

**OFFICERS' REPORTS
AND
PROCEEDINGS**

**OF THE
FORTY-FIRST
ANNUAL CONVENTION**

**OF THE
California
State Federation
of Labor**



**CONVENTION HELD AT SANTA MONICA
September 23 to 28, 1940**



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CALIFORNIA STATE FEDERATION OF LABOR

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MESSAGE OF GREETING

To the FORTY-FIRST ANNUAL CONVENTION from the President of the American Federation of Labor

I EXTEND to the officers and delegates to the 1940 convention of the California State Federation of Labor my personal and official best wishes for a most constructive and enjoyable convention. Your convention is being held in one of the most crucial hours in the history of our nation, and in fact, of the whole world. Civilization itself may hang in the balance. Our responsibility for right decisions is, therefore, grave. I am confident that every American citizen is concerned for the preservation of American ideals and American concepts of living, and in this connection I hardly need to remind you that the American Federation of Labor is one of the most truly American institutions of our land.

Our history is one of which we may well be proud. We are a patriotic organization, dedicated to the fundamental precepts of the American way of freedom of life, liberty, and the pursuit of happiness. When the welfare of our nation has been at stake we have never hesitated—we will not now.

The State Federations of Labor are the representatives of the American Federation of Labor within your respective jurisdictions. It is your responsibility to carry out the aims and purposes of the American Federation of Labor in general and to legislate for the workers of your own state on matters of particular interest to you as citizens and workers of your state.

At all times, and transcending all other considerations, the trade unionists of America, as represented by the American Federation of Labor, will strive to preserve our democratic way of life. The freedom which is the privilege of American workers is not enjoyed by fellow workers in other lands. We can best show our appreciation for our privileges by constant vigilance against encroachment on those rights for any purpose whatsoever.

The American Federation of Labor is unalterably opposed to dictatorships or totalitarian forms of government. We know that dictatorships, under any guise, deprive the great masses of the people of their rights and liberties. The breath-taking march of events in Europe has proved the relentless purpose of the proponents of nazism, fascism, and communism, to crush democracy from the face of the earth.

The officers of the American Federation of Labor have pledged the allegiance and service of every trade unionist to our nation in the defense program which has been undertaken, and the workers of America can be relied upon wholly to perform whatever task our nation requires. We have made it plain, however, that our national preparedness program must provide for the maintenance of our economic and social gains. Our American standards of life must not be lowered. Our government has recognized the loyal spirit of our workers and has made a solemn pledge to them that the great advances achieved by organized labor as the result of more than a half-century of struggle will not be scuttled to satisfy the greed of those who would profit through the exigencies of war. This action on the part of our government is a frank recognition of the fundamental fact that industrial democracy must be maintained as a part of a national democracy.

There is no more truly American institution than the American Federation of Labor and its component units. We have made it plain that there is no place in our ranks for proponents of foreign philosophies of government or advocates of revolution to substitute some other form of government for our democracy. Our trade unions constitute a formidable defense against un-American forces in time of peace or war. It is, therefore, our duty to our nation as well as to our movement to support and strengthen our trade union movement against all efforts to divert us from our appointed path of preserving America and our democratic institutions.

WILLIAM GREEN,
President, American Federation of Labor.

REPORTS OF OFFICERS

REPORT OF PRESIDENT

Los Angeles, September 6.

To the Forty-first Annual Convention of the
California State Federation of Labor—
Greetings:

I extend a sincere welcome to the representatives and delegates of our local unions in California to this, the Forty-first Annual Convention held in the City of Santa Monica.

It is heartening and gratifying to have the privilege of participating in this Forty-first Convention of this great Federation and to think back over the accomplishments of the years in behalf of men and women who work for their livelihood. It is a source of great encouragement and a distinct honor to be a part of this great American institution which is meeting in its regular convention to consider, in a democratic and American way, the problems besetting the members of Organized Labor in California as well as the problems of society as a whole.

Since our last Convention, the California State Federation of Labor has continued to forge ahead, not alone in increased membership in local unions, councils and the Federation, but also definite progress has been made in the way of obtaining increased wages, shorter hours and better working conditions. This Federation is outstanding in the service it has rendered to affiliated unions in the way of financial assistance, organizers and legal defense. A perusal of the Secretary's report will show the consistent, progressive activities of the Federation and its officers in these three fields with resultant increase in membership both locally and the definite increase in numbers of locals affiliated. The officers of this Federation are fully aware of the need for continued activity if the gains made are to be maintained and continued progress had and it has been the aim of this Federation that every possible assistance be rendered in any manner needed to our locals within this State.

In addition to the progress and advancement of the Federation numerically and in benefits obtained, it has also increased its prestige with the thinking people of this State and nation and recognized as the largest Federation numerically in the nation and one of the most progressive federations, and is held in high esteem by all those who have watched it function and know its regular performance.

For the success and progress of the Federation, much credit must be given not alone to the hard-working officials but also to the splendid support and coöperation it has received from its affiliated locals and membership as a whole, as no organization of this character could prosper without the full support and coöperation of its component parts.

Because of the alertness and activities of various councils throughout the State, organi-

zational activities have increased to the end that a number of new organizations are functioning this year and will have delegates at this Convention. This activity is not confined to one section, but is State-wide and reports show increases have been obtained not only in northern and central California but also in southern California, which section has forged ahead in leaps and bounds in numbers of new organizations and increased membership in old organizations and many union contracts obtained with firms and corporations who are now dealing and working in harmony with our councils and local unions.

Due to the defense program, the Metal Trades Unions in northern California and particularly so in southern California are growing rapidly and have succeeded in obtaining to date union conditions and wages for their membership through union contracts, particularly in the shipbuilding and general Naval program.

Building Trades Unions throughout the State have also made splendid progress which continues with increased momentum as time goes on and in Los Angeles County at the present time there are more than 20,000 organized building tradesmen under the banner of the American Federation of Labor.

Because of this defense program, with the increased momentum in all phases of industry, the Federation is faced this year with the importance of making itself heard and answering the great cry of hysterical business interests and industrialists who are attempting to increase the hours of labor by raising the great cry that there is a shortage of labor necessary to meet the defense program. I am sure that the convention will carefully consider this problem and, after a proper investigation and study, will take appropriate action and release to the public Organized Labor's attitude on this matter so that the proper facts and true conditions may be known, not alone to our people but also to the public as a whole.

It is well to keep in mind this year, as in all other years, the necessity of instructing these thousands of new members in the functions, background, principles and aims and objects of trade unionism as practiced under the banner of the American Federation of Labor. It is not sufficient unto itself to obtain benefits for the worker without placing some responsibility and obligation upon the workers of this State to carry the torch forward for the benefit of posterity so that Labor may continue to progress and obtain its rightful place in social, economical and political life.

The keystone of the American Federation of Labor is the solidarity it displays in support of one another and the California State Federation of Labor, throughout its entire existence, has conformed to and followed the

mandates and instructions of the American Federation of Labor and has confined its activities to the program as enunciated by the American Federation of Labor in full conformity with the laws of the State and nation and in that program has gained the confidence of the thinking people of this State.

Where we find legislation adopted into law which we believe is detrimental to our people, we will use the American way of changing that situation through the halls of the Legislature and the ballot. The California State Federation of Labor and its affiliated unions have never permitted themselves to deviate from this course and I glory in the knowledge that we are thoroughly opposed to all of the isms being advocated at the present time by those who offer palliatives and panaceas which would result eventually in ruin and chaos to our State and nation. I am sure we are thoroughly convinced that unionism and Americanism are symbolic one of the other.

While we, as Americans, are meeting here, considering our own problems, we are not for a moment forgetting that all over the world our brother and sister workers are persecuted, maimed and slaughtered by mad dictators who have set the rest of the world aflame in their mad desire for power. I know that the delegates of this convention join with me in a sincere prayer that this holocaust will soon be over by a defeat of the dictators with a restoration once again of the civilized world to peace and normal life.

While the California State Federation of Labor has held many important conventions and has expressed itself on many important subjects of State- and nation-wide interest, no convention will be as important and require more sane, intelligent deliberation than this Forty-first Convention of this great Federation. While the delegates in attendance at this convention have assembled to adopt ways and means for the protection of the worker and society and to maintain justice in their economic life, forces whom I term more subversive than are the Fascists, Nazis and the Communists are at work hoping to capitalize on the present uncertain status of this nation as relates to a world war and take advantage of very cleverly created hysteria and emotionalism to remove from the working class of this State and nation the benefits which they have obtained over a period of fifty years of hard and consistent work through their democratically formed and organized labor unions and federations. As an example, we have the organizations known as the Associated Farmers and the Merchants and Manufacturers Association, who have attempted to compare the activities of American labor unions with those of foreign origin and leadership and are trying cleverly to build up ill feeling in the public mind against union activities in their normal pursuit of justifiable benefits in their every-day work life. While every gain made by the California State Federation of Labor over the years has been gained in an American, democratic way, these anti-union, anti-American forces are using every illegitimate and foul

method to inflame the public mind against labor unions in order that they may accomplish by underhanded methods their blind, selfish purposes.

Notwithstanding the foul propaganda which is being circulated by these organizations, the American people will not be fooled, as they know too well the record of the American Federation of Labor and its devotion to this nation, for the American Federation of Labor and this State Federation of Labor has unequivocally identified its organizations and affiliated members and proven beyond question of doubt that they are Americans with all the sincerity of heart and purpose that Americans can have, and have and will continue to pledge their full, unqualified loyalty and devotion to this nation in its normal functions and also in times of stress. I am sure that this convention will again speak on this subject and pledge its allegiance and loyalty to this country and its form of government and hurl the lie back into the teeth of these anti-union, anti-American organizations. I am sure that this convention will also express very definitely and decisively its sincere desire to render full measure of support and coöperation to this country and its form of government in this threatening period from outside totalitarian forms of government, administered by lustful, mad dictators.

I sincerely regret that we still have a dual labor organization existing in this State and nation, as I had hoped to have the pleasure of seeing a united labor movement by the time this convention convened, and that we are still faced with the problem of meeting attacks from without by the C. I. O., a dual organization, who are continuing their raiding tactics and still using every unfair method to disorganize the organized rather than carrying out their announced purpose of organizing the unorganized. I am happy to report that the American Federation of Labor Unions have met this attack on every hand and are still progressing and growing in spite of the fact that they are forced to combat not alone the anti-labor forces but also the forces of dual unionism. I know that every sincere member of the unions affiliated with the California State Federation of Labor join with me in a sincere desire for a united labor movement and that it is our sincere hope that the proper spark of understanding, tolerance and consideration will yet penetrate the mind and soul of the leader of this dual organization so that the proper steps will be taken to clean this organization of its subversive elements and leadership so that they can return to the fold of the American Federation of Labor and we will have a united labor movement, functioning for and in behalf of its members and the working people of this nation.

In conclusion, I wish to express my sincere thanks and appreciation to the officers and members of the Federation for the many considerations and courtesies extended to me as President of this great organization.

Sincerely and fraternally,

C. J. HAGGERTY.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 1**(San Diego and Imperial Counties)**

San Diego, August 28.
To the Forty-first Annual Convention of the
California State Federation of Labor—
Greetings:

It is a pleasure to report much progress in the Labor Movement in San Diego during the past year. The membership of the local unions has increased and the number of unions affiliated with the Federated Trades and Labor Council has also increased. Forty-five organizations are now paying per capita on 5,300 members to the Council.

During the past year the following local unions reaffiliated with the Federated Trades and Labor Council: Citrus and Vegetable Workers; State, County and Municipal Employees, and the Barbers Union.

New affiliations reported by the Council were: Southern California Dental Technicians Union, Local No. 100; Milk Drivers; Operating Engineers, Local No. 526, and Marble and Onyx Workers Union, Local No. 110.

The Barbers Union won a hard fight to enforce the 6 o'clock closing regulation, and has launched a drive to standardize conditions throughout the city.

The culinary crafts signed contracts with all large hotels except one, and this looks favorable now. International Vice-President C. T. McDonough and International Representative Walter Cowan were of great assistance to the local officials of the two culinary crafts.

Teamsters Union, Local No. 542, increased its membership by approximately 300 during the past year. Wage increases secured by it were: freight drivers, 5c per hour; van and storage drivers, 5c per hour; produce drivers, 5c per hour; taxi drivers, \$2.00 per week; dump truck drivers, \$1.20 per week; meat drivers, \$1.20 per week; bakery drivers from \$37.50 to \$40 per week. Taxi drivers, dump truck drivers and meat drivers are 100 per cent organized. Bakery drivers have only one bakery on the unfair list and a vigorous fight is being carried on to unionize this plant.

Butchers Union, Local No. 229, still has 100 per cent organization in San Diego, in all branches of its industry. Poultry Workers won a raise of \$1.65 per week, shorter hours, and improved working conditions, with time and one-half for all work over forty hours. Overtime will also be paid for all work over eight hours in any one day.

Jobbing houses gained shorter hours and increased pay, with one week vacations on pay.

Painters Union, Local No. 333, reports membership gains for the past year. It expects its membership to increase still more because

of the requirement that painters working on government jobs must come from the ranks of union men. The campaign to sign up the contractors is being pressed. There are 385 licensed painting contractors in San Diego and unfortunately too many of them still employ non-union painters.

There have been two major disputes in the past year: one between the Klauber-Wangenheim Wholesale Grocery Company and the Teamsters is not settled as yet; the other between the Building Trades Council and a lumber company is still on with prospects for a favorable settlement any day.

The theatrical crafts, as a whole, are in about the same condition as last year. The musicians and stage employees are with very little employment. The moving picture projectionists had a four months' lockout in one theatre. A picket line was maintained against the theatre, and with the help of the Organized Labor Movement in San Diego, the dispute was settled to the satisfaction of the union.

Brewery Workers have held their own and maintained favorable conditions during the past year.

The San Diego County Building and Construction Trades Council is in the middle of an intensive campaign to make the area 100 per cent union in all building lines.

The national defense construction program in San Diego and vicinity totals \$20,000,000. This work will employ over 2,500 A. F. of L. men at North Island and the Marine Base.

The United States Housing Administration will spend over \$3,000,000 here for two giant buildings to house Navy families.

Wage increases of 12½ per cent have been gained by Building Service Employees, Local No. 102, and Operating Engineers, Local No. 526.

Local No. 1125 of the Machinists has negotiated a year's contract with the Consolidated Aircraft Corporation, covering all hourly paid employees. Approximately 7,500 workers are covered by the agreement. It provides for a forty-hour week, overtime, as well as a week's vacation with pay, for employees with one year of service, or more.

The following organizations have shown good growth: Bakers, Electrical Workers, Carpenters and the Fishermen's local of the Sailors Union.

I thank the delegates to the State Federation of Labor for the honor of making it possible for me to serve the first district as Vice-President.

Faternally yours,
E. F. NELSON.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 2**(Long Beach and Orange County)**

Long Beach, August 31.

To the Forty-first Annual Convention of the California State Federation of Labor—

Greetings:

In this report I will attempt to relate, in as near chronological order as possible, the events pertinent to the labor movement which have happened since the convention of 1939.

