruit Workers No. 16688.	PORTERVILLE.
Gas & Water Workers No. 17061.	Quarry Workers No. 85.
Building & Common Laborers No. 135.	RICHMOND.
GROVELAND.	Oil Workers No. 38.
Federal Labor Union No. 17043.	RIO DELL.
LINDSAY.	Timberworkers No. 133.
Fruit Workers No. 16556.	RODEO.
Teamsters No. 568.	Oil Workers No. 11.
LONG BEACH.	SAN BERNARDINO.
Machinists No. 1603.	Central Labor Council.
Butchers No. 647.	SAN DIEGO.
Tailors No. 255.	Hod Carriers No. 89.
Teamsters No. 427.	SACRAMENTO.
Sheet Metal Workers No. 503.	High School Teachers No. 31.
LOS ANGELES.	Warehouse & Cereal Workers No. 38.
Firemen No. 112.	SAN FRANCISCO.
Carpenters No. 426.	News Writers' Union.
Carpenters No. 158.	Egg Inspectors No. 16086.
Boilermakers No. 92.	Photographic Workers No. 17061.
Millmen No. 884.	Teachers No. 61.
Plasterers No. 2.	SELMA.
Egg Inspectors No. 14934.	Fruit Workers No. 16860.
Flour & Cereal Workers No. 204.	STOCKTON.
Garment Cutters No. 36.	Window Glass Workers No. 1.
Painters No. 202.	United Laborers No. 454.
Floorworkers No. 2094.	Plumbers No. 492.
Electrical Workers No. 83.	Painters No. 1115.
Paperhangers No. 1063.	Hod Carriers No. 73.
Laundry Workers No. 52.	Laundry Workers No. 72.
Auto Painters No. 317.	Plasterers No. 222.
Heat & Frost Insulators & Asbestos Workers No. 5.	Warehouse & Cereal Workers No. 38-11.
Railway Carmen No. 1368.	Machinists No. 364.
Knitters No. 1367.	VALLEJO.
Electrical Workers No. 18.	Federal Employes No. 76.
MARTINEZ.	VISALIA.
Oil Workers No. 5.	Hod Carriers No. 341.
MATHER.	Laundry Workers No. 234.
Timberworkers No. 166.	WHITTIER.
McCLOUD.	Oil Workers No. 7.
Timberworkers No. 165.	

Reinstatements.

1. Shoe Clerks No. 1129, Oakland.
2. Retail Clerks No. 47, Oakland.
3. Electrical Workers No. 283, Oakland.
4. Boilermakers No. 233, Oakland.
5. Retail Clerks No. 432, San Francisco.
6. Shoe Clerks No. 410, San Francisco.
7. Longshoremen No. 38-18, San Pedro.
8. Central Labor Council, Santa Barbara.
9. State Hospital Employees No. 15819, Talmage.

Amalgamated With Other Unions.

1. Press Feeders No. 37, Los Angeles, with Printing Pressmen No. 78 of Los Angeles.
2. Press Assistants No. 33, San Francisco, with Printing Pressmen No. 24, of San Francisco.

Withdrawn.

1. Glass Workers No. 636, Los Angeles.
2. Carpenters No. 304, San Francisco.
3. Elevator Starters & Operators No. 775, Los Angeles.

Disbanded.

1. Switchmen No. 236, Bakersfield.
2. State Hospital Employees No. 16048, Eldridge.
3. Timberworkers No. 165, McCloud.
4. Bartenders No. 525, Oakland.
5. Timberworkers No. 133, Rio Dell.
6. Switchmen No. 158, Oakland.
7. Bartenders No. 603, Sacramento.
8. Bartenders No. 768, San Diego.
9. News Writers' Union, San Francisco.
10. Warehouse & Cereal Workers No. 38-11, Stockton.
11. Bartenders No. 699, Marysville.
12. Motion Picture Players No. 16377, Los Angeles.
13. Bartenders No. 556, Fresno.
14. State Hospital Employees No. 15443, Agnew.

Suspended for Non-Payment of Per Capita Tax.

1. Teamsters No. 694, San Rafael.
2. Shipyard Riggers No. 38-17, San Pedro.
3. Retail Clerks No. 905, San Pedro.
4. Laundry Workers No. 50, San Pedro.
5. Electrical Workers No. 440, Riverside.
6. Central Labor Council, San Mateo.
7. Tailors No. 277, San Diego.
8. Roofers No. 41, San Diego.
9. Office Employees No. 16360, Eureka.
10. Butchers No. 193, Bakersfield.
11. Porters No. 747, Bakersfield.
12. Lithographers No. 22, Los Angeles.
13. Laundry Workers No. 113, Vallejo.

Suspended by Direction of the A. F. of L.

1. Dredgemen No. 72, San Francisco.
2. Steamshovel & Dredgemen No. 29, San Francisco.
3. Maintenance of Way Employees No. 461, San Rafael.
4. Maintenance of Way Employees No. 513, Eureka.
5. Maintenance of Way Employees No. 1156, Fresno.
6. Maintenance of Way Employees, Bakersfield.