Immediately after adjournment of the Oakland convention, the A. F. of L. labor movement of Southern California, particularly that of District No. 2, whole-heartedly entered the fight against the Atkinson Oil Control Bill. This bill, if enacted into law, would have worked injury to members of labor unions employed in the oil producing industry. Fortunately, the bill was defeated by a substantial vote, thus assuring craftsmen in oil and kindred fields of a continuance of present conditions.

During the past year we found a rather definite reluctance by the courts to issue injunctions against unions. While the practice was prevalent in the past, it is at present difficult for employers to use the courts in their fight against labor. This is a healthy sign and will, no doubt, permit unions to organize more freely than formerly.

Since my last report, the Long Beach and Orange County movement has been confronted by numerous labor disturbances, which in some instances precipitated strikes. These, however, were, in the main, of short duration, many being settled with increased wages to the workers, others going against organized labor because of injunctions. Credit for settlements of many of these disputes should be given George C. Bentson, Executive Secretary for the Long Beach Central Labor Council. Brother Bentson was continuously in demand and was at the service of the unions twenty-four hours per day. Without his untiring and unceasing assistance and leadership, results easily might have been different than they were.

The most important of the latter disturbances was the strike by Teamsters Union against the William Dary Lumber Company. Labor was restrained permanently from picketing, by order of the court.

Auto Mechanics have had several flurries with auto dealers and repair shops, but at the present time, although the situation is far from being satisfactory, everything is comparatively quiet.

What, at the time, appeared to be of major importance was the strike by Rig Builders against a fly-by-night contractor who invaded the local field with a low-paid non-union crew. Rigs under construction were picketed, men refusing to pass the line. The contractor then resorted to the customary ruse and imported C. I. O. strikebreakers from the mid-continent field. This condition lasted only a short time,

the contractor finally going broke and leaving the local field.

Many union agreements have been either renewed or negotiated since last report, notably among these being the Bakery Workers, Rock Products Workers, Painters, Culinary Workers, Teamsters and many others.

Teamsters, through Business Representative Harold Waterbury were successful in negotiating one of the finest contracts on record with the Arizona Trucking Association and the Motor Truck Association.

However, everything has not been so pleasant as the foregoing statement might indicate. A few months ago one of the former business agents for Teamsters Hay Haulers of Hynes maneuvered his local into the C. I. O. A. F. of L. agents immediately went to the assistance of the teamsters, and although the situation looked serious, the trouble was settled, the men returning to the Teamsters Union, the offending members being expelled from the organization.

Two new organizations have been chartered since my last report: the Building Service Employees and Warehousemen and Service Station Employees. The former organization has succeeded in signing contracts with two major bowling alley companies and with a number of theaters and hotels.

Philip Scott, organizer for the Warehousemen and Service Station Employees, has been equally successful signing a goodly number of contracts.

Early this spring, after a strenuous campaign, Butchers of Long Beach, with the assistance of other unions, were successful in combating an effort to repeal the butcher shop Sunday closing ordinance.

For a time Building Trades were threatened by the C. I. O., which set up headquarters with intentions to raid A. F. of L. unions. The latter group did succeed in gaining control of a paint job for a local oil company. This lasted only a short time, A. F. of L. unions being successful in chasing the C. I. O. and renegade members off the job.

The C. I. O. building trades appears inactive at the present time, although it still maintains headquarters in the Oil Workers' Hall.

Other C. I. O. raids have been made in the Harbor District, the most important being invasions of cafes in the district under contract with the Culinary Alliance. This resulted in a general picket line at the docks and was quickly settled. At this writing another C. I. O. raid is in progress in the Culinary industry.

The most important and most favorable accomplishment during the past year was the successful negotiating of a contract by A. F. of L. International Unions and local Councils with the Consolidated Steel Corporation.

This company has contracts from the

Federal Government for construction of Navy ships.

Directly upon the signing of the contract, 1,000 or more C. I. O. pickets paraded in front of the plant, necessitating the hiring of busses for the transportation of A. F. of L. members to and from their work. Assaults were made on our members by C. I. O. pickets, many of whom were Communists and expelled A. F. of L. members. Charges and counter charges were filed in the courts and although nothing ever came of them the pickets still remain on duty, although our men pass freely to and from work.

For the first time in history, trainmen refused to transport steel through the picket line, forcing the company to use trucks to bring steel from the plant in Maywood. Hopes are entertained that the picket line gradually will

fade away as the courts have upheld the existing contract as a valid and binding instrument.

I wish to point out that our greatest enemy is not the employer as formerly, but is the C. I. O. with its Communistic leadership, which is determined to undermine all branches of the American Federation of Labor.

With the proposed expenditure by the Federal Government of approximately \$75,000,000 on its defense program, construction by Douglas Aircraft Corporation of an immense factory here, and with the Federal Housing Authority spending millions on low cost housing, I see no reason but for a prosperous future for the labor movement.

Faternally submitted,
CARL FLETCHER.

REPORT OF VICE-PRESIDENTS FOR DISTRICT NO. 3

(Los Angeles City Proper, Pomona, Whittier and Riverside, and San Bernardino Counties)

Los Angeles, August 16.

To the Forty-first Annual Convention of the California State Federation of Labor—

Greetings:

In submitting the report of District No. 3 for the past year, we wish to state that considerable progress has been made and that the outlook for continued progress is favorable.

The Central Labor Council of the City of Los Angeles has, at the present time, 168 local unions affiliated with it, a gain of twenty-three local unions since our last report.

The Building Trades Councils of Los Angeles, Riverside and San Bernardino counties are enjoying good conditions at the present time because of their continued organizing drives, flying squads and picketing. A number of the Locals affiliated with these Councils have enjoyed an increase in wages and more favorable working conditions. Heavy construction jobs, such as dams, river beds, docks and commercial buildings, are about 100 per cent union. Small dwellings, construction in the three to six thousand dollar class, are a thorn to the Organized Labor movement in this district. Because of the influx and the type of men that work on this kind of construction, 75 per cent of this work is done on labor contracts.

The printing trades organizations in the past year have set a pace in organizing that will give other organizations something to shoot at. A number of shops have signed label agreements, and the Printing Pressmen and Assistants International Union have established new charters.

The metal trades unions are making splendid progress because of their militant organization campaigns. They have also enjoyed wage increases.

Food trades, such as Culinary Workers, Bakery and Confectionery Workers, Bakery Drivers and Grocery Drivers, Meat Cutters

and Butchers' Workmen, Brewery Workers, Food Clerks, are all making splendid progress, and most of them have signed agreements.

Transportation. This industry is one of the largest in this district, and the local unions are chartered by the International Brotherhood of Teamsters and Chauffeurs and includes Warehousemen, Stage, Bus and Depot Employees and Automobile Mechanics. They have all been making progress and have enjoyed increases in wages and shorter hours.

Chauffeurs No. 640 have signed a contract with the Yellow Cab Company.

Public Service Employees have had a phenomenal growth in organization. This group, composed of Electrical Workers, American Federation of State, County and Municipal Employees, the Civil Service Local of Carpenters and Painters, and the Municipal Drivers Local of Teamsters, are making splendid progress, and at the present time are opposing wage reductions, and to a large degree have been successful.

The clothing trades under the banner of the United Garment Workers are progressing and maintaining their conditions.

Miscellaneous Trades. This group covers a large variety of unions under different classifications, and in most instances are making considerable progress. The greatest expansion in organization among the miscellaneous unions is found among the Building Service Employees' International Unions.

There have been a number of strikes by the various unions and groups of unions, some of which are still in progress. Among those which were engaged in such strikes were the stove mounters, office employees, produce drivers, printing trades, furniture workers and upholsterers, building trades, retail clerks (especially food clerks), culinary workers, teamsters, laundry workers, meat cutters, milk

wagon drivers, automobile mechanics and saw-mill and timber workers. A large majority of these strikes were settled in favor of the unions.

The C. I. O. and the Communist emissaries are trying to make inroads into the various local unions in this district, but have not been very successful, and it is our opinion that the American Federation of Labor is being recognized by the general public more so every day

as the only bona fide labor organization in the United States.

In closing this report, we wish to express our pleasure in having served District No. 3 as vice-presidents, and appreciate the honor bestowed upon us by the California State Federation of Labor.

Faternally,

C. T. LEHMANN,
HENRY C. CLEMENS.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 4

(San Pedro, Wilmington, Redondo, Inglewood, Ocean Park, Venice and Santa Monica)

San Pedro, August 23.

To the Forty-first Annual Convention of the California State Federation of Labor—
Greetings:

This district, comprising the territory from Santa Monica down the Beach to and including San Pedro and Wilmington, has had its share of trouble with C. I. O. disruption during the past year. In the northern end of the district, with special regard to Santa Monica, splendid progress has been made by the local unions. Exceptional work has been performed by the culinary unions, retail clerks and butchers. The phenomenal growth of these unions must be credited to the untiring work of the membership and officials, and the smooth cooperation between the various unions affiliated with the Central Labor Council and its officials.

Some progress has been made in El Segundo, Hermosa and Redondo Beach. This organizing work was practically brought to a standstill when the C. I. O. raids started against the building trades unions in the Harbor district. It is common knowledge that the C. I. O. Convention in San Francisco in October, 1939, adopted a program to raid the A. F. of L. unions in the San Pedro Harbor district. Their raiding activities started against the Painters' Union as a result of a C. I. O. contract on the Pacific States Finance Corporation. A. F. of L. pickets were placed on the job and in a few days the fight ended with the A. F. of L. finishing the job.

The next attack occurred against the Teamsters' Union in the Hynes district, which was engineered by a traitor who was former Business Agent of this union. A great deal of gloating by the C. I. O. and their "fifth column" ally proved to be exceedingly premature. Local No. 692 of the Teamsters' International, with the aid of the entire Joint Council No. 42, swung this Local back into the fold of the International within a period of less than ten days.

Undaunted by their original failures, the C. I. O. launched into a grand scale program and in accordance with their statewide activity immediately started to organize a Construction Workers' Union. They signed up over nine hundred members, who were for the most part poor devils who had been kicked off the WPA or SRA, but with little or no experience

in the construction field. Contracts were made with various contractors, who listened with a willing ear to the C. I. O. offer of cheap labor in the building industry. Wage scales were offered at \$1.00 per hour for mechanics and 62½ cents per hour for laborers, this, of course, being from ten to fifty cents per hour less than A. F. of L. wage scales.

With a great deal of fanfare, the C. I. O. announced a contract with the notorious anti-union Whaley Construction Company of Long Beach. A plot of land was to be purchased and there would be four hundred homes, constructed with C. I. O. labor, that they said would be sold to longshoremens and other C. I. O. workers. The model home was built on skids, but when the great day arrived for the C. I. O. members to buy their homes, there were no sales. The C. I. O. adventure as real estate sharks and promoters ended stillborn.

One more attempt was made by the C. I. O. construction workers to encroach upon the building industry. The contractor involved became so disgusted with the inability of these unskilled C. I. O. building tradesmen he ran the C. I. O. crew off and signed up with the A. F. of L. The C. I. O. then picketed the A. F. of L. workers but in a few days were run off the picket line by men from the building trades unions. This marked the end, to date, of the C. I. O. attempt to take over the building trades unions in the Harbor district.

The scene then shifted to their attempted "blitzkrieg" of the Consolidated Shipyard contract at Long Beach. As a result of their failure to muscle in at the Long Beach shipyard, in retaliation they shifted all their forces into a desperate struggle to take over the culinary unions in San Pedro and Wilmington. Using a few traitors on the one hand and some chiseling bosses on the other, a few C. I. O. house cards were placed in restaurants and taverns which resulted in their being picketed by the A. F. of L. unions. As the employers began to swing back to the A. F. of L., the C. I. O., in desperation, placed pickets around many of the A. F. of L. establishments.

The situation became exceedingly grave. The city authorities saw fit to close sixty-nine establishments in the downtown area, thereby locking out about five hundred members of the A. F. of L. The A. F. of L. countered by picketing the docks and tying up the entire

waterfront for nearly two days. Upon the intervention of a mediator from the Maritime Commission a compromise was reached, the places reopened, and all pickets were removed.

The C. I. O., true to its records of double-crossing, continued its operation of conniving with chiseling bosses and making underhanded deals to undermine and take over the culinary unions. With the culinary workers struggling to maintain wages and conditions, the chiseling bosses, when caught up with, invariably flop over to the C. I. O. The Culinary Alliance again placed pickets in front of the establishments that had violated their contracts with the A. F. of L. At this writing, the C. I. O. has threatened again to picket the entire town in an attempt to club the culinary workers into their phoney C. I. O. "paper" union.

Two years ago the C. I. O. attempted to take over the Ross Carriers and Crane Operators on the waterfront. Failing in its move at that time, it ceased to bother the engineers until the Consolidated Shipyard controversy broke out in Long Beach. Immediately, a high-pressure publicity campaign was launched claiming that this type of work came within the jurisdictional award of 1934, regardless of the fact that the Longshoremen sat in the negotiations with the Engineers in 1935 and were present when the contracts were signed agreeing that this type of work came under the jurisdiction of the Engineers' Union. Many attempts were made by the high-pressure artists of the C. I. O. to coerce the Engineers into deserting their organization for the Longshoremen's Union. These disruptive acts continue, but despite scurrilous C. I. O. propaganda, Engineers continue to remain loyal to the organization which has gained for them conditions that are unparalleled in any part of the United States.

Notwithstanding the disruptive activities of the C. I. O. against practically every union in the San Pedro-Wilmington district, I am happy to report that working conditions for

the general membership of the A. F. of L. unions are very good. Most of the unions have all their members working. The Lumber and Sawmill Workers No. 2607 and Engineers No. 235, who were forced to strike last year for conditions and increases in wages, renewed their agreements this year without difficulty. The Laborers Union No. 802 has enjoyed exceptional progress as well as the other building trades unions.

The culinary unions succeeded in gaining one of the finest contracts in the United States, covering their members working on Catalina Island. The Cannery Workers Union No. 20147, the largest union of its kind in the southern part of California, is now making a determined attempt to get increases in wages and better working conditions for the membership. The employers stand for renewal of the old contract and nothing else. The officers of the union have made every reasonable attempt to effect an amicable settlement with improved conditions for the workers. The membership is determined that if the employers continue in their stubborn and unfair resistance to the workers' demands that strike action will be the only alternative. The union has voted a thirty-day extension beyond the contract to try and iron out the difficulties. Failing to do so, it is quite possible that a tie-up of the entire industry in the harbor area will ensue during the month of October.

I desire to take this opportunity to thank the officers and members of the unions in District No. 4 for their loyal aid and support during the past year. I am sure, with the continued loyalty of all American Federation of Labor unions in this district, the dual union activities of the C. I. O. and their Communist leaders will be completely routed out of the organized labor picture, which will result in a betterment of the working conditions for all workers under the banner of the American Federation of Labor.

Respectfully submitted,
A. M. GRUBER.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 5

(Hollywood, North Hollywood, Burbank, San Fernando, Glendale and Pasadena)

Hollywood, August 28.