CONCLUSION

During the year your Secretary was given the opportunity to visit Europe and talk to many of the men and women active in the labor movement over there.

It was not altogether an inspiring journey, because misery, hunger and want are in painful evidence practically throughout Europe. Moreover, things seem to be going from bad to worse. If California trade-unionists generally could only with their own eyes see prevailing conditions in Europe they would surely join in a silent prayer of thanksgiving for the priceless privilege of living in so wonderful a land as our own California.

True, even in California everything is not just as it ought to be. But here

we have opportunities for individual and collective development unheard of in Europe. Under our system of government we need but persuade the majority to bring about any desired change. Thus, when the workers are really united upon a given issue, when their hearts are bent upon the achievement of a certain object nothing can stop success.

From time to time minorities among us become impatient with the progress of our movement. This is a healthy sign. But when impatience seeks an outlet through the channels of abuse it only defeats its own purpose.

Those who hope to further lofty ideals and worthy aspirations by such tactics simply direct attention to the fact that there has been little physical progress in our species for many thousands of years. The Cro-Magnon race, which lived perhaps 20,000 years ago, was at least equal to any modern people in size and strength. And some so-called unprogressive races, such as the Zulus, Samoans and Tahitians, are even to-day envied by the people of the white race for strength and beauty.

Of course, there is a difference between physical and intellectual progress. Yet current history has made it plain that we are a long, long way from the millennium.

The Brotherhood of Man is coming, but many among us fail to take into consideration that the labor movement, which seeks to establish the Brotherhood of Man, cannot advance much faster than the great mass of the population. So we are perforce compelled not only to educate our own members in the ideals and purposes of our movement, but we must also fully acquaint the people generally with the principles of "organized self help." Self-styled "Better Americans," and other reactionaries in the "house of have" keenly appreciate our limitations in this respect and are planning their campaigns accordingly. Against a united labor movement, however, all their plotting is futile.

There can be no "going backward" in California as long as we present a united front.

On the other hand nothing can prevent steady progress if we really agree upon every new step in the march of progress and conscientiously work toward that end. Fraternally,

PAUL SCHARRENBERG.

FINANCIAL STATEMENT

Following is a summary of the receipts and expenditures from September 28, 1919, to September 25, 1920, on which date the books of the office were closed for the fiscal year:

Receipts.

Affiliation Fee	\$ 86.00
Per Capita Tax	12,069.69
Miscellaneous	130.39
	\$12,286.08

Disbursements.

Bakersfield Convention	\$ 1,493.14
Executive Council	334.56
Organizing	4,236.90
Office Expense	274.15
Postage and Mailing	391.70
Printing	589.25
Legislative Work	539.28
Rent	390.00
Salaries	2,724.05
U. S. Treasury Savings Certificate.....	824.00
Delegate to American Federation of Labor.....	700.00
Furniture and Fixtures.....	184.40
Miscellaneous	267.53
	\$12,948.96
Total	\$12,948.96

Recapitulation.

Cash Balance, September 27, 1919.....	\$ 6,210.48
Total receipts for twelve months.....	12,286.08
	\$18,496.56
Total	\$18,496.56
Total Disbursements	\$12,948.96
	\$ 5,547.60
Cash Balance, September 25, 1920.....	\$ 5,547.60
Invested in Liberty Bonds and U. S. Treasury Savings Certificate.....	2,824.00
	\$ 8,371.60

RECEIPTS IN DETAIL.

Per Capita Tax and Affiliation Fee.

BAKERSFIELD.	BERKELEY.
Bakers No. 146.....\$ 2.71	Carpenters No. 1158..... 12.79
Barbers No. 317..... 2.40	Post Office Clerks No. 47..... 3.00
Bartenders No. 378..... 9.63	BRAWLEY.
Carpenters No. 743..... 27.17	Typographical No. 707..... 4.09
Retail Clerks No. 1217..... 7.74	BREA.
Cooks & Waiters No. 550..... 24.85	Oil Workers No. 15731..... 125.76
Hod Carriers No. 220..... 8.59	CALEXICO.
Labor Council	Railway Carmen No. 1403..... 1.51
Laundry Workers No. 175..... 3.60	CHICO.
Machinists No. 5..... 37.65	Barbers No. 354..... 1.19
Maintenance of Way Employes.. 28.22	Carpenters No. 2431..... 4.48
Musicians No. 263..... 5.85	COALINGA.
Oil Workers No. 19..... 116.54	Central Labor Council..... 15.00
Painters No. 314..... 10.03	Cooks & Waiters No. 586..... 4.30
Printing Pressmen No. 264..... 1.49	Oil Workers No. 2..... 235.00
Railway Carmen No. 637..... 25.93	COLUSA.
Sheet Metal Workers No. 369... 1.20	Carpenters No. 1481..... 9.48
Stage Employes No. 215..... 2.75	DINUBA.
Steam Engineers No. 469..... 10.49	Carpenters No. 484..... 4.81
Switchmen No. 236..... 1.20	ELDRIDGE.
Teamsters No. 280..... 17.01	State Hospital Employes No.
Typographical No. 439..... 3.34	16048
	.57

EL SEGUNDO.		KNOWLES.	
Oil Workers No. 28.....	2.00	Granite Cutters	20.07
EUREKA.		Quarry Workers No. 35.....	4.65
Barbers No. 431.....	3.25	LINDSAY.	
Butchers No. 298.....	2.59	Fruit Workers No. 16556.....	31.44
Carpenters No. 1040.....	25.02	Teamsters No. 568.....	1.40
Cigarmakers No. 338.....	3.08	LONG BEACH.	
Cooks & Waiters No. 220.....	8.36	Barbers No. 622.....	6.14
Electrical Workers No. 482.....	5.54	Butchers No. 647.....	3.51
Federated Trades Council.....	11.00	Carpenters No. 710.....	67.90
Hod Carriers No. 181.....	5.60	Central Labor Council.....	12.00
Laundry Workers No. 156.....	7.74	Culinary Workers No. 681.....	2.99
Machinists No. 540.....	3.97	Machinists No. 1306.....	8.20
Maintenance of Way Employes		Sheet Metal Workers No. 503...	2.07
No. 513	5.25	Tailors No. 255.....	2.25
Musicians No. 333.....	6.85	Teamsters No. 427.....	7.11
Painters No. 1034.....	5.12	LOS ANGELES.	
Plumbers No. 471.....	1.30	Bakers No. 37.....	43.50
Shipyards Riggers No. 15804.....	.88	Barbers No. 295.....	29.00
Stage Employes No. 430.....	1.32	Bartenders No. 284.....	6.00
Steam & Operating Engineers		Boilermakers No. 92.....	23.50
No. 671	2.10	Bricklayers No. 2.....	16.71
Street Carmen No. 800.....	3.20	Broom & Whiskmakers No. 28..	6.24
Timberworkers No. 12.....	34.90	Butchers No. 265.....	24.56
Typographical No. 207.....	1.50	Carpenters No. 158.....	132.60
FELLOWS.		Carpenters No. 426.....	89.32
Oil Workers No. 13.....	80.00	Cigarmakers No. 225.....	13.50
FRESNO.		Cooks No. 468.....	39.05
Bakers No. 43.....	19.07	Coopers No. 152.....	2.62
Building & Common Laborers		Egg Inspectors No. 14934.....	4.32
No. 135	6.25	Electrical Workers No. 61.....	3.00
Carpenters No. 701.....	83.30	Electrical Workers No. 18.....	3.25
Carpenters No. 1496.....	9.65	Electrical Workers No. 83.....	26.03
Cooks & Waiters No. 62.....	39.25	City Firemen No. 112.....	6.50
Electrical Workers No. 169.....	8.00	Stationary Firemen No. 220.....	1.52
Electrical Workers No. 100.....	4.50	Floor Workers No. 2094.....	18.16
Firemen No. 202.....	6.76	Flour & Cereal Workers No. 204	4.98
Fruit Workers No. 16688.....	1.45	Garment Workers No. 125.....	84.15
Gas & Water Workers No. 17061	3.68	Garment Cutters No. 36.....	4.28
Hod Carriers No. 294.....	27.99	Ladies' Garment Workers No. 52	24.00
Labor Council	18.00	Glass Workers No. 636.....	4.27
Laundry Workers No. 86.....	43.31	Heat & Frost Insulators & As-	
Lathers No. 83.....	3.60	bestos Workers No. 5.....	2.50
Machinists No. 653.....	24.00	Hod Carriers No. 300.....	11.35
Maintenance of Way Employes		Ice Wagon Drivers No. 251.....	2.60
No. 1156	12.45	Iron Workers & Pile Drivers No.	
Moving Picture Operators No.		51	20.75
599	1.40	Knitters No. 1367.....	1.15
Musicians No. 210.....	17.06	Central Labor Council.....	12.00
Painters No. 294.....	6.55	Lathers No. 42.....	8.85
Plasterers No. 188.....	5.85	Laundry Workers No. 52.....	2.67
Printing Pressmen No. 159.....	2.25	Machinists No. 311.....	108.23
Sheet Metal Workers No. 252...	4.70	Mailers No. 9.....	23.05
Stage Employes No. 158.....	2.20	Marble Workers No. 14.....	2.76
Steam Engineers No. 336.....	12.63	Metal Polishers No. 67.....	9.45
Street Carmen No. 951.....	3.46	Millmen No. 884.....	13.17
Elementary School Teachers No.		Molders No. 374.....	12.00
84	9.84	Moving Picture Operators No.	
High School Teachers No. 72...	1.68	150	13.80
Teamsters No. 431.....	30.94	Musicians No. 47.....	42.00
Typographical No. 144.....	7.50	Office Employes No. 15251.....	2.17
GLENDALE.		Painters No. 202.....	35.65
Carpenters No. 563.....	6.53	Auto Painters No. 792.....	10.83
GRASS VALLEY.		Paperhangers No. 1063.....	18.61
Miners No. 90.....	4.00	Pattern Makers' Association....	8.05
GROVELAND.		Photo Engravers No. 32.....	7.60
Federal Labor Union No. 17043.	6.03	Plasterers No. 2.....	17.80
Miners No. 45.....	28.60	Plumbers & Steamfitters No. 78.	32.00
JACKSON.		Post Office Employes No. 64....	35.17
Barbers No. 533.....	1.84	Press Feeders No. 37.....	3.75
Miners No. 135.....	4.50	Printing Pressmen No. 78.....	21.90