To the Forty-first Annual Convention of the California State Federation of Labor—

Greetings:

District No. 5 has shown notable progress during the year, with a great amount of new industrial activity throughout the entire district, and big gains have been made in the membership of all the local unions.

Gains have been made in the small homes industry in North Hollywood, Burbank, and San Fernando Valley, with the building trades getting their full share of job control and favorable working conditions.

Through the efforts of the Building Trades and Metal Trades Unions, I am happy to re-

port that the Hanson Dam, Sepulveda Dam, Cahuenga Boulevard, Overpass, and other heavy construction projects in the area are all operating under 100 per cent A. F. of L. conditions, and much more of this work is in prospect for the same contracting companies and with the same conditions prevailing.

The long dispute between the Printing Trades and the *Valley Times*, a newspaper of North Hollywood, was settled to the complete satisfaction of the Union and the paper is now operating under the finest of working conditions.

The National Defense Program is beginning to be felt in this district. The Lockheed Aircraft Corporation, and its subsidiary, the Vega Airplane Company, now employ about 11,000 people, and with many millions of dollars in

airplane contracts from the Government in negotiation, it is estimated that by the first of 1941, this personnel will be increased to at least twice as many. Tremendous plant expansions are now under way to accommodate the production. I am pleased to report this company, on August 19, signed an agreement with the International Association of Machinists, and they are looking forward to a long and harmonious relationship with this firm.

The motion picture industry has been seriously hampered by curtailed markets in foreign countries, particularly in war-torn Europe, and as a consequence has been run-

ning at greatly reduced capacity during the past several months, but we are looking forward to a general uptrend due to the development of new markets in South American countries and also to the starting of the 1941 production program, which will carry over into the middle of next year.

It has been a great pleasure to have served the Organized Labor movement in the Hollywood district as Vice-President of the California State Federation of Labor. I am conscious of the honor shown me by the delegates.

Fraternally yours,

D. T. WAYNE.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 6

(Santa Barbara, San Luis Obispo, and Ventura Counties)

Santa Barbara, August 21.

To the Forty-first Annual Convention of the California State Federation of Labor—
Greetings:

Reporting for the Sixth District for the year 1940, it is a pleasure to characterize this as one of the most significant and most progressive years in the history of the Central Coast Counties District, consisting of Santa Barbara, San Luis Obispo and Ventura counties.

In the southern end of the region, Ventura County has been inspired to new growth and new strength, in spite of and probably because of troubles which have beset this county during the year. The labor movement, through its Central Labor and Building Trades Councils, has come to a head-on fight with the Associated Farmers, which anti-union group is particularly active in the county.

The Teamsters were victorious in a brief dispute with the McGrath Estate dairies, where milkers walked out in protest against low wages. Superior Judge Louis C. Drapeau, who had previously outlawed Ventura's anti-picketing ordinance, refused to grant an injunction against picketing, requested by a few employer-prompted workers, and shortly afterwards a union agreement was signed, providing wage increases, union recognition, and rehiring of strikers.

This was a smarting defeat for the Associated Farmers, who apparently resolved to take a stronger hand next time, which came a few weeks later, in May, when Teamster and Carpenter employees of the major lumber companies in Ventura struck against low wages. This dispute has continued through the summer, involving the Citizens, Peoples, and Independent lumber companies, and has resulted in a great gain in public sympathy for the labor movement. Despite repeated obstacles to settlement thrown in by the Associated Farmers, it now appears that this difficulty will soon be settled satisfactorily.

During the summer, Port Hueneme, in the southern end of Ventura County, was officially opened, a five-year A. F. of L. contract having been signed with the public harbor commis-

sion, covering construction and operation of the port. Dean Wayne Morse, Federal Maritime arbitrator, recently ruled that the I. L. W. U. Coast contract covers Port Hueneme and therefore excludes A. F. of L. unions. We are carrying the fight to protect our contract to the highest appeal, on the grounds that Hueneme is out of I. L. W. U. jurisdiction. Chief obstacle to getting shipping moving through the port at present is generally agreed to be the fact that Hueneme offers competition to other established ports on the Coast and the ship and port owners are trying to keep out of Hueneme as long as possible.

In the agricultural industry the A. F. of L. has pioneered a hitherto unorganized field in Ventura County, and during the year Agricultural and Citrus Workers Union No. 22342, a Federal union, was chartered. It now has more than five hundred members, with a potential membership of more than six thousand. This is an outstanding accomplishment in the A. F. of L. organizational program.

Culinary Workers in Ventura County have more than trebled their membership in the past year. Teamsters, Carpenters, Laborers, Butchers, in fact all building trades and service crafts, have registered marked increases in membership.

In the Santa Maria-San Luis Obispo district our unions have made substantial gains in membership and in improvement of contracts. A new development in Santa Maria has been the formation of an Employers' Council, which has sought to dictate terms and policies to the labor movement in general and the Culinary Workers in particular, due, as much as anything, to the fact that the latter organization has made outstanding gains in the past year.

The Federal unions, Fruit and Vegetable Workers and Sugar Workers, are showing marked improvement. All locals associated with the vegetable industry in Santa Maria Valley joined together during the year to form the Santa Maria Valley Agricultural Workers' Council, a wise and effective move. Included are the two named above, the Teamsters, Field Workers, Shed Workers, and

others. This unit will provide a strong front for future negotiations with employers.

Santa Barbara and Ventura Teamster locals in August were consolidated into one strong union, Local No. 914, with offices in each city and with Albert Frowiss as business representative. This was undertaken by the Teamsters' International as a strengthening move, and we feel that it will benefit the entire district in tackling and solving the problems of organized labor.

In the Santa Barbara district membership growth has been shown by practically all unions. The Building Trades Council has maintained its unbroken twenty-year record of service to the men in its field, and the Central Labor Council is representing the service and miscellaneous crafts more effectively than ever.

During the year the local movement was honored by the appointment of our Sister Bee Tumber, secretary of Culinary Alliance No. 498 and vice-president-at-large of her international union, to a statewide advisory committee functioning with the State Employment Commission.

Never before has so united a front been demonstrated as is now being shown in a dispute with the Town House, restaurant and bar at 1321 State Street, which has been placed on the "We Do Not Patronize" List of the State Federation of Labor as well as of all local councils.

This dispute began January 9, 1939, about which time employer groups of the district were first formed with the assistance of the Merchants and Manufacturers Association and the Southern Californians, Inc. The picket line of Culinary Alliance No. 498 is still on the Town House and will remain there until a settlement is reached.

In the course of this dispute various attempts have been made by outside employer groups to interfere with the situation and to bring it to a deadlock. These groups have been changing their names lately because of the ill repute they gained from the La Follette investigations.

Also, a new name helps recruit new members. The latest is the Employers' Council in Santa Barbara. We expect the Citizens' Association in Santa Barbara to change its name at any time.

This local development ties in with increased organizing activity by employers in general as a result of the current war situation and the hope that from the attendant emergency it will be possible to make a slash in wages and increase the profits thereby. This employer move is purely profit-motivated, but it is not going over so well because of labor's greatly increased sympathy and understanding from the public in general.

Though labor and the public stand firmly for an honest program of defense, they will not tolerate this profiteering in the name of patriotism.

Another outgrowth of the war situation is that warned against by Secretary Vandeleur, namely, the introduction of anti-loitering and other restrictive ordinances. An effort to introduce an anti-loitering ordinance is being made in Ventura, but the labor movement has registered strong opposition.

Public relations in the Sixth District have become a regular and efficient function of the labor movement, climaxed by the celebration of Labor Day. Last year Santa Barbara staged the most successful Labor Day parade in the history of the district, and this year Ventura will be the host with a three-day celebration highlighted by a parade on Monday in which Santa Barbara and Ventura unions are joining.

We have come to regard Labor Day as one of our best opportunities of the year for displaying to the public our position in the community, and by alternating among major cities of the district we are helping each other in demonstrating to our respective communities that Organized Labor is a responsible co-operative, and highly constructive factor in the progress of city, county, state and nation.

Fraternally submitted,
LOLETA GRANDE.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 7

(Bakersfield to Merced)

Fresno, August 25.

To the Forty-first Annual Convention of the California State Federation of Labor—
Greetings:

Nearly all unions in the Seventh District are showing progress. All milk processing plants in the Valley are union; the wineries are well organized and at this time are negotiating a new agreement. The Roma Wine Company, one of the largest in the world, has already signed the new agreement.

The Cotton Seed and Vegetable Oil Workers have received a decision from the N. L. R. B. against the Boswell Company at Corcoran, ordering the reinstatement of all strikers with back pay. This group has been

under the direction of the secretary of the Fresno Labor Council from the time the trouble started, and has had the support, both financially and morally, of the council and the local unions.

The Dried Fruit Union, Local No. 19653, is going ahead with an organizing drive. Its membership has become so large that it is necessary to hold its meetings in the old auditorium to accommodate the crowd.

A "Green Fruit" charter was issued to the Lindsay district. Organizers are making good progress in the industry as well as in the Olive Oil Industry.

The cannery which was organized at Armona last year is operating under a closed

shop condition, with the plant going full blast. This group is also being taken care of by the secretary of the Fresno Central Labor Council.

The Fresno Labor Council was successful in preventing the California Packing Corporation from securing a permanent injunction against picketing its plant in Fresno.

Through the aid of the State Federation of Labor attorney, the Culinary Workers were successful in dissolving the Newberry injunction against picketing its Fresno store. With the aid of the Food Council the crafts in the food industry have improved the working conditions of the members, and increased the membership.

Through the coöperation of the Fresno Central Labor Council, Fresno County Building and Construction Trades Council, and with the aid of the International Unions and the attorney of the State Federation of Labor, an agreement was negotiated with the Griffith

Company and Bent Brothers Company, contractors on the Friant Dam. This agreement covers all crafts involved in the construction of the dam.

The building trades crafts are all making progress, and the signing of the Friant Dam agreement should give all the organizations a large boost in membership.

The officers and members of the local unions in this district are to be complimented in that all of the foregoing progress has been made by negotiations with the employers and with a minimum amount of strife and trouble, and an active membership.

The entire district has been adequately served by American Federation of Labor agencies.

In conclusion, I will say that with the continued support of the local unions, we will show larger gains in the coming year.

Faternally submitted,
EDWARD F. REMUS.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 8

(San Joaquin and Adjacent Counties)

Stockton, August 29.

To the Forty-first Annual Convention of the California State Federation of Labor—

Greetings:

In reporting for District No. 8, may I pay tribute to the fine work of the Central Labor Councils of Stanislaus and San Joaquin Counties, as well as to the Building Trades Councils.

For several years past, the central part of the State has been a hot-bed of the Associated Farmers, and the past year was no exception. Wherever organization was attempted, it met with the opposition of this anti-labor conspiracy. But it is a pleasure to testify that genuine organizational progress has been made by the American Federation of Labor despite the hostility of the reactionaries.

One of the most significant victories was gained in Stockton last December. During the celery harvest, approximately 2,700 Filipinos, members of the Independent Filipino Agricultural Labor Association, struck for a five cents per hour increase in wages, an eight-hour day in a spread of twelve, and better and more sanitary housing conditions in the various company camps.

Representing the Filipino agricultural workers was a Dr. Bautista, a prominent member of the Filipino colony, while a Senor Verona represented the Filipino Government. After several meetings had been held between the growers and the strikers, the C. I. O. intruded itself into the picture under the pretense of helping the Filipinos win their strike.

The C. I. O. had very little following, if any, among the 2,700 Filipino strikers. The general feeling was that the C. I. O. was more interested in making political capital for itself out of the dispute than in aiding the strikers.

The American Federation of Labor, on the other hand, extended every possible aid to the Filipino strikers. A committee, composed of myself, representing the California State Federation of Labor, and representatives of the Western Office of the American Federation of Labor, the Teamsters Union and the National Council of Cannery Workers, met with the Filipino leaders. The committee asked that the strikers eliminate the C. I. O. from any participation in negotiations with the growers, and suggested that the Filipino Labor Association be the sole bargaining agency for the strikers.

After some discussion, the strikers asked the C. I. O. to withdraw completely from the picture. As soon as this was done, the Association secured a contract incorporating every gain asked by the Filipino strikers. The prestige of the American Federation of Labor with the celery pickers rose immeasurably because of the help given by this committee. Apart from our natural desire to aid the strikers, speedy settlement of the strike proved a benefit to our union members employed in the canneries.

The general labor picture in this district is optimistic. New locals have been organized and old locals have gained in membership. The San Joaquin Central Labor Council now has affiliated to it forty-two local unions, three of which are locals chartered since the last convention. In Stockton, a new Union Label League charter has been installed, with the organization functioning smoothly and progressing.

Cannery Workers Union, Local No. 20676, gained in membership last year. It succeeded in signing a contract with the Foster and Wood Cannery, in Lodi, covering approximately seven hundred workers, who are now

concluding a good season's work. Last year this cannery operated non-union.

The Flotill Cannery, where it was necessary for the workers to strike last year in order to secure a contract, signed a 1940 pact with the union before the start of the tomato season. Adjustment checks, totaling \$6,369, for the 1939 season, were secured for the Flotill Cannery workers. They are now being mailed to our members, and some of them run as high as \$15.

Adverse weather made for a short cannery season in the Stockton area. All canneries in this section, however, are under contract with the American Federation of Labor for the 1940-1941 season, so that our members are assured of seniority rights when they reopen.

Much credit is due William Conboy, organizer of the Teamsters, for the splendid progress made by Teamsters Local No. 439. Many new agreements were signed by it last year. Among them was an agreement covering the Nestle Milk plant, at Ripon, the employees of which were at one time in the C. I. O. Through the efforts of Secretary C. C. Allen, of Local No. 439, the men were signed up in the A. F. of L., and a contract signed with the company. The Meyenberg Milk plant, also at Ripon, employing seventeen men, was also signed up by the Teamsters. A two-day strike by Local No. 439 involving thirty-five men, against two ice companies, succeeded in winning contracts which incorporated every demand of the union. They were: closed shop; eight-hour day with half a full day guarantee; overtime before 7:00 a. m., wage increases of \$3.00 to \$6.00 per week, and a week's vacation with pay. The contract runs for two years. Local No. 439 has also agreements with all canneries covering truck drivers, many of which were negotiated jointly with the Cannery Union.

Bartenders Local No. 47 is in a flourishing condition. The membership numbers approximately 300, and agreements have been signed in Sonora, Jackson and Groveland, which is new territory added to the jurisdiction to the Local. At the moment, negotiations are in progress for a new contract to go into effect in October, providing for a wage increase, the first since the Local was chartered in 1936. The County Fair, for the first time in its history, operated this year under a union agreement with the Bartenders.

Retail Clerks Union, Local No. 197, has been in process of organization since August, 1939. It has made some progress among the grocery clerks and prospects of continued growth are encouraging. Local No. 1381, embracing the dry goods clerks, should also show improvement. Contact has been made with the International Union, asking its help in pushing organization in Stockton.

Beauticians Local No. 312-A made very little headway last year. International representatives have interested themselves in the problems of this local, and it is hoped that the coming year will see it make genuine gains.

Culinary Alliance No. 572 is operating smoothly at its usual high pitch of efficiency.