Web Pressmen No. 18.....	12.86	Casket Makers No. 16325.....	5.20
Railway Carmen No. 1368.....	16.27	Retail Clerks No. 47.....	5.00
Reed & Rattan Workers No.		Shoe Clerks No. 1129.....	9.60
15053	12.26	Cooks & Waiters No. 31.....	69.00
Composition Roofers No. 36....	6.45	Dining & Sleeping Car Employes	
Sheet Metal Workers No. 108... 23.45		No. 328	2.00
Sign & Pictorial Painters No. 831 3.79		Electrical Workers No. 283.....	6.00
Stage Employes No. 33.....	183.48	Electrical Workers No. 895.....	23.60
Steam Engineers No. 72.....	33.11	City Firemen No. 55.....	12.80
Stereo & Electrotypers No. 58.. 3.21		Ice Wagon Drivers No. 610.....	7.10
Street Carmen No. 835.....	49.18	Iron, Steel & Tin Workers No. 1 21.60	
Teamsters No. 208.....	50.17	United Laborers No. 304.....	11.70
Typographical No. 174.....	42.00	Machinists No. 284.....	150.00
Waiters No. 17.....	32.74	Machinists No. 1117.....	42.46
Waitresses No. 639.....	17.79	Material Teamsters No. 577.....	12.00
LOST HILLS.			
Oil Workers No. 1.....	54.15	Milk Wagon Drivers No. 302... 23.50	
MARICOPA.			
Oil Workers No. 18.....	70.30	Moving Picture Operators No.	
MARTINEZ.			
Electrical Workers No. 302.....	8.35	160	3.95
Oil Workers No. 5.....	13.00	Painters No. 127.....	60.61
Typographical No. 597.....	1.92	Paper Makers No. 175.....	7.60
MARYSVILLE.			
Carpenters No. 1570.....	13.69	Plumbers No. 444.....	11.05
Central Labor Council.....	12.00	Printing Pressmen No. 125.....	11.00
Hod Carriers No. 121.....	.85	Railway Clerks No. 802.....	9.00
Painters No. 146.....	1.58	Stage Employes No. 107.....	5.68
Stage Employes No. 216.....	2.20	Steamfitters & Helpers No. 342. 4.87	
MATHER.			
Timberworkers No. 166.....	17.00	Street Carmen No. 192.....	120.00
McKITTRICK.			
Oil Workers No. 24.....	32.75	Switchmen No. 158.....	3.00
MERCED.			
Carpenters No. 1202.....	4.15	Tailors No. 266.....	5.00
McCLOUD.			
Timberworkers No. 165.....	4.19	Team Drivers No. 70.....	36.00
MILL VALLEY.			
Carpenters No. 1710.....	2.71	Typographical No. 36.....	38.75
MODESTO.			
Barbers No. 24.....	3.00	PACIFIC GROVE.	
Carpenters No. 1235.....	11.04	Carpenters No. 806.....	4.25
Hod Carriers No. 544.....	8.54	PALO ALTO.	
Central Labor Council.....	6.00	Carpenters No. 668.....	9.05
Retail Clerks No. 1273.....	1.50	PASADENA.	
Painters No. 317.....	3.61	Carpenters No. 769.....	21.40
MONTEREY.			
Carpenters No. 1451.....	7.73	Electrical Workers No. 418.....	4.23
Plumbers No. 62.....	2.38	Labor Council	14.00
NAPA.			
Carpenters No. 2114.....	4.10	Plumbers No. 280.....	7.84
Garment Workers No. 137.....	9.09	Typographical No. 583.....	8.46
Hod Carriers No. 603.....	2.26	Printing Pressmen No. 155.....	2.76
Central Labor Council.....	8.00	PETALUMA.	
State Hospital Employes No.		Barbers No. 419.....	2.45
15631	17.08	Boot & Shoe Workers No. 335.. 2.97	
Teamsters No. 619.....	3.25	Carpenters No. 981.....	5.36
OAKLAND.			
Bakers No. 119.....	24.00	Central Labor Council.....	12.00
Bakery Wagon Drivers & Sales-		Flour & Cereal Workers No. 336 17.60	
men No. 432.....	24.00	Hod Carriers No. 488.....	4.32
Barbers No. 134.....	24.00	Teamsters No. 35.....	13.16
Bartenders No. 252.....	13.05	Typographical No. 600.....	3.00
Boilermakers No. 233.....	38.15	Quarry Workers No. 85.....	1.10
Boot & Shoe Workers No. 324. 7.15		REDLANDS.	
Bricklayers No. 8.....	8.00	Plumbers No. 364.....	2.61
Bridge & Structural Iron Work-		REDWOOD CITY.	
ers No. 117.....	6.00	Hod Carriers No. 97.....	3.22
Butchers No. 120.....	19.40	RICHMOND.	
Carpenters No. 36.....	101.19	Barbers No. 508.....	4.60
Carpenters No. 1473.....	18.40	Boilermakers No. 317.....	15.00
		Carpenters No. 642.....	31.41
		Firemen No. 188.....	3.27
		Hod Carriers No. 274.....	4.20
		Labor Council	16.00
		Labor Union No. 443.....	5.55
		Musicians No. 424.....	3.82
		Oil Workers No. 38.....	4.25
		Potters No. 89.....	7.63
		Steam Fitters & Helpers No. 436 16.00	
		Teamsters No. 420.....	6.92
		RIO DELL.	
		Timberworkers No. 133.....	2.00

ROCKLIN.		
Granite Cutters	9.80	
RODEO.		
Oil Workers No. 11.....	29.24	
SACRAMENTO.		
Bakers No. 85.....	11.25	
Barbers No. 112.....	13.80	
Bartenders No. 603.....	3.00	
Bookbinders No. 35.....	6.09	
Box Makers No. 1165.....	1.87	
Bridge & Structural Iron Workers No. 118.....	3.90	
Butchers No. 498.....	7.39	
Cigarmakers No. 238.....	8.50	
Cooks & Waiters No. 561.....	37.96	
Electrical Workers No. 36.....	12.00	
Electrical Workers No. 340.....	1.20	
Federated Trades Council.....	12.00	
Glaziers & Brass Workers No. 767	1.00	
Ice Wagon Drivers No. 230.....	5.40	
Laundry Workers No. 75.....	22.50	
Machinists No. 33.....	65.00	
Molders No. 199.....	6.80	
Moving Picture Operators No. 252	1.52	
Musicians No. 12.....	18.00	
Printing Pressmen No. 60.....	2.40	
Stage Employes No. 50.....	3.06	
Steam Engineers No. 210.....	6.60	
Stereo & Electrotypers No. 86	1.22	
Street Carmen No. 256.....	21.00	
Tailors No. 107.....	6.00	
Elementary School Teachers No. 44	17.99	
High School Teachers No. 31.....	7.03	
Teamsters No. 557.....	6.38	
Typographical No. 46.....	23.42	
Warehouse & Cereal Workers No. 38	3.00	
SAN BERNARDINO.		
Barbers No. 253.....	7.85	
Carpenters No. 944.....	10.98	
Central Labor Council.....	4.00	
Cooks, Waiters & Waitresses No. 673	5.32	
SAN BRUNO.		
Carpenters No. 848.....	1.60	
Federal Labor Union No. 14898.....	1.00	
SAN DIEGO.		
Amalgamated Carpenters No. 992	9.36	
Bakers No. 90.....	5.60	
Bartenders No. 768.....	4.26	
Bricklayers No. 11.....	2.80	
Bridge & Structural Iron Workers No. 229.....	15.51	
Butchers No. 229.....	7.77	
Carpenters No. 1296.....	54.27	
Cigarmakers No. 332.....	13.60	
Retail Clerks No. 769.....	7.17	
Cooks, Waiters & Waitresses No. 402	21.47	
Electrical Workers No. 465.....	10.57	
Federated Trades & Labor Council	22.00	
Federal Employes No. 63.....	22.24	
Hod Carriers No. 89.....	15.07	
Ice Wagon Drivers No. 297.....	1.06	
Letter Carriers No. 70.....	11.10	
Machinists No. 389.....	20.48	
Moving Picture Operators No. 297	3.12	
Musicians No. 325.....	24.61	
Painters No. 333.....	9.95	
Plumbers No. 230.....	5.55	
Post Office Clerks No. 197.....	4.71	
Printing Pressmen No. 140.....	8.31	
Stage Employes No. 122.....	2.38	
Typographical No. 221.....	18.75	
SAN FRANCISCO.		
Alaska Fishermen	180.00	
Auto Bus Operators No. 399.....	16.00	
Baggage Messengers No. 10167.....	1.74	
Bakers No. 24.....	112.50	
Aux. Cracker Bakers No. 125.....	18.00	
Cracker Bakers No. 125.....	4.50	
Bakery Wagon Drivers No. 484	42.00	
Barbers No. 148.....	120.00	
Bartenders No. 41.....	38.50	
Beer Drivers No. 227.....	31.50	
Blacksmiths No. 168.....	24.00	
Bookbinders & Binderywomen No. 31-125	54.00	
Bottlers No. 293.....	48.00	
Boxmakers & Sawyers No. 1156	12.00	
Brewery Workmen No. 7.....	24.00	
Butchers No. 115.....	48.00	
Butchers No. 508.....	13.29	
Carpenters No. 22.....	190.55	
Carpenters No. 304	2.80	
Carpenters No. 483	108.18	
Carpenters No. 1082	32.44	
Car Repairers & Trackmen No. 687	6.30	
Cigarmakers No. 228	36.00	
Grocery Clerks No. 648	24.00	
Retail Clerks No. 432	6.00	
Shoe Clerks No. 410	9.00	
United Cloth & Hat & Cap Makers No. 9	4.50	
Cooks No. 44	138.57	
Cooks Helpers No. 110	72.32	
Coopers No. 65	41.55	
Draftsmen No. 11	18.61	
Dredgemen No. 72.....	28.00	
Egg Inspectors No. 16086	2.30	
Electrical Workers No. 6.....	61.75	
Electrical Workers No. 92.....	6.85	
Electrical Workers No. 151	57.00	
Electrical Workers No. 537	6.70	
Elevator Operators and Starters No. 495	15.00	
Elevator Constructors No. 8	14.03	
Federal Employes No. 1	143.81	
Ferryboatmen's Union of Cal. ..	92.43	
Garment Cutters No. 45	8.07	
Ladies Garment Workers No. 8 ..	29.50	
Garment Workers No. 131	60.00	
Gas Appliance & Stove Setters No. 12432	1.80	
Glass Bottle Blowers No. 22	15.75	
United Hatters No. 23	1.54	
Hoisting Engineers No. 59	18.00	
Horseshoers No. 25.....	2.00	
Housesmiths No. 78	24.00	
Ice Wagon Drivers No. 519 ..	11.27	
Janitors No. 10367.....	18.50	
Labor Council	15.00	
United Laborers No. 1	96.00	
Laundry Workers No. 26.....	225.00	