Laundry Workers No. 177 has agreements with every laundry in Stockton. It has recently become affiliated with the California State Federation of Labor.

Stove Mounters No. 69 is now doing nicely after experiencing some unpleasantness with the C. I. O. a few months ago. International Vice-President Joseph Lewis found it necessary to do a little housecleaning in order to get the Local functioning properly.

The Building and Construction Trades Council of Stockton has a general agreement with the Builders Exchange, which virtually every contractor in the area is observing. Employment is reported as satisfactory. Home building in Stockton is almost all Union, with conditions in Lodi and Tracy improving. Carpenters, Bricklayers, Plasterers and Painters received substantial wage increases during the past year. The prevailing wage scale is now being paid on State work in Amador and Calaveras, through the assistance of the Sacramento Building Trades Council. The next large job is a Government airport, which is already covered by a signed agreement.

Pat Chambers, once active in the agricultural fields as an organizer for the Communists, has been trying to organize a dual union among building trades workers, but has met with little success.

Despite the fact that Associated Farmers are especially strong in Stanislaus County, the Organized Labor Movement forged ahead. The Central Labor Council made satisfactory progress, while its affiliated unions, in most instances, did the same.

The Culinary Crafts and Bartenders report significant gains. Union buttons and house cards may now be seen in Turlock and other towns around Modesto, where last year they were conspicuous by their absence.

Cannery Workers Union No. 22382 was re-organized and a new charter installed in July. A contract has been signed with the Pacific Grape Products Company, the largest cannery in this area, for the 1940 season. Signature of this contract followed a National Labor Relations Board case, in which the California State Federation of Labor was able to secure reinstatement of workers, back pay, and an agreement to desist from discouraging membership in the A. F. of L. Cannery Workers Union. Organization work has been extended to Riverbank, and a contract with the Riverbank Canning Company is expected to be signed in the near future.

The Building Trades Council of Modesto reports a good year. Organization has been expanded to the smaller towns around Modesto. Individual building trades unions have increased membership, and in many instances wages have been raised and working conditions improved.

In closing this report, I wish to thank the members and officers of Organized Labor throughout the District for the unselfish co-operation extended to me. It has been a pleasure to have served as Vice-President for District No. 8.

Fraternally,
LENA LEMA.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 9**(Santa Clara and Adjacent Counties)**

San Jose, August 31.

To the Forty-first Annual Convention of the California State Federation of Labor—
Greetings:

As Vice-President for District No. 9, it is my good fortune to be able to report that the organizing drive initiated in 1939 has borne fruit in an increase both in union membership and the number of Local Unions in this territory.

Information gathered by me in my visits to the Local Unions, Central Labor Councils and Building Trades Councils, indicates considerable improvement in wages and working conditions for union members throughout the District.

The Watsonville Central Labor Council suffered the withdrawal of three large Local Unions during the past year. The resulting financial loss has seriously curtailed the activities of the Council and it is hoped that harmony will be reestablished soon in that area.

In Salinas, the Central Labor Council and its affiliated Local Unions are working strenuously to rebuild the Labor Movement, still crippled by the 1936 lettuce strike. Organization is again proceeding among the workers in the lettuce industry, and there is every prospect that a stable American Federation of Labor Union will be reestablished in the lettuce industry.

The Monterey Central Labor Council has recorded substantial gains. In a recent N. L. R. B. election, the A. F. of L. Fishermen's Union won by a wide margin over the C. I. O., and its certification by the N. L. R. B. as exclusive bargaining agent is merely a matter of a few weeks. The A. F. of L. Fish Cannery Union has been on strike for several weeks for an improved agreement over that of the past year. Its members have shown impressive solidarity, and there is no doubt but that the strike will be won.

It was impossible to maintain close contact last year with the Santa Clara County Unions, but distinct progress has been registered by virtually all of the unions affiliated with the Santa Clara Central Labor Council.

Building Trades Unions in the District have benefited because of increased construction. Among the projects were:

One of the largest cement plants in the world, constructed in San Jose at a cost of \$4,000,000. This plant is operating on a twenty-four hour shift and employs between 250 and 300 men.

An addition to Lick Observatory, involving expenditure of \$118,000.

Approximately \$5,000,000 of highway and bridge construction, consisting mainly of extensions and improvements to Bayshore Highway, and new bridges near San Jose.

Moffet Field, where the United States Government has allotted \$10,000,000 for additions now under way. First unit is a N. A. C. A. Laboratory Building, costing about \$288,000, which will include a shop, hangar and offices.

In June, five highway projects to cost about \$1,500,000 were approved. The work will be performed entirely by union labor.

In prospect is construction of a 1,000-seat theatre on the west side of San Jose. Estimated cost of this project is \$130,497.

The California State Federation of Labor has opened an office in San Jose to assist organization of building trades workers. Although operating for only a short time, it has decisively stimulated organization. Recently two of the contractors in San Jose, known for their staunch opposition to unions, signed contracts with the San Jose Building Trades Council.

Progress has been made in getting the people of this District to become Union Label conscious. Nearly every store in San Jose today carries a complete line of union-made garments. Service trades have spread their house cards to many establishments, until today they abound all over the District. Active in this have been the Butchers, Barbers, Culinary Crafts, Beauty Operators, and the various retail trades.

In conclusion, may I express my appreciation for the coöperation received from officers and members of Organized Labor. I deeply appreciate the honor bestowed upon me during my sixteen years and sixteen terms of office as Vice-President of the California State Federation of Labor.

Fraternally,

ROS. MANNINA.

REPORT OF VICE-PRESIDENTS FOR DISTRICT NO. 10**(San Francisco)**

To the Forty-first Annual Convention of the California State Federation of Labor—Greetings:

The Vice-Presidents of District No. 10 take pleasure in reporting that Organized Labor, as a whole, has moved forward in this district. Membership has increased, wages and conditions improved, new contracts signed, and labor relations stabilized to a great extent.

The Theatrical Crafts are 100 per cent organized. They enjoy excellent conditions under signed contracts, and have no unemployed. Membership during the past year has shown an increase. The baby local of the Theatrical Crafts takes in the ushers, cashiers, doormen, maids, page boys, ticket sellers and ticket takers. It is enjoying a nice season because of the Fair.

The Culinary Crafts and Bartenders also enjoyed a good year. Contracts have been renewed, with provisions for pay increases in certain classifications and vacations with pay where the latter had not previously been in effect. Pay raises and better conditions were also obtained for the membership working at the Fair.

The Building Trades Unions enjoyed the most prosperous year since the boom days, a great deal of it due to the Federal Housing Program. All expiring contracts have been renewed, with Carpenters and Painters signing five-year agreements. There is very little unemployment and prospects are bright for the coming year.

The Retail Clerks have moved forward. Wages and working conditions have been improved during the past year.

Street Carmen's Union, Division 518, continued working for good wages and under good conditions. There is no unemployment owing to the increased patronage of the riding public. Street Carmen's Union, Division 1004, has been successful in increasing the pay of some classifications, and enjoys very good conditions, with little, if any, unemployment.

The Bottlers' Union, No. 293, signed a contract last year providing for good conditions, which are being maintained through the co-operation of the membership with the officers of the Union.

Machinists, Local No. 68, moved forward this year and was successful in obtaining vacations with pay for its members in all contracts which were up for renewal. It enjoys 100 per cent organization in the district, with closed shop agreements, which provide for a five-day week, double time for holidays, the closed shop and other benefits. Employment is holding up well.

Local No. 85, Brotherhood of Teamsters, with a membership of 4,000, has enjoyed very good working conditions for the past three or four months, with no labor disputes of any major character to speak of, and with the majority of the membership steadily em-

ployed. Local No. 85 stands out as one of the strongest of the Teamsters' Union locals in the United States. Local No. 85 on July 1 obtained for its members one week's vacation with pay and the shortening of the work day by fifteen minutes with a pay increase of 50 cents per day for all helpers or lumpers, giving them \$7.00 per day minimum. Adjustments were also made in all of the other crafts represented by this local Union.

Local No. 109, Wholesale Liquor Drivers and Salesmen, a newly chartered organization, has been successful in signing up a great many of the men engaged in the wholesale liquor selling and delivering. In the week of August 12, after a two year battle, the Local was successful in negotiating a contract with Rathjen Bros., Inc., and in getting all of the salesmen into their organization. This Local, under the able guidance of their new President Hickman, bids fair to go far in the organizing field.

Local No. 216, Building Material Drivers, have almost 100 per cent organization in their field. They recently suffered the loss of one of the founders of their organization and president, Brother Trumpower. The sympathies of the labor movement are hereby directed to the family of the late departed Brother Trumpower, a fine leader, a courageous man and a tireless worker for his brother members.

Local No. 226, Milk Wagon Drivers, have continued their wonderful organization in the past year and have been able to obtain for their members a change in the starting time from 5 a. m. to 7 a. m., which means that the milkman's job has truly become a daylight job now.

Local No. 241, Automotive Warehousemen, have the automotive industry completely organized under closed shop agreements with monthly scales of pay running from \$105 to \$175 per month. The members recently enjoyed a \$30,000 adjustment in their pay because of the activity of their representative, Brother Griffin, in having this industry placed within the purview of the Wage and Hour Act.

Local No. 256, Laundry Wagon Drivers, reports progress in spite of a very bitter anti-labor attitude on the part of some employers. Picket lines have been maintained by this organization at great cost to the Local and without any great help from the rest of the labor movement. Local No. 256 has been able to surge ahead slowly but surely.

Local No. 265, Chauffeurs, also enjoyed 100 per cent organization of their craft with very little unemployment at the present time due to changes in rates of fares and the Exposition. Local No. 265 recently obtained changes and modifications in that part of their jurisdiction covering private ambulance drivers. The men driving these private ambulances were successful in obtaining a short-

ening by twenty-four hours in their work week without any loss in pay.

Local No. 278, Retail Delivery Wagon Drivers, has continued their steady growth with very good organization in the retail delivery field. After some minor flair-ups with the Red Feather Messenger Service and other bicycle delivery firms, Local No. 278 has been able to maintain the organization and continue to advance. At present they are organizing the United Parcel Service and material gains are expected there.

Local No. 280, Commission Market Drivers and Helpers, maintain closed shop and good working conditions in the commission market area with no major flair-ups in the past year, although threatened at one time by the C. I. O. They have been able to maintain an even keel and continue their very good work for the International Brotherhood of Teamsters.

Local No. 350, Sanitary Truck Drivers and Helpers, have 100 per cent union conditions and organization in the sanitary truck drivers' field. Conditions, which were formerly unbearable, compare favorably with the conditions of any other teamster in the International Union.

Local No. 484, Bakery Wagon Drivers and Salesmen, have 100 per cent closed shop, and signed agreements with all bakeries in the area, with the best conditions for this craft in the United States. This branch of the industry, organized by Local No. 484, from Fresno, California, to the Oregon line, enjoys the best conditions obtainable, and much praise must be given to their organizers.

Local No. 519, Ice Wagon Drivers, also has closed shop and 100 per cent union conditions in the ice wagon drivers' field in this area. Men are on monthly scales of pay with regular time off. The members enjoy steady employment the year round.

Local No. 665, Garage and Service Station Employees, has made wonderful progress in a field beset with both C. I. O. and anti-labor employer competition. In one of the hottest fields within the scope of the International Brotherhood of Teamsters' Union, this organization has grown steadily and improved the wages, hours and conditions for what has always been a very poorly paid class of workers. This local Union has alone resisted the attempts of the C. I. O. to disrupt their organization and has maintained picket line after picket line to uphold the ideals of the A. F. of L. and their own autonomy. This Union, more than any other in the San Francisco area, has borne the brunt of both the frontal and underhanded attempts of the C. I. O. to disrupt the organization on the one hand, and of the anti-labor employers to disrupt the Union on the other hand. Between the two, the officers of this Union have done a remarkable job and due credit must be given them for the wonderful work they have performed in the past year.

Local No. 860, General Warehousemen's Union, commencing a short three years ago in a field which had been reputed to be 100 per cent organized by the C. I. O., has been

able to establish an organization of over 900 paid-up members, with signed agreements including monthly scales of pay, five-day week, eight-hour day rather than the staggered week for the majority of the workers. Wages, hours and conditions compare favorably with those of any other group of organized workers. The wages range from 67½¢ to \$1.10 per hour for shipping clerks in the plumbing field. This local Union has been able to build until now it constitutes a very strong part of the A. F. of L. in this territory and is truly a representative Local of the International Brotherhood of Teamsters. This Local has been able, by the organization of many of the unorganized houses in the area, to improve conditions substantially for almost all of the members. They also had battles in the organizational field with the C. I. O. and anti-labor employer groups, but so far have been able to emerge with a fair share of victories on their side. Local No. 860 owes a debt of gratitude to the California State Federation of Labor and its officers and to the other component parts of the teaming movement, the Joint Council of Teamsters No. 7, for the help which was given them in the fight at the Euclid Candy Company, where a contract is now in force covering A. F. of L. warehousemen, under conditions which compare favorably with those of any other warehousemen in this territory.

Local No. 921, Newspaper and Periodical Drivers, have done a wonderful job of organizing in their field, obtaining in the last year very excellent increases and improvements for their members. This Union, after a hard struggle, is now solidly entrenched in the organized labor field and credit is due their officers for the wonderful job done.

Local No. 960, Automobile Drivers and Demonstrators, one of the smallest Unions in the Joint Council of Teamsters No. 7, probably has suffered more from anti-labor employers than any other local Union in the territory. The famous Howard Automobile case was fought around this local Union and their attempt to organize the Howard Automobile Company. A fight which has not yet ended has been financed for the most part by this small local Union and the courageous stand against the vested moneyed interests, who have sought to crush this local Union, should stand out as a symbol for the rest of the organized labor movement not only in this city but the State and country.

All in all, the Teamsters' movement in this area has shown remarkable progress and in the many cases where a local Union has been harmed by some group antagonistic to the A. F. of L., or by some anti-union employer group, the watchword of "An injury to one is an injury to all" has been truly exemplified. The Teamsters' Union and its affiliated Locals have been able to fight shoulder to shoulder to prove the integrity and to maintain the autonomy throughout the country.

Fraternally submitted,
C. T. McDONOUGH,
ANTHONY L. NORIEGA,
THOMAS WHITE

REPORT OF HARRY LUNDEBERG, VICE-PRESIDENT FOR DISTRICT NO. 10

During the past year it can be said with assurance that progress has been made organizationally in various fields in California; also on a coastwise scale, both in the maritime industry and also in other industries where we have been called in to help.

San Francisco and Bay Area

Fish cannery workers are 100 per cent organized in San Francisco under a charter from the Seafarers' International Union of North America. The closed shop has been secured for these workers and the wage raises are the highest in the industry, with an eight-hour day, with time and one-half for overtime and improved working conditions all around.

Richmond, Pittsburg and Benicia

All fish cannery and fish reduction workers are now solidly organized in the Seafarers' International Union of North America with closed shop and improved wage scales and working conditions. In this vicinity the C. I. O. has ceased to be a threat. Through the organizational activities of the Seafarers' International and an alert campaign in exposing every act of the C. I. O. in attempting to build company unions in this field, the workers themselves are completely disgusted with the policy of the C. I. O.