Laundry Wagon Drivers No. 256	33.00	Printing Pressmen No. 146	2.20
Letter Carriers No. 214	57.08	Sheet Metal Workers No. 309	2.40
Machinists No. 68	270.00	Street Carmen No. 265	13.40
Mailers No. 18	11.01	Tailors No. 108	4.84
Marble Polishers & Rubbers No. 9	9.55	Typographical No. 231	8.82
Marine Cooks & Stewards Ass'n	120.00	SAN LEANDRC	
Marine Firemen, Oilers & Water- tenders Union	240.00	Musicians No. 510	6.00
Masters, Mates & Pilots No. 40	42.65	SAN MATEO.	
Material Teamsters No. 216	32.00	Carpenters No. 162	20.64
Metal Polishers No. 128	7.65	Material Teamsters No. 160	6.84
Milk Wagon Drivers No. 226	59.73	Sheet Metal Workers No. 272	1.67
Millmen No. 42	97.76	SAN PEDRO.	
Molders No. 164	78.00	Butchers No. 551	1.61
Musicians No. 6	142.50	Carpenters No. 1140	27.54
Moving Picture Operators No. 162	12.00	Central Labor Council	12.00
News Writers Union	6.60	Culinary Workers No. 754	11.19
Office Employes Ass'n	26.00	Longshoremen No. 38-18	38.90
Pattern Makers Ass'n	34.00	Painters No. 949	7.70
Pavers No. 18	1.20	Shipwrights No. 1654	26.86
Pavers & Rammersmen No. 26	.80	Steam & Operating Eng. No. 235	10.81
Photo Engravers No. 8	16.26	SAN RAFAEL.	
Photographic Workers No. 17061	2.20	Carpenters No. 35	6.05
Pile Drivers No. 77	60.00	SANTA BARBARA.	
Plasterers No. 66	7.00	Carpenters No. 1062	44.19
P. O. Clerks No. 2	56.10	Central Labor Council	8.00
Press Assistants No. 33	14.18	Musicians No. 308	12.78
Printing Pressmen No. 24	44.10	Typographical No. 394	1.58
Web Pressmen No. 4	14.40	SANTA CRUZ.	
Railway Mail Ass'n	23.47	Central Labor Council	13.00
Sailors Union of the Pacific	240.00	Musicians No. 346	8.87
Sausage Workers No. 203	9.62	SANTA MARIA.	
Sheet Metal Workers No. 104	81.00	Oil Workers No. 12	121.88
Ship Caulkers No. 554	21.64	SANTA ROSA.	
Stage Employes No. 16	14.55	Barbers No. 159	3.25
Steamshovel & Dredgemen No. 29	3.00	Bartenders No. 770	.84
Stereo & Electrotypers No. 29	17.30	Carpenters No. 751	12.71
Street Carmen No. 518	84.00	Central Labor Council	17.00
Submarine Divers No. 16139	3.58	Electrical Workers No. 594	5.60
Sugar Workers No. 10519	8.50	Musicians No. 292	9.84
Switchmen No. 197	9.60	Painters No. 364	2.07
Teachers No. 61	3.74	Steam Engineers No. 147	.96
Teamsters No. 85	180.00	Typographical No. 577	2.38
Typographical No. 21	105.00	SELMA.	
Upholsterers No. 28	12.00	Fruit Workers No. 16869	7.63
Varnishers & Polishers No. 134	16.38	SOUTH SAN FRANCISCO.	
Waiters No. 30	188.54	Iron, Steel & Tin Workers No. 5	7.50
Waitresses No. 48	82.88	STOCKTON.	
Warehouse & Cereal Workers No. 15877	90.00	Bakers No. 120	3.43
Wood Carvers No. 1	3.01	Barbers No. 312	4.20
SAN JOSE.			
Barbers No. 252	6.75	Butchers No. 127	3.74
Builders Material Packers and Shippers No. 1	2.70	Carpenters No. 266	40.79
Butchers No. 506	13.42	Central Labor Council	12.00
Retail Clerks No. 428	2.80	Cooks & Waiters No. 572	20.93
Cooks & Waiters No. 180	12.00	Electrical Workers No. 591	10.00
Central Labor Council	12.00	Hod Carriers No. 73	7.25
Hod Carriers No. 234	4.92	Laundry Workers No. 72	1.30
Common Laborers No. 237	16.60	Machinists No. 364	5.50
Lathers No. 144	2.75	Moving Picture Operators No. 428	1.80
Laundry Workers No. 33	9.30	Musicians No. 189	17.43
Machinists No. 504	18.15	Painters No. 1115	5.05
Material Teamsters No. 279	18.95	Plasterers No. 222	3.61
Millmen No. 262	42.94	Plumbers No. 492	3.80
Musicians No. 153	15.53	Printing Pressmen No. 132	5.78
Plumbers No. 393	6.06	Stage Employes No. 90	1.80
		Steam Engineers No. 200	5.25
		Street Carmen No. 276	8.96
		Teamsters No. 22	16.29
		Typographical No. 56	9.70