Monterey Bay

During the past year the Fish Cannery Workers' Union of the Pacific, also chartered by the Seafarers', has been able to improve its conditions materially. This Union has just come through a thirty-six day strike with a settlement in favor of the strikers. Here, too, a closed shop, shorter hours and improved working conditions were gained. The C. I. O., which has never ceased its attempts to capture the Port of Monterey, now has been completely wiped out of the picture.

Fishermen: For the past year the C. I. O. (United Fishermen's Union of the Pacific) has tried to work with the packers to establish a company union set-up, and attempt to split the fishermen-fish cannery workers in the Monterey area.

Notwithstanding the fact that the N. L. R. B. in this region have shown themselves to be notoriously pro-C. I. O., during the past month, the Seine and Line Fishermen's Union at Monterey, in conjunction with the Seafarers' International, conducted a fight for an immediate election to determine representation for the fishermen. Our Union won the election by a majority of 585, the C. I. O. receiving 46 votes, which speaks for itself.

San Pedro

In this area, our organization in the fishing field have gone ahead with improved conditions and increased membership, although not making the headway that has been made in other ports.

Recently we were called upon to aid the Culinary Alliance in their fight against the C. I. O. raids on the culinary crafts. The raids

were carried out in conjunction with knaving bosses to establish the C. I. O. in the field and through this so-called "organization," break down conditions established by the American Federation of Labor culinary crafts over a period of years.

United action by all A. F. of L. Unions in the harbor area eliminated the C. I. O. raiders in short order, although the threat still exists.

San Diego

The gains made by our unions in San Diego are probably the highest made anywhere, because there was a long row to hoe in San Diego to bring these unions up to a level with our other organizations. All fish cannery workers in San Diego, with the exception of one cannery, are organized under the banner of the Seafarers' International through the Fish Cannery Workers' Union of the Pacific. Work is progressing steadily on the Van Camp (C. I. O.) cannery, and we expect shortly to bring that section of the industry under the A. F. of L. banner. The workers in that cannery are getting disgusted with the conditions they have under the banner of the C. I. O. and are watching the A. F. of L. movement with friendly eyes.

Fishermen: Conditions are improving steadily, and the growth of the organization is increasing steadily.

Sailors: In the sailors' field we have negotiated and successfully gained a \$10 a month increase in basic pay, also ten cents an hour increase in overtime. Today the membership of the Sailors' Union of the Pacific, parent body of the Seafarers' International Union of North America, enjoy the best wages and working conditions in the world in their respective fields. Vastly superior to the C. I. O. seamen's union also are the wages and conditions obtained for the Atlantic and Gulf District Unions of the Seafarers' International.

Tacoma, Port Angeles and Anacortes, Washington (Longshoremen)

At the present time the Sailors' Union is actively engaged in backing up the A. F. of L. Longshoremen in these ports in their fight for the right to bargain collectively with their employers. These employers (the shipowners' Waterfront Employers Association) have refused to deal with these workers for an agreement on the strength of the argument that the C. I. O. was "certified" (without an N. L. R. B. election) in other ports. These three ports are tied up at the present time, also the Port of Seattle is seriously affected, all because of an arbitrary and unjust decision of a pro-C. I. O.-N. L. R. B. ruling that some 2,000 men who desire to remain with the American Federation of Labor cannot bargain for themselves.

Unquestionably this is perhaps the rawest deal yet pulled by the combination of N. L. R. B., employers and C. I. O. disrupters on the Pacific Coast.

It is the only time in the history of N. L. R. B. decisions that an organization (this time

the C. I. O.) has been given a geographical bargaining designation, instead of a unit bargaining designation, and represents a serious threat to not only any and all American Federation of Labor Unions, but to Organized Labor as a whole.

Alaska

Several thousand fishermen and fish cannery workers have been organized in Alaska under the banner of the A. F. of L. Seafarers' International.

This has been a particularly difficult field to work in, due to the extreme difficulty of getting around the terrain, lack of transportation and communication facilities.

There is no direct A. F. of L. representative in this territory and our organizers have been

called upon to function and give everybody a hand in connection with A. F. of L. matters up there.

The Government is building new defense projects all over Alaska, and the future for Organized Labor in that section of the country is promising. Besides the new building projects there are thousands of resident fishermen and fish cannery workers who still need organizing.

On the whole, we can say that in every phase of our organizational activity during the last year, we have not suffered a single setback, but on the whole have made definite and steady progress.

Fraternally submitted,
HARRY LUNDEBERG,
Vice-President, District 10.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 11

(Alameda County)

Oakland, August 22.

To the Forty-first Annual Convention of the California State Federation of Labor—

Greetings:

It is with pleasure that I report significant progress by the organizations in Alameda County for the past year. Virtually every union can show increased membership and improved conditions.

The Building Trades Council is holding weekly meetings with the East Bay Advisory Board, composed of contractors and builders, to negotiate a new contract. The old agreement, in effect for two years, expires on September 16, 1940. The new contract embodies wage increases for some of the crafts and a closed shop for all building tradesmen. There is every reason to believe that the negotiations will have a favorable outcome for our organizations. The contract with the East Bay Advisory Board is the only one of its type in the United States, and has been termed a "streamlined" agreement.

Much construction, both public and private, is under way in Oakland.

The \$35,000,000 naval air base in Alameda is operating strictly union and under the best of working conditions. There is a labor relations man on this job, paid by the employers, to see that the work proceeds along union rules. Almost one thousand men are employed on this job.

A naval supply base is also under way in Oakland, costing \$10,000,000, and using only union labor.

Approximately one thousand building tradesmen will find employment on the low-cost housing project in West Oakland, now being constructed at a cost of \$5,000,000. Labor is represented on the Housing Commission, and its representative has done excellent work in preventing millwork and other work from going to out-of-the-state contractors.

On the Oakland Airport hangar, plans for which originally called for WPA labor, both

contractors and the building trades refused to allow their members to take bids or work on the job under WPA conditions. The matter was taken to court and the court ruled in favor of the contractors and the Building Trades Council. It is now reported that the entire job of \$1,000,000 will be let on contract, instead of part contract and part WPA as originally set up.

Another good-sized construction job going up under strictly union conditions is the \$1,000,000 branch of the Loose-Wiles Biscuit Company.

A large horse racing track, costing \$2,500,000, is being constructed under union conditions by the Golden Gate Turf Club, in North Alameda County. After construction, all miscellaneous crafts will be union also.

An agreement has also been concluded with the East Bay Municipal Utility District (water district), covering construction work; also with the Pacific Gas and Electric Company and Fisher Body Works. In addition, the Building Trades Council has working agreements with retail merchants, downtown property owners, real estate board, apartment house owners, banks, public utilities—all 100 per cent union.

Apart from the master stabilization agreement with the East Bay Advisory Board, the Building Trades Council has over 150 individual union agreements with contractors and sub-contractors who are not members of the Board. Terms of the contracts provide for union wages, hours and working conditions and the five-day week, with double pay for overtime.

Vigorous protest by the Building Trades Council has also assured that all school construction in Alameda and other cities will be performed under contract and not under WPA. This means that the highest wages will be paid, with decent working conditions.

In NLRB cases, the local council has defeated the C. I. O. in every instance. The

Council has not lost a court case involving workers on picketed jobs or where it has refused to supply men to jobs because of onerous conditions.

The Teamsters' Union of Oakland has improved working conditions, and its members now enjoy a fifty-cent increase in daily pay.

The "East Bay Labor Journal" now has the largest circulation in its history. It publishes only A. F. of L. news and has exposed the intrigue and propaganda of the C. I. O. in the

dual union movement in the building trades. The "Journal" has fought the C. I. O. to a standstill, so that today the C. I. O.'s influence in Alameda County is about nil.

I am grateful for the honor of serving the labor movement as Vice-President of the California State Federation of Labor for District No. 11, and take this occasion to express my thanks for the cooperation given me.

Fraternally,

CHARLES W. REAL.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 12

(Contra Costa County)

Martinez, August 28.

To the Forty-first Annual Convention of the California State Federation of Labor—

Greetings:

As Vice-President of the California State Federation of Labor, District No. 12, I am pleased to report that Organized Labor in this vicinity has enjoyed a very progressive year.

Both the Central Labor Council and the Building Trades Council of this District have had a very satisfactory year. The Central Labor Council, with its thirty-two affiliates, is active and alert and is showing great activity and progress in its field. It is representing a membership of approximately 3,000. This Council is striving to obtain ways and means of putting on a full-time business representative, which will give the affiliated locals much needed assistance in upholding wages, hours and conditions, and will be available at all times for aiding negotiation of agreements with employers.

Practically all building tradesmen are working, due to the activity now going on in this county, which includes three P. G. and E. plants located at Avon, Shell Oil Company in Martinez, and Oleum. There is now being constructed a \$3,150,000 cracking plant at Oleum, and a new rolling mill at Columbia Steel, in Pittsburg. All this construction work is being done by 100 per cent union labor.

The Central Valley Water Project is constructing its fourth unit. This is also operating under closed shop conditions.

The extensive plans of the F. H. A. under the home building program have increased the expectations for the coming year.

Sugar Refinery Employees No. 20037, although they have not gained in membership, due to a slack season, have gained a new agreement which gives the daily worker 25 cents to 35 cents increase, the monthly worker \$5.00 to \$11 increase. There have been some fifteen station adjustments settled giving the employees from 25 cents to 50 cents a day increase in wages. My heartfelt wishes to this local for their continued success.

Bartenders and Culinary Workers, Local No. 595, have done some very fine organization work, and have been able to continue with very good wages and working conditions.

There has been a new charter granted to the Bartenders and Culinary Workers, Local No. 822, in Antioch. This local is progressing very nicely. Although this local has taken about seventy-five members from Local No. 595, they both feel that their territory will be organized more completely and conditions benefited by this change.

The Retail Clerks' organization have continued on their forward drive to better conditions and increase membership. Practically all department stores are organized 100 per cent with increases in wages. All retail liquor stores have been organized 100 per cent in this district under signed contracts and increases in salary. Grocery store contracts have been renewed and are now 98 per cent organized. While two of the Montgomery Ward stores in this district are organized, there is still a picket on the store in Pittsburg, and has been for the past six months. The Clerks are doing everything possible to organize this store.

The Teamsters Union, Local No. 315, of which I am proud to be Secretary, has signed various new agreements and renewed all old agreements, whereby the members are enjoying the continuance of very good wages and conditions. The Teamsters now have the jurisdiction of the beverage drivers, with the exception of the Coca-Cola drivers, who are under contract covering Alameda and Contra Costa Counties. The Inland Warehousemen, who come under the jurisdiction of the Teamsters Local, now have a membership of seventy-five, with a potential membership of 300. We have just completed the signing of a new contract with the Associated General Contractors for Contra Costa County, giving a 50-cent raise on winch, dump and concrete mix trucks.

The lumber dealers have just signed a new agreement with a 50-cent increase and time and one-half for Saturday mornings, double time for Saturday afternoons.

The Redwood Manufacturers Corporation of Pittsburg has signed a new agreement giving the truck drivers 50 cents a day increase and the horse drivers 25 cents a day increase, with a closed shop clause.

Negotiations are now in progress for an agreement with the American Radiator Corporation and also with the Johns-Manville Company of Pittsburg.

The Cowell Cement, Lime and Gypsum Workers, Local No. 86, have completed negotiations for a new agreement giving a minimum of 65 cents to their workers, inside the plant, and the Teamsters Union No. 315 signed a contract along with them covering the six-yard trucks for \$9.00 per day.

The Carpenters, Locals Nos. 2046, 2038 and 642, represent a membership of 600 men. This past year has found working conditions very good due to the extensive housing program.

Machinists No. 1173 has been quite active in organizing garages, although they have been confronted with some set-backs due to court actions which I feel will terminate with success.

Laborers, Local No. 324, have made great progress in this county since having their charter granted in September, 1938. They now have a membership of approximately 300 men, and are steadily progressing under competent leadership.

The United Brick and Clay Workers of America, No. 758, of Port Costa, has been granted a new charter by their International and has an agreement which will remain in effect until May, 1941.

The Chemical Workers, Local No. 20529, on January 25, 1940, signed an agreement with

the General Chemical Company, in which the company agreed to recognize the Union. Each employee was given a 5-cent raise.

The Chemical Workers, Local No. 20280, has a new agreement which was signed on December 31, 1939, which gave practically all the employees a substantial raise in salary.

The Labor Temple at Richmond has been redecorated, and a new air conditioning system installed. This Labor Temple will stand out as a monument to Organized Labor.

The A. F. of L. Temple in Martinez has taken more space in the same building, on Castro Street, thereby making more office space and a large executive room for the convenience of all locals.

During the last year many local unions held their elections, and in most cases the former officers were reelected, thereby indicating that experienced officers are handling the Labor Movement in this district, and, I believe, are doing a fine job.

In concluding my report, I wish to thank the organizations in this district for their co-operation with the California State Federation of Labor. It has been a distinction to represent them as Vice-President.

Faternally,

PAUL E. BURG.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 13

(Marin, Sonoma, Napa and Solano Counties)

Vallejo, August 27.

To the Forty-first Annual Convention of the California State Federation of Labor—
Greetings:

Submitted herewith is my report for District No. 13, covering the past year's activities.

Whenever possible, I have attended meetings of Local Unions, Central Labor Councils, Building Trades Councils and District Councils in order to keep in close touch with the Labor Movement of the District.

Sonoma County has two Central Labor Councils, one in Santa Rosa and the other in Petaluma. In March, 1940, the writer was instructed by the American Federation of Labor to go to Petaluma to investigate persistent reports that the Council was under the influence of people out of sympathy with the program of the American Federation of Labor. His instructions were to use every effort to straighten out the situation. Upon arrival in Petaluma, the writer learned that the charter of the Petaluma Central Labor Council had disappeared. The first step was to apply for a new charter, which was granted by the American Federation of Labor.

A fresh slate of officers was elected under this new charter, and since its installation the Petaluma Council has made considerable progress by adhering to a 100 per cent American Federation of Labor program.

There has been much road and building construction in the area around Petaluma, and the

Building Trades Unions have benefited by it. The other Local Unions in the Petaluma territory report many new contracts and wage increases for their members.

The Beauty Operators have a real fight for existence on their hands at this time. The spearhead of the fight against them resides in the person of a beauty shop operator who recently moved to Petaluma after being forced out of business in Napa because of his anti-union attitude. This individual is exerting every effort to break down conditions of beauty operators in Petaluma, and the union is resisting him with all its strength.

In Santa Rosa, building has been most active, with a consequent boost in employment for Building Trades members.

The Miscellaneous Crafts, in Santa Rosa, also enjoyed a good year.

In the Asti Winery, however, located at Asti, near Santa Rosa, the management launched a company union to thwart organization of the workers into the American Federation of Labor. Charges of unfair labor practices were filed against the firm with the National Labor Relations Board, and some action by the N. L. R. B., correcting the situation, is expected soon.

The Sebastiani Cannery also tried to form a company union. This was taken to the N. L. R. B. by the California State Federation of Labor and in a stipulation recently signed, the company agreed to reinstate workers with

back pay and disestablish two company unions maintained by it.

In company with the officers of the Central Labor Council of Santa Rosa, I attended a "Labor Night" meeting called by the American Legion. It was well attended by both American Legion members and members of Organized Labor, and served to create goodwill in the community for the American Federation of Labor.

Napa County has enjoyed a good year. Building Tradesmen have found employment on approximately \$2,000,000 worth of projects under construction, with prospects excellent for the remainder of the year. The Culinary Union in this section has experienced difficulty with one employer, the Wright Spot. Pickets were placed in front of his restaurant, which impelled him to petition for a restraining order. The judge ruled against him and the picket line is scheduled to continue until an agreement satisfactory to the union is signed. The Napa Central Labor Council and the Building Trades Council have consolidated their forces into one organization, which has resulted in increased cooperation in the local Labor Movement.

On Labor Day, the Central Labor Councils of Napa and Vallejo are joining to stage what is expected to be one of the biggest celebrations ever held in that section. The speakers will be Edward D. Vandeleur, Secretary of the California State Federation of Labor; Charles J. Janigian, attorney for the California State Federation of Labor, and I. B. Padway, attorney for the Western Office of the American Federation of Labor.

Building Trades work has increased to such an extent in Vallejo that it was necessary to recruit workers from outside. At the present time alone, over one hundred new homes are being constructed. Most of the contractors in Vallejo are parties to a master agreement with the Building Trades Union, which is working out satisfactorily to the Unions. A housing project, to cost between \$500,000 and \$750,000, is planned by the United States Government to house workers in Mare Island Navy Yard and Navy personnel.

At Benicia, Solano County, four or five new fish reduction plants are being built. Some of these plants were formerly floating units. When shore operations are commenced, the workers in the plants will come under the jurisdiction of the Seafarer's International Union.

A class in law has been started by the Vallejo Central Labor Council, with Clarence Todd, attorney for the California State Fed-

eration of Labor, lecturing every two weeks on "Labor's Right Under the Law." The Vallejo Labor Movement has also stressed recreational activities. It has what is believed to be the only American Federation of Labor baseball park on the Pacific Coast. On Memorial Day, the Labor Movement participated in a celebration sponsored by the Citizens Committee, made up principally of its and veterans' representatives. Daniel C. Murphy, former President of the California State Federation of Labor, delivered the Memorial Day oration.

Marin County has found most of the members of Organized Labor employed during the past year. Efforts are under way to merge the two councils into one large council for the purpose of achieving greater cooperation.

The Culinary Crafts are engaged in a major controversy with several cafe owners who have succumbed to open-shop pressure from the Marin Better Business Council. Chief weapon against the unions has been injunctions against picketing and boycotting, which the Culinary Crafts are attempting to have set aside.

The Teamsters are in a battle with one of the beverage companies over sub-standard wages and conditions. The Beauty Operators have made progress in organizing and have agreements with several shops. It has been necessary for this union to picket several shops in San Rafael because of the anti-union attitude of employers and persistence in maintaining non-union standards. The Automobile Machinists scored a notable gain when they signed one of the best agreements on the West Coast.

One of the problems faced by the Local Unions in Marin County is the reported importation of non-union workers by the open-shop Better Business Council. In addition, workers on strike have been subjected to threats of eviction from their homes by landlords, as part of the open-shop campaign. Despite these pressures, the Marin County unions are confident of ultimate success.

The Labor Movement in this district has made real progress since my report to the Convention a year ago. Its gains are due, to a great extent, to the spirit of real cooperation which pervades all the organizations. I thank the officers and members of the California State Federation of Labor for the honor of serving them as Vice-President for District No. 13, and it will be a genuine pleasure to meet the delegates in person at Santa Monica.

Fraternally,
CHARLES F. DALEY.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 14**(Sacramento and Northern Counties)**

Sacramento, August 23.

To the Forty-first Annual Convention of the California State Federation of Labor—
Greetings:

It is again my pleasure to report that the Labor Movement has made progress during the past year. In the northern area of the State, Chico, Oroville and Marysville have formed a Tri-County Council for the purpose of effecting closer relationship between the various unions in that area. Meetings are held on Sunday once a month, rotating the meetings each month from one city to another. Much has been accomplished through this procedure and we are looking forward to the advancement of the Labor Movement throughout the entire district.

Since our last Convention changes have been made in the personnel of the Teamsters Local Union No. 137 of Marysville. Under the new officers, Local 137 has made a substantial gain in membership. It has also signed new agreements bettering the conditions of members.

Engineers Union No. 3 shows the largest gain in membership in the history of its International Union in northern California. Too much credit cannot be given to its representative, Patrick Clancy, who, in my opinion, has created the best conditions ever established for his membership in California. Not only has Pat organized, into the Engineers Union, several hundred men who have been non-union for years, but contracts have been signed and are being maintained. In the Sacramento Valley all levee work has been organized 100 per cent. This work involves approximately two million dollars in contracts, of which practically all goes to labor. There has not been a non-union job on highway work during the past year in so far as the Engineers and Teamsters are concerned. Heretofore these jobs have been open shop.

Butchers Union No. 498 was on strike at the time my report was made last year. In reporting this year, it is a pleasure to state that the union won the strike after about eleven days, receiving an increase in pay, a week's vacation, and the improvement of conditions for the entire membership. Local 498 can always be depended upon to assist other locals in the Sacramento area.

Laundry Workers, Local No. 75, which has under its jurisdiction the Cleaners and Dyers in Sacramento, has maintained conditions also. Its agreements have been renewed for another year. This industry is practically 100 per cent organized with the exception of oriental laundries which are giving trouble throughout the entire State, and I believe an educational program should be started against this type of competition at the earliest possible date.

All of the culinary crafts have renewed agreements for another year and are doing a fine organizing job.

Bakery and Confectionery Workers, Local

85, as was reported last year, received an increase in wages, while at the present time they are in arbitration for an increase in wages and vacation with pay. The Bakery and Confectionery Workers have also organized confectionery workers in various ice cream plants, and have been successful in increasing wages and shortening hours.

The Retail Food Clerks, Local Union No. 588, of Sacramento, one of the younger organizations in this area, having been chartered in July, 1937, has shown consistent growth in membership as well as solid gains in better working conditions for its members. Its membership has increased 20 per cent the past year.

The Food Clerks' current working agreement, signed April 29, and effective for one year, provides for: one week's vacation with pay after one year's service; time and one-half for overtime and for all work performed on Sundays; double time for holidays and also provides for one dollar and a half per week increase in wages in all classifications. One of the highlights of the agreement is the working schedule clause whereby the employer furnishes the union with the starting time and stopping time of all employees. This clause is a valuable aid in eliminating chiseling on hours and prevents split shifts. Approximately 90 per cent of the grocery stores in Sacramento employing clerks are organized and signed up to this agreement.

The Food Clerks are among the most progressive unions in this area and do their share in taking an active part in the functions of the local Labor Movement.

The Building Trades Unions have enjoyed a year of fair conditions and most of the members have been employed at their respective trades.

Building operations have been somewhat diversified, including the construction of two theaters, two ice rinks, four churches, two telephone buildings, one \$250,000 auto motel, many public buildings in the city of Sacramento and the University of California Davis Farm, Migratory Camp at Winters, private business buildings, several large roads and heavy construction projects and a record number of new homes.

This increased building activity has attracted many new contractors and workers into this district, a large number of whom are non-union, and to meet this situation an organizing program resulted from a meeting of representatives from the various International Unions, the California State Federation of Labor, the State Building and Construction Trades Council and the western office of the American Federation of Labor. This campaign was supervised jointly by the American Federation of Labor, State Federation of Labor and the State Building and Construction Trades Council and the results accomplished were satisfactory, although the non-union conditions were not eliminated entirely.

Sacramento City and County have established a Housing Authority to carry on a slum clearance program. Brother A. Marty, Secretary of the Teamsters Union of this city, is a member of this Authority and can be depended upon to safeguard the interests of Organized Labor. Harold Pomeroy is Executive Director.

A careful survey of housing needs was made, covering about 3,000 sub-standard units in the older section of the city. Upon the basis of estimated need for housing, the City Authority requested an earmarking of \$1,500,000. The United States Housing Authority granted an earmarking of \$1,125,000 which, together with the 10 per cent to be provided by the Authority from other sources, makes a total available sum of \$1,250,000.

Plans and specifications are now being drawn for the first project of 216 dwelling units to be constructed on a site of approximately seventeen acres, on the south side of Broadway, west of the extension of Ninth Street, at an estimated cost of \$885,000. It is estimated that it will be possible to call for bids and let the general construction contract several weeks before the end of 1940.

The Housing Authority of the County of Sacramento was organized on July 17, 1940. Based upon a preliminary analysis and estimate of sub-standard housing conditions in Sacramento County, the Authority requested an earmarking of \$2,000,000. All United States Housing Authority funds have been allocated and money available for earmarking must come from unused funds withdrawn from other Authorities. From such sources, United States Housing Authority has made available to the County Authority the sum of \$500,000. This amount may be increased from time to time. The total amount available to the County Authority, including the 10 per cent to be provided by the local Authority, is approximately \$555,000.

A survey is in progress which will cover between 1,000 and 2,000 sub-standard dwellings in the county, extending north from the

city limits. Assuming that the survey will support the belief of the Authority relative to need, a project will be planned as quickly as possible. This project will vary from 125 to 250 units in size, depending upon the additional amount of money which the United States Housing Authority can make available. It is probable that the construction contract can be let within six months.

Teamsters Local Union No. 150 has increased its membership as the records of the State Federation will show. The Teamsters have been working hand in hand with the Engineers on road construction work and have been successful in organizing this industry almost 100 per cent in the counties adjacent to Sacramento.

Twelve new agreements have been negotiated during the past year. In every instance, increase in wages, shorter hours and vacation with pay have been established. Notwithstanding the fact that the Wage and Hour Act has reduced hours, the Teamsters have been able to maintain their weekly wages without reduction in pay and, in several cases, have received an increase in pay with a week's vacation.

The Teamsters also have been willing at all times to cooperate with all American Federation of Labor Unions in order to aid those in need, and are only too glad to render such assistance in the future.

Machinists Local No. 33 has signed a new two-year agreement. This agreement is a joint Master Agreement between the Machinists Local No. 33 and the Teamsters Local No. 150. Increase in wages and a vacation with pay were granted in the new agreement. Machinists Local No. 33 has gone forward in organizing and is doing a fine job in its field.

I am taking this opportunity to thank the delegates to the State Federation of Labor for the honor and privilege that has been bestowed upon me of acting as your representative in District No. 14.

Fraternally submitted,
GEORGE W. STOKEL.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 15

(Humboldt, Del Norte, Siskiyou, Modoc, Lassen, Plumas, Shasta, Trinity, Tehama and Mendocino Counties)

Eureka, August 24.

To the Forty-first Annual Convention of the California State Federation of Labor—
Greetings:

I am pleased to report that the past year has been a successful one for our Labor Movement. All Locals have either made substantial gains or held their own, and all have enjoyed fairly steady employment.

Our Central Labor Council is very active. At the present time we are all working together to perfect plans for Labor Day, which promises to be a successful celebration, in spite of the competition offered by Nature among her mountains and streams.

The Building and Construction Trades Council is in excellent shape, with all members working but no increase in wages except for the Laborers, who increased their scale from 70 cents to 75 cents per hour, beginning September 1. Over \$1,250,000 in bridge construction is under way in this district, all of it with union labor. It was necessary for the writer to make a few trips to San Francisco and one to Sacramento to make this possible, but agreements were finally secured without undue trouble.

I have been successful in organizing some new locals in this part of the State, all of which are progressing in fine shape. Among the new locals is the Carpenters Local No.

535, installed in Crescent City in March. This is a small local but it meets regularly and shows a great interest in organization.

I also organized and installed the Eureka Firefighters local, which is composed of a group of fine men, 100 per cent organized and all interested in their union as well as their work.

I have organized and installed a local of Building Service Employees which is composed of janitors and window washers, and have been able to get them some nice jobs servicing some large new buildings.

Another new organization is the Eureka & Fields Landing Fish Cannery Union, organized under the Seafarers International. This union is composed of all employees of the whaling station. Brother St. Angelo of the International came to Eureka and I worked with him until this union was established, and I confer with and assist the members regularly.

Our local Carpenters Union is in excellent condition and has made fine progress. All members are working at this writing.

Painters Local is in fine shape and has made some gain in membership. All members are working.

Our Teamsters Local, as usual, has made great progress, with a fine increase in membership and expansion into new fields. Their Business Representative, Mr. Evans, now has an assistant and also a full time office secretary. They have been successful in renewing all old agreements and making new ones satisfactory to all parties concerned. They consolidated the Crescent City Local with the Eureka Local for the good of all concerned. They have also increased their office space to two rooms and have both rooms completely furnished with up-to-date office equipment.

The Central Council has established an office in the Labor Temple with Albin Gruhn as part time Business Representative. At this time he is busy looking after the pickets who are picketing the three Redwood Theatres in Eureka. These picket lines were established by representatives of the I. A. T. S. E. about three weeks ago and are very effective and all organizations are giving them fine support. The general public is giving good support also by respecting the picket line. We all wish them success.

The Cooks and Waiters, or "Old Reliables," as we have referred to them before, are on the job every minute and have only to be asked and they are in there "pitching" and giving support any place needed. They have everything in their line corraled and have fine conditions. Their membership is steadily increasing under the able guidance of their Business Representative, Joe King. I have only to ask Joe for help at some spot and he is liable to beat me there.

The Machinists No. 540 are steadily going ahead and have nearly every establishment in their line organized. Their Business Representative, Brother Charles Kelly, who works on a part time basis, is doing good work for them.

The Bakery and Confectionery Workers are in a very healthy condition, with all members working. We had some difficulty in renewing their agreement this year as their employers tried to make some cuts, but Brother Jack Larippa, of their International, and myself, were successful in holding everything they had last year. It took several days and one nearly all-night session to accomplish this.

The Laborers No. 18, have a full time Business Representative and Secretary, and are making progress. Brother J. A. Webster is their representative. They go from a 70-cent to a 75-cent per hour wage scale on September 1.

Bartenders, under the guidance of Brother Joe Dunn, their Business Representative, are in excellent condition and have increased their scale from \$5.00 to \$6.00 per shift.

Laundry Workers are 100 per cent organized in both laundries and are enjoying good conditions.

The Butchers are holding their own but so far they are handicapped against further progress by a permanent injunction issued against them in a local court.

The Machinists Auxiliary, as usual, is rendering valuable assistance and gives freely of its time when needed.

All other locals, among which are the Barbers, Pressmen, Musicians, Electricians, Plumbers, Plasterers and Cement Finishers, Saw Mill and Loggers unions of both Arcata and Eureka, and others, are in fine shape and progressing steadily. I might add that the Saw Mill and Loggers of Arcata have purchased a two-story school building, which they are remodeling into a fine new home for their local. This building will include banquet rooms, kitchen, recreation rooms, etc. They are also preparing plans for a new building for a dance hall.