United Laborers No. 454.....	7.37	Electrical Workers No. 180.....	18.84
Warehouse & Cereal Workers No. 38-11.....	4.50	Federal Employees No. 76.....	18.24
Window Glass Workers No. 1..	6.00	Machinists No. 252.....	103.50
TAFT.		Plumbers No. 343.....	6.27
Carpenters No. 1774.....	9.30	Stage Employees No. 241.....	2.00
Central Labor Council.....	9.00	Teamsters No. 490.....	19.19
Retail Clerks No. 222.....	4.29	VISALIA.	
Cooks & Waiters No. 771.....	2.78	Hod Carriers No. 341.....	5.02
Electrical Workers No. 343....	5.09	Laundry Workers No. 234.....	1.50
Oil Workers No. 6.....	143.78	Painters No. 899.....	2.19
TALMAGE.		WEED.	
Hospital Workers No. 15819....	4.28	Timberworkers No. 114.....	90.32
TIBURON.		WHITTIER.	
Boilermakers No. 666.....	4.25	Oil Workers No. 7.....	25.15
Machinists No. 238.....	7.50	WOODLAND.	
TUOLUMNE.		Carpenters No. 1381.....	1.77
Timberworkers No. 125.....	4.11	Miscellaneous Receipts	
VALLEJO.		Interest on Third Liberty Bond..	\$ 21.25
Barbers No. 335.....	8.90	Interest on Fourth Liberty Bond..	42.50
Blacksmiths & Helpers No. 82	6.64	Interest on Fifth Liberty Bond..	25.44
Boilermakers No. 148.....	56.05	Interest on Deposit in First Federal Trust	41.20
Carpenters No. 180.....	39.98	Total	\$130.39
Central Labor Council.....	12.00		

DISBURSEMENTS IN DETAIL

BAKERSFIELD CONVENTION		telegrams	106.73
Jas. E. Hopkins, services on Au- diting Committee.....\$	3.50	Star Towel Supply Co., towel service	12.00
A. J. Rogers, services on Au- diting Committee.....	3.50	H. S. Crocker Co., office supplies	30.70
W. G. Mathewson, services on Auditing Committee, \$3.50; Acting Secretary, fare and per diem, \$114.84.....	118.34	The Call, 6 mos. subscription..	3.30
T. M. Ryan, Sergeant-at-arms..	30.00	The New Republic, 1 yrs. sub- scription	5.00
John G. Waltz, Assistant Ser- geant-at-arms	30.00	Miscellaneous office supplies....	5.65
Hotel Tegeler, rent of head- quarters, etc.....	44.95	Total	\$274.15
Phillip Johnson, Assistant Secre- tary	79.80	ORGANIZING	
Helen Quinn, stenographer, ex- penses, etc.....	50.00	J. W. Buzzell, organizing work, 12 months ending Sep- tember 25, 1920.....	\$2904.90
Union Labor Journal, daily pro- ceedings, etc.....	261.00	Jas. H. Doyle, organizing work, one-half salary for 12 months ending September 25, 1920. (The other half is paid by the A. F. of L.).....	1332.00
Jas. H. Barry Co., 1000 proposi- tion blanks, \$9.00; officers Reports and Proceedings, \$810.05	819.05	Total	\$4236.90
Postage on Proceedings.....	53.00	POSTAGE AND MAILING	
Total	\$1493.14	Postage Stamps purchased by Secretary-Treasurer	\$314.20
EXECUTIVE COUNCIL EXPENSE		James H. Barry Co., revising mailing list.....	77.50
Wm. J. McQuillan.....\$	44.30	Total	\$391.70
W. G. Mathewson.....	33.24	PRINTING	
E. H. Hart.....	7.60	Jas. H. Barry Co., 7 lots cir- cular letters; 3 lots, Minutes Executive Council Meeting; binding Annual Convention Proceedings	\$241.50
Fred W. Heckman.....	22.02	Donaldson Printing Co., index cards; stationery for Execu- tive Council; 1300 Constitu- tions; bill heads; second sheets, large and small envelopes, cre- dentials and Convention Calls..	325.75
J. C. Harter.....	27.70	Walter N. Brunt Co., 24 receipt books	22.00
Daniel C. Murphy.....	59.62	Total	\$589.25
W. E. Banker.....	71.00		
Thos. Bone.....	16.72		
L. B. Leavitt.....	23.32		
James Giambruno.....	17.64		
Robert F. Murray.....	11.40		
Total	\$334.56		
OFFICE EXPENSE			
Pacific Telephone & Telegraph Co., phone.....	\$110.77		
Western Union Telegraph Co.,			