Last April I started laying the foundation for organization of the various lumber mills of Humboldt County.

I personally distributed a call for a meeting to the employees of the Hammond Lumber Company, and phoned Brother Don Cameron, organizer for the Brotherhood of Carpenters, asking his assistance, which he readily gave. We had an enthusiastic response from a nice group at the first meeting and every man present but three signed the application for a Charter. The Charter was obtained and installed and the membership has been steadily growing since this installation. The growth has been slow, owing to the timidity of the employees, as the company started about this time to lay off some men and they naturally thought it was done to intimidate them. Most of those who were laid off have been taken back, some through our efforts and some by the company's own volition.

We have repeatedly tried to get organizers assigned to this task, as we do not have our entire time to devote to this duty. President Green and Meyer Lewis have sent Brother Duncan Campbell in for a short time. Brother Cameron also has been in several times. But these brothers have other duties to take care

of and could not stay. We are happy to say that the Carpenters International has finally sent us Brother C. E. Richter, who has been assigned to this district indefinitely, and we now have great hopes of the successful organization of all workers in the lumber industry.

Brother Richter comes to us highly recommended and so far he has exceeded our fondest hopes. All organizations have pledged every assistance possible to him.

As the Redding district is almost sixty miles from Eureka, it is not possible for me to keep

in close touch with that area, but various organizers going back and forth tell me that everything is going along as well as can be expected.

In conclusion, I wish to express my thanks and appreciation to the officers of the State Federation and to all officers and members of all organizations who have given me their cooperation and support in carrying out the duties of my office.

Fraternally submitted,

F. T. SHIPMAN.

REPORT OF DELEGATE TO AMERICAN FEDERATION OF LABOR CONVENTION

Los Angeles,
December 12, 1939.

To the Forty-first Annual Convention of the California State Federation of Labor—

Greetings:

I herewith wish to make my report as delegate of the California State Federation of Labor to the Fifty-ninth Annual Convention of the American Federation of Labor held in Cincinnati, Ohio, October 2 to 13, 1939.

The opening session was called to order by President John J. Hurst of the Cincinnati Central Labor Council. He introduced Governor John W. Bricker of the State of Ohio, who welcomed the Convention. Governor Bricker was followed by the Honorable James G. Stewart, Mayor of the City of Cincinnati. Other speakers were: United States Senator Pat McCarran of Nevada, United States Senator Taft of Ohio, United States Senator Schwellenbach of Washington, and Mayor La Guardia of New York. The gavel was then turned over to President William Green, who discussed the work of the Federation for the past year, and its hopes and anticipations for the coming year.

The report of the Committee on Credentials showed 522 delegates seated in the Convention, representing eighty-eight international unions, four departments, thirty-eight state branches, 106 central bodies, seventy-nine trade and Federal labor unions, and four fraternal delegates, covering a membership of over four million. Many other delegates were added to this list during the sessions.

Resolutions covered every phase of the problems of Organized Labor, eight of which were presented by your delegate in accordance with the instructions of the Fortieth Annual Convention, held at Oakland.

There were two resolutions, No. 70, entitled "Violation of Civil Service Regulation," which had been presented by the Printing Pressmen's Conference, and Resolution No. 80, entitled "Culinary Jurisdiction in Canning Industry," presented by Cooks Union No. 228 of Oakland, which the Committee on Resolutions did not accept due to the fact that they covered a jurisdictional dispute and could not be prop-

erly handled coming in to the Convention at that late a date.

Resolution No. 92, which had been presented by the Masters, Mates and Pilots, was already covered by A. F. of L. Resolution No. 38. This resolution concerned a jurisdictional dispute between the Masters, Mates and Pilots and the International Longshoremen's Association. It was the recommendation of the Convention of the American Federation of Labor at Cincinnati, Ohio, to direct the executive office, or officers of the International Longshoremen's Association to cooperate with the National Organization of the Masters, Mates and Pilots of America, as a sister organization within the fold of the American Federation of Labor.

State Resolution No. 1, A. F. of L. No. 79, "Commercial Treaty with Japan," was unanimously adopted.

State Resolution No. 55, A. F. of L. No. 80, "Social Security for Agriculture Workers," was unanimously adopted.

State Resolution No. 75, A. F. of L. No. 81, "Social Security Legislation." It was recommended that this resolution be referred to the Executive Council for study and action to properly safeguard the interests of workers. This recommendation was unanimously adopted.

State Resolution No. 78, A. F. of L. No. 82, "War Risk Insurance." This resolution was referred to the Executive Council, and the report of the Committee unanimously adopted.

State Resolution No. 117, A. F. of L. No. 78, "Labor's Non-Partisan League." The Resolutions Committee recommended the adoption with the exception of the last "Resolve," which called for the unseating in all State Federations of Labor and Central Labor Bodies, and directly affiliated local unions, of any member retaining membership in Labor's Non-Partisan League. This portion was referred to the Executive Council for its consideration. With this modification of the resolution, it was unanimously concurred in.

Considerable time and discussion was spent on the issue of seating the delegates of the International Typographical Union, which discussion was a result of the Typographical Union's failure to pay the special assessment

levied on all National and International Unions to combat the activities of the C. I. O. The final result was that the delegates of the International Typographical Union were not seated in the Convention.

There was a special night session held on the jurisdictional dispute between the Brewery Workers and the Teamsters' International Union, which decided that this case be left in the hands of a special committee, which committee was to report its findings to the next Executive Board meeting of the American Federation of Labor. Only six delegates voted against the report of the committee.

One of the outstanding events of the Convention came during the nomination and election of officers when it was announced that Secretary Frank Morrison, who had just completed his forty-sixth year in the office of Secretary-Treasurer, was retiring at the age of 81. A great deal of respect was shown Brother Morrison for his loyal work to the Federation, and a resolution was adopted retiring him on a salary of \$6,000 per year. George Meany, president of the New York State Federation of Labor, was elected to succeed him.

There were many delegates present from the State of California, among them John O'Connell of the San Francisco Central Labor Council,

J. W. Buzzell of the Los Angeles Central Labor Council, Jack Tenney of the Musicians' Union, Bee Tumber of the Culinary Workers of Santa Barbara, and many others too numerous to mention, all of whom were loyal supporters of California, and I wish to express my thanks for the assistance, advice and coöperation received from them during the sessions of the Convention.

I have given you just a few of the highlights of the Convention, as the entire proceedings cover over seven hundred pages, and it would be impractical to give you a complete report of the Convention. I suggest, however, to those who are interested, a copy of the proceedings is available in practically every Central Labor Council office, and in most of the libraries.

Your delegate served you to the best of his ability and acquired much knowledge and information that could never be secured otherwise. In conclusion, I wish to express my appreciation to the California State Federation of Labor for the honor bestowed on me by the Fortieth Annual Convention in electing me as a delegate to such an important Convention.

With sincere good wishes for the future success of the Federation, I am

Fraternally yours,

BURT B. CURRIGAN.

CONVENTION CITIES

Following are the dates and places of meeting of past Conventions of the California State Federation of Labor:

1st—1901, San Francisco	21st—1920, Fresno
2nd—1902, Vallejo	22nd—1921, San Jose
3rd—1903, Los Angeles	23rd—1922, Long Beach
4th—1904, Fresno	24th—1923, Stockton
5th—1905, Sacramento	25th—1924, Santa Barbara
6th—1906, Oakland	26th—1925, San Diego
7th—1907, Stockton	27th—1926, Oakland
8th—1908, Vallejo	28th—1927, San Bernardino
9th—1908, San Jose	29th—1928, Sacramento
10th—1909, San Rafael	30th—1929, Long Beach
11th—1910, Los Angeles	31st—1930, Marysville
12th—1911, Bakersfield	32nd—1931, Santa Barbara
13th—1912, San Diego	33rd—1932, Modesto
14th—1913, Fresno	34th—1933, Monterey
15th—1914, Stockton	35th—1934, Pasadena
16th—1915, Santa Rosa	36th—1935, San Diego
17th—1916, Eureka	37th—1936, Sacramento
18th—1917, Sacramento	38th—1937, Long Beach
19th—1918, San Diego	39th—1938, Santa Barbara
20th—1919, Bakersfield	40th—1939, Oakland
	41st—1940, Santa Monica

SECRETARY-TREASURER'S REPORT

To the Forty-first Convention of the California State Federation of Labor—
Greetings:

As Secretary-Treasurer of the California State Federation of Labor, I am pleased to report that the forty-first convention of the Federation finds the California locals of the American Federation of Labor in the most flourishing condition in their history. While progress has not been spectacular, it has been steady, and the substantial nature of our growth is demonstrated by the fact that the old-line, solid building trades and metal trades unions showed more than average gains. Despite the loss of 31 Typographical Unions, this office can report new affiliations from 118 Unions, almost all of which were secured by personal solicitations from this office.

I am proud of the contribution of this office to the record of the past year. Not a day passes but that some local union or international comes to this office for assistance. And in not a single instance is help denied. In every field in which this office functions—organization, legal and legislative—genuine gains were made and effective service rendered to the various local unions.

In the field of organization, this office operated with a two-fold program. Its first and primary duty was to aid in organizing the unorganized. Secondly, it devoted its resources to repelling the dual union invasion, which hit a high tide last year. Full details of these activities are incorporated in latter portions of this report.

The past year also saw an increased willingness on the part of employers generally to sit down and bargain collectively with our unions, which can only be considered a result of our increased stability and strength.

The legal department of this office scored some noteworthy victories last year. It was responsible for having declared illegal, anti-picketing ordinances in our rural counties, which still endeavored to maintain them despite the defeat of Proposition No. 1, and rulings by higher courts. It represented scores of our unions in injunction fights. It counseled our unions in National Labor Relations Board cases. It is now fighting before the Supreme Court the issue of paying unemployment insurance to unionists who respect the picket line of a sister union. Its aid was welcomed in negotiations. Its work in compensation cases was so efficient that the halt, the lame and the injured of the trade union movement have beaten a path to its door. A detailed picture of this division's work is given elsewhere in this report.

In the legislative field, every effort was exerted by this office to press for the adoption of legislation beneficial to Labor and for the rejection of anti-labor legislation. A full report of the activities in this field is contained in the legislative report of the Secretary. One of the legislative high-lights of the past year, however, was the defeat, through the efforts of this office, of a proposed change in the

definition of agricultural labor which would have deprived approximately 150,000 workers of the protection of unemployment insurance which they now enjoy.

During the past year, I attended three conferences called by Meyer L. Lewis, Western Representative for the American Federation of Labor.

The first, held in Salt Lake City, brought together approximately 130 union representatives, who spent two days in discussing mutual problems.

The second conference was held in Portland, Oregon, and involved only the three Pacific Coast States. President C. J. Haggerty accompanied me to this conference. The conference lasted only two hours and no concrete results flowed from it. Approximately twenty union representatives were in attendance.

The third conference was held in Seattle. President Haggerty and myself represented the California State Federation of Labor, with the Oregon and Washington Federations represented by their executive officers. Meyer L. Lewis, himself, represented his office.

The meeting in Seattle came to an agreement upon the following points:

1. That a tri-state legislative committee, consisting of the executive officers of each State Federation of Labor, be established to exchange legislative information.
2. That the International Unions be asked to assign organizers to Oregon and Washington and keep them there until the job was finished.

ORGANIZATION

Euclid Candy Company

The major threat to the American Federation of Labor, in California, last year came not from employers but from the C. I. O. It embarked upon a large-scale program of raiding established American Federation of Labor unions, which reached high tide in the attempt of the C. I. O. Warehousemen to pirate the membership of Bakery and Confectionery Workers Union No. 24, at the Euclid Candy Company plant, in San Francisco.

This affair had a significance all out of proportion to the number of workers involved. It represented a sort of Battle of the Marne for the American Federation of Labor. The C. I. O. had publicly proclaimed that its invasion of the candy industry was but the first step in a campaign to take over all unions in San Francisco. No American Federation of Labor Union was safe as long as this destructive force remained unchecked.

Through the C. I. O. Warehousemen, the dual unionists reached into many plants where the production workers were members of the American Federation of Labor. These C. I. O. Warehousemen were instructed to agitate continually among the production workers for a change of affiliation from the American Federation of Labor to the C. I. O.

In the Euclid Candy Company plant the agitation was supplemented by outright coercion. The situation became critical when the C. I. O. Warehousemen were pulled out on strike and loyal A. F. of L. members physically prevented from working.

At the request of Candy and Confectionery Workers Union No. 24, this office entered the fight. The result was a smashing victory for the American Federation of Labor, and a setback for the C. I. O. from which it has never recovered. Not only did the C. I. O. lose its fight to take over the candy workers, but it lost the warehousemen. A. F. of L. warehousemen are now employed there and the A. F. of L. Warehousemen's Union, through the support of this office, has a contract covering warehouse work in the Euclid plant.

Lyons-Magnus

Driven desperate by its defeat in the Euclid Candy Company plant, the C. I. O. made a second effort to invade the candy industry. The Lyons-Magnus glazed fruit plant, under contract with the A. F. of L. Confectionery and Candy Workers Union No. 24, was the scene of the second invasion. Again C. I. O. Warehousemen were used as the spearhead of the dual union drive. And again this office took the proper steps to defeat the C. I. O.

This double defeat was a severe blow to the prestige of the C. I. O. leadership. It made extremely difficult the task of rallying the membership of the C. I. O. Warehousemen to any further aggressions against American Federation of Labor Unions. Its effect upon the situation in San Francisco has been gratifying and wholesome.

San Pedro and Long Beach

In Southern California, the peak of C. I. O. aggression was reached in the San Pedro and Long Beach areas. The first attack was launched against the Building Trades Unions, which, with the assistance of this office, stopped the dual unionists dead in their tracks. The attack then shifted to the Teamsters. The C. I. O. tried to take over an entire local, covering the Hynes area. This raid proved a failure, even though the C. I. O. had induced the business agent of the Hynes local to turn traitor.

Consolidated Steel Shipyard

Meanwhile, the American Federation of Labor Metal Trades had signed a contract covering the shipyard work in the Consolidated Steel Company plant in Long Beach. The C. I. O. laid claim to this work and placed a picket line in front of the plant, which consisted on some days of more than one thousand pickets. This office assigned an organizer to work with the local unions involved, and I am happy to report that the C. I. O. effort to grab this shipyard work failed.

The C. I. O. was aided in the Consolidated Steel shipyard situation by the Brotherhood of Railroad Trainmen, which for the first time in its history, respected a picket line. The Trainmen ordered its members employed by the Pacific Electric Company to refuse to haul

steel through the C. I. O. picket line. This move failed to deter construction of the ships, as A. F. of L. Teamsters undertook the work of hauling the steel from the company's plant at Maywood.

San Pedro Culinary Crafts

The C. I. O. then returned to San Pedro, where it instituted a wholesale offensive against the A. F. of L. Culinary Crafts. Pickets were placed in front of establishments which refused to break their contracts with the Culinary Unions. The Culinary Crafts countered with pickets in front of the few taverns which hoisted a C. I. O. house card. In this connection, it might be appropriate to mention that the only places which went C. I. O. were those notorious for chiseling and which had been in continual hot water with the union over failure to abide by the union agreement.