LEGISLATIVE WORK.

J. M. Inman, for current expense of California Oriental Exclusion League.....	\$100.00
Paul Scharrenberg, expense attending B. T. C. convention, \$88.50; circulating Employment Bureau Initiative, \$111.50; 1 script book, \$32.40.....	232.40
Jas. H. Barry Co., 1000 Copies Initiative Petition, \$168.75; instructions to accompany same, \$6.50	175.25
Bruckman Translation Bureau, stenographic work.....	7.00
S. H. Metcalf, precincting signatures on Employment Bureau Initiative	10.50
R. A. Dollarhide, precincting signatures on Employment Bureau Initiative.....	2.39
Carrie E. Irish, precincting signatures on Employment Bureau Initiative	4.36
Wm. J. McQuillan, precincting signatures on Employment Bureau Initiative.....	7.38
Total	\$539.28

RENT.

Crocker Estate Co., rent of office from Nov. 1, 1919, to Oct. 31, 1920.....	\$390.00
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SALARIES.

Secretary-Treasurer, Paul Scharrenberg	\$ 725.00
Helen Quinn, stenographer....	1485.00
Phillip Johnson, Assistant Secretary	139.05
Daniel C. Murphy, Acting Secretary-Treasurer	375.00
Total	\$2724.05

U. S. TREASURY SAVINGS CERTIFICATE.

1 1920 Series U. S. Treasury Savings Certificate.....	\$824.00
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DELEGATE TO AMERICAN FEDERATION OF LABOR CONVENTION.

A. J. Rogers, expense attending A. F. of L. convention.....	\$700.00
FURNITURE AND FIXTURES.	
H. S. Crocker Co., 6 book cases	\$ 36.00
Struven Furniture Co., 1 rug..	54.00
Corona Typewriter Co., 1 typewriter and carrying case....	72.50
F. W. Wentworth, 2 pair book racks and 2 book cases.....	20.00
Framing	1.90
Total	\$184.40

MISCELLANEOUS EXPENSE.

Humboldt Savings Bank, rent of safe deposit box.....	\$ 5.00
Extra Stenographic Work.....	3.85
The Nation, 1 year's subscription	4.00
S. F. Call, 6 mos. subscription, \$3.30; extra copies, \$2.40....	5.70
Tully Rubber Stamp Co., 1 rubber stamp.....	2.50
Books for office library.....	56.26
American Association for Labor Legislation, 1920 subscription	5.00
John Ginty, Tax Collector, taxes Aetna Insurance Co., premium on Fire Insurance.....	1.80
Frank Morrison, per capita tax to A. F. of L.	10.00
The Survey, 1 year's subscription	4.00
Paul Scharrenberg, acct. trip to Washington Conference, \$100.00; 1 scrip book, \$32.40; expense attending Farmers' convention, \$10.40; expense trip to Los Angeles, \$12.00.....	154.80
National Surety Co., premium on bond of Secretary-Treasurer..	10.00
Total	\$267.53

REPORT OF AUDITING COMMITTEE.

San Francisco, Cal., Sept. 25, 1920.

To the Twenty-first Annual Convention of the California State Federation of Labor.

Greeting:

We, the undersigned Auditing Committee appointed by President Murphy to audit the accounts of the State Federation for the fiscal year ending September 25, 1920, beg leave to report that we have examined the accounts of the Secretary-Treasurer and find them correct as per detailed report submitted to the convention.

The cash balance on hand September 25, 1920, was \$5547.60.

On the date of the audit there was on deposit with the Humboldt Savings Bank of San Francisco the sum of \$4101.35 from which should be deducted \$168.95 in checks issued but not paid; with the First Federal Trust Company of San Francisco, the sum of \$1561.20; and in the hands of the Secretary-Treasurer, \$54.00.

The Federation owns \$2000.00 in registered Liberty Bonds as follows: \$500.00 in a bond of the Third Series, \$1000.00 in a bond of the Fourth Series, and \$500.00 in the Fifth, or Victory Loan. Also one (\$1000.00) United States War Savings Certificate Series of 1920, purchased for \$824.00.

The Secretary is under bond with the National Surety Company to the amount of \$2000.00, the premium on said bond being paid in advance to September 23, 1921.

Respectfully submitted.

(Signed) JAS. E. HOPKINS,
ROE H. BAKER,
J. J. MATHESON.