Finally, the San Pedro Labor Movement decided that the best way to stop the C. I. O. raids was to take the offensive. Pickets were placed on the docks, which the marine crafts respected, and the harbor was tied up for two days.

The tie-up was lifted when a mediator for the Maritime Labor Commission gave the American Federation of Labor assurances in writing that the C. I. O. would cease its raids against the Culinary Crafts. This agreement was subsequently broken by the C. I. O., and the San Pedro Culinary Crafts are today engaged in battle with the dual unionists. Throughout the entire trouble in San Pedro and Long Beach, this office extended generous aid to the Unions attacked.

El Cerrito Potters

Another clash with the C. I. O. developed in El Cerrito at the plant of the Technical Porcelain and Chinaware Company. The A. F. of L. Potters went into this plant some time ago and organized it. The company countered by organizing a company union. The Potters then filed charges with the National Labor Relations Board. The condition of the workers, however, was so desperate that they could not wait for the National Labor Relations Board to take action. Under the leadership of the A. F. of L. Potters a strike was declared, and the plant was shut down tight. Meanwhile, the C. I. O. intruded itself into the picture. It demanded a place on the ballot with the A. F. of L. Potters, but withdrew before the election rather than face certain defeat. It sent letters, however, to all the pottery workers asking them to vote for "no union" in preference to the A. F. of L. The C. I. O. also tried to break the strike. It made a deal with the employer behind the backs of the strikers and then tried to get them back to work on the employer's terms.

I am pleased to report that the outcome of the affair was a complete victory for the A. F. of L. Potters. It won both the N. L. R. B. election and the strike. This office furnished every bit of help possible in the situation.

Building Trades

The past year also witnessed the initiation of a dual union drive by the C. I. O. in the building and construction industry. It is a tribute to the leadership of the Building Trades Unions in California that the threat of the C. I. O. only served to stimulate organization. From all over the State come glowing reports about new closed shop contracts signed and growth of organization. Wage scales have been upped in many instances, hours shortened, and working conditions materially improved. This office is proud of its participation with the Building Trades Union in achieving this splendid record. Organizers, legal counsel and funds were supplied wherever necessary.

Contra Costa County

In Contra Costa County the Building Trades Council is a signatory to a continuous closed shop pact with the Contractors' organization. This pact has been termed one of the best of its kind in the United States. It effectively slams the door upon C. I. O. dual unionism, which at one time appeared to be making progress. This office worked very closely with the officers of the Contra Costa Building and Construction Trades Council and extended them every assistance.

Alameda County

The Alameda County Building and Construction Trades Council offers a splendid example of what constructive leadership can do in the way of achieving growth and dispelling the dual union threat. A vigorous organization drive, in which this office participated, brought many new members to the building trades unions and many new contracts with employers. The C. I. O. no longer represents a threat in the building trades field. Its members tried to build several residences behind A. F. of L. picket lines. They were unsuccessful because of the unity shown by the A. F. of L. unions in Alameda County.

San Jose

In San Jose the California State Federation of Labor has opened an office in order to aid building trades organization in that area. A greater unity among the unions is already evident, and concrete results in the way of new union contracts have already been obtained.

Sacramento

The Sacramento Building Trades Council has also received aid from this office. It is pushing a drive to organize the home building field and reports progress. This office is keenly interested in continuing the progress and will continue its coöperation.

San Pedro

The first group to be attacked in the San Pedro harbor district were the building trades unions. The C. I. O. approached contractors with propositions to cut wages, lengthen hours, and impair working conditions, in return for which the C. I. O. asked the con-

tractors to replace A. F. of L. members with dual unionists. I am glad to be able to report that the C. I. O. threat to the building trades in the San Pedro harbor district appears to be eliminated.

Los Angeles

The Los Angeles Building and Construction Trades Council, under the able leadership of its Secretary, C. J. Haggerty, who is also President of the California State Federation of Labor, has made an astonishing record. The heavy construction field is today virtually 100 per cent union—something which several years ago trade unionists would have deemed impossible. An intensive drive is in progress to organize the home building field. The greatest handicap faced by the unions in this field is the practice of making each workman a private contractor. Judging by the progress made during the past year, however, it is not too optimistic to predict that the Los Angeles Building and Construction Trades Council will overcome this obstacle, and within a short time will again amaze Organized Labor by its accomplishments in the home building field.

Fresno

Fresno reports major progress for the building trades. Friant Dam, employing thousands of A. F. of L. members, is now entirely closed shop. A contract signed recently between the Contractors and the Fresno Building Trades Council, the local unions and the international unions, provided for payment of building trades wage scales, maintenance of building trades working conditions, and a closed shop. This office furnished the unions with legal assistance in negotiating the contract. It is believed that this pact, covering the biggest construction project in the Fresno area, will serve to stimulate organization all through the territory.

San Diego

The San Diego Building and Construction Trades Council is also in a flourishing condition. It is now engaged in a dispute with a non-union lumber dealer and contractor, which at one time involved the entire lumber industry. For several days lumber yard workers, teamsters, and building tradesmen were locked out because they refused to handle scab jobs operated by these two employers. The employers appealed to the court for an injunction in an effort to break the solidarity of the A. F. of L. unions. At the request of the San Diego Building and Construction Trades Council this office dispatched its attorney to join with the local attorney in fighting the injunction. The court, however, refused to issue the injunction. The dispute has again been confined to the two non-union employers, with the building trades unions continuing the campaign to organize them.

Ventura

The Ventura Building and Construction Trades Council is involved in a fight with three non-union lumber yards. This fight has been

in progress for some time, and has taxed the resources of the local labor movement. This office rendered some financial assistance.

Metal Trades

This office furnished assistance to both the Northern California and Southern California Metal Trades Unions. An organizer was assigned several months ago to work with the Los Angeles Metal Trades Council, which had launched an organizing drive, especially among shipyard workers. The Consolidated Steel shipyard contract, which will employ about seven hundred men at peak construction, is the most important development to date. Day to day work is being accomplished among unorganized metal trades workers in the South, and it is the hope of this office that significant organizational gains will result.

In the Bay Area, this office is supporting an organizer and office in South San Francisco for the Metal Trades. The office was originally opened in conjunction with Meyer L. Lewis, Western Representative of the American Federation of Labor. Several weeks ago Mr. Lewis informed this office that he could no longer contribute to the support of the Metal Trades organizing office in South San Francisco, and since that time this office has carried the burden alone.

It is the feeling of this office that the present time offers a magnificent opportunity for metal trades organization. Because of the national defense program, metal trades workers are very much in demand, and the American Federation of Labor, by thoroughly organizing the field, can do much to stabilize industrial relations and improve the condition of the workers. I regret very much that Mr. Lewis found it necessary to pull out of the Metal Trades organizing campaign when the prospects for organization are so bright, but it is the intention of this office to continue as long as its resources permit.

Greyhound Bus

About four months ago the Brotherhood of Railroad Trainmen called a strike of Pacific Greyhound bus drivers for the purpose of forcing the company to abrogate its contract with the A. F. of L. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

The contract with the company was signed by the Amalgamated after it won a National Labor Relations Board election. The Trainmen, in connivance with the San Francisco office of the NLRB, refused to respect the contract, and continued agitation to capture the Pacific Greyhound bus drivers away from the Amalgamated. Only a minority of bus drivers responded to the Trainmen's strike call; the majority remained loyal to the Amalgamated.

In connection with this situation, it might be well to remark that the Trainmen had the temerity to address appeals for assistance to many A. F. of L. unions against a sister A. F. of L. union, while at the same time making a united front with the C. I. O. in Long Beach

against the A. F. of L. unions with contracts in the Consolidated Steel shipyard.

In the course of this difficulty on the Greyhound bus system, it became possible for this office to secure satisfactory contracts for the A. F. of L. Auto Mechanics and A. F. of L. Garagemen, both in San Francisco. This office also rendered every possible aid to the Amalgamated, and I am happy to report that the Brotherhood of Railway Trainmen has apparently come to the conclusion that its raid against the Greyhound bus drivers is a failure.

Fishing and Related Industries

The A. F. of L. Fish Cannery Union at Monterey, with a membership of 3,500, has been locked in strike against fish packers for several weeks. This local is a branch of the Seafarer's International Union, and I am confident that the militant leadership and membership will gain a satisfactory contract.

Meanwhile, the A. F. of L. Fishermen's Union in Monterey, also affiliated with the Seafarers' International Union, sank the C. I. O. without a trace, in true seamen's style, in an election held by the N. L. R. B. a few weeks ago. On the eve of the fishing season, the C. I. O. had resurrected some charges filed in 1938 with the N. L. R. B., and on the basis of these old charges arranged a stipulation with the N. L. R. B. and employers, behind the back of the A. F. of L. Union which represented virtually all fishermen. Purpose of the stipulation was to delay an N. L. R. B. election for ninety days, or until after the current fishing season, in order to give the C. I. O. Fishermen a chance to campaign against the A. F. of L. This office joined with the A. F. of L. Fishermen in protesting such overt collaboration between the San Francisco office of the N. L. R. B. and the C. I. O. As a result of our joint protests the Washington headquarters of the N. L. R. B. reversed the local Board, and ordered an immediate election, which the A. F. of L. Union won by 535 to 46.

Negotiations are in progress between the Fish Cannery Branch of the Seafarer's International Union and fish packers in Point Richmond for a contract, with prospects reported favorable.

Last October, the C. I. O. made an effort to take over the Fish Cannery Union at Point Richmond. This office rushed ten organizers into the field and succeeded in stopping the dual union thrust. Legal counsel was also made available to the Fish Cannery Union when the dual unionists challenged its contract with the fish packers. The court upheld the A. F. of L. contract, and the A. F. of L. won on every front.

In Southern California, the A. F. of L. Fish Cannery Union at Terminal Island, a Federal local, has extended its contract with fish packers for thirty days pending negotiations.

All A. F. of L. Fish Cannery Unions are handicapped in negotiations by action of the C. I. O. in San Diego in accepting a new contract without wage increases or improved conditions.

Agriculture

Agriculture is still the number one industry in California. As such, its wage scales and working conditions have always had an effect upon the standards of every worker in the State. This office long ago realized that it was necessary to organize agricultural workers—both in the processing plants and fields—not only for their specific benefit but to protect the conditions of workers already organized. A survey of the industry showed that it was first necessary to organize the canneries and processing plants before organization of field workers could be successfully attempted. In 1937, this office embarked upon a campaign to organize the canneries and processing plant. This campaign was highly successful.

In the eighteen months prior to the time that supervision of the cannery unions was transferred to the office of Meyer L. Lewis, Western Representative of the American Federation of Labor, approximately \$147,000 was sent to President William Green as per capita from the cannery unions. Books of the Federation show that in 1938, cannery unions were paying per capita on 44,034 members. Last year the figure dropped to 13,092. This year also shows a drop to 9,342.

It is apparent from these figures that a serious loss of membership has occurred in the cannery unions. Two of the major cannery unions are reported in receivership.

This office wishes to emphasize the importance of building organization in agriculture. It is the first line of protection for building trades and service unions in rural districts. I hope the difficulties in this field will soon be surmounted and organization built until it encompasses the entire industry.

Retail Clerks

This office furnished extensive aid to the various locals of the Retail Clerks Union last year. In Contra Costa, the Retail Clerks were defended against a suit brought by the Woolworth Company, at a cost to the Federation of \$750. In Del Norte County, it cost the Federation \$200 to defend the Retail Clerks in a suit brought by one, Lockhart. Whitney vs. Lydick, in San Diego, was a case where the clerks were involved with other organizations in this department store. The Federation expended \$800 in legal defense in this case. In Fresno, this office handled the legal defense of the Retail Clerks, among other unions, against an injunction sought by the J. J. Newberry Company. It cost the Federation \$500, but the case was won. In San Pedro, where the Retail Clerks have been under attack by the C. I. O., this office has furnished organization assistance. The Federation also assisted the Shoe Clerks Union of San Francisco.

Marin County

The unions in Marin County have been plagued by an open-shop offensive launched by the Marin Better Business Council. The Culinary Unions and the Beauticians have felt the brunt of this offensive. This office has rendered every reasonable assistance to the unions under attack.

I regret very much that it is necessary for me to report that the Typographical Unions are no longer affiliated with the California State Federation of Labor. Under instructions from President Green, the Executive Council of the Federation was compelled to ask them to withdraw. It is my understanding that steps on a national basis are being taken to secure the reaffiliation of the Typographical Unions, and I hope it will be our pleasure next year to welcome them back into the ranks of the Federation.

To offset this loss, and to further strengthen the Federation, this office conducted an intensive campaign to secure new affiliations. The response was most gratifying, especially from unions in the Building Trades. One factor which impelled Building Trades Unions to respond so well was the service rendered by this office to combat the dual union drive in that industry. It was felt by many building trades unions that the Federation represented the logical agency to centralize and coordinate effort.

LEGAL DEFENSE

A large volume of legal service, without charge, was extended to affiliated unions last year by the legal department of the California State Federation of Labor. Unions were defended against injunctions with a large measure of success; legal advice and representation was given in National Labor Relations Board actions; and test cases were carried on appeal to the California State Supreme Court. The most significant legal decision of the year was the one by the United States Supreme Court which ruled that picketing was an integral part of free speech and could not be forbidden by local ordinances.

The California State Federation of Labor is most fortunate in its staff of attorneys. Matters pertaining to injunctions are handled by Clarence E. Todd, an admitted expert in this field. Compensation cases and National Labor Relations Board actions are in the capable hands of Charles J. Janigian. Unemployment insurance cases are being handled on appeal by Senator Robert W. Kenny of Los Angeles, with whose competency most members of organized labor are familiar.

The following is a summary of the more important cases handled by the legal department of the California State Federation of Labor:

Howard Automobile Cases

This is a group of cases which originated in August, 1937, all involving picketing for organization purposes. All the cases were argued in the District Court of Appeal early in 1939 and a decision rendered by Judge Nourse to the effect that such picketing was illegal under Section 921 and 923 of the Labor Code. It is widely asserted by anti-labor interests that this decision makes a closed shop contract illegal, but that is not true. However, the Supreme Court set aside the decision of the District Court of Appeal and ordered a hearing in the Supreme Court. Since that time the

cases have been argued orally in the Supreme Court three times, the last time being on July 25, 1940. It is hoped that a decision will soon be rendered as there is a popular belief that the right of peaceful picketing is still doubtful in California and that this decision is necessary to make the law clear. Parenthetically, this is not true, as the right of peaceful picketing is clear and undisputed in California. However, this belief that there is some doubt about the point has caused a number of judges to withhold decisions in cases of picketing for organization purposes.

**Woolworth vs. Retail Clerks, Contra Costa County
Painter (a contractor) vs. Plasterers, Santa Clara County**

**Burke vs. Miscellaneous Employees, Sacramento County
Schiro vs. Dried Fruit & Nut Packers, Santa Clara County**

**Economy Drug vs. Retail Clerks, Solano County
Telchela vs. Carpenters, Solano County**

The above are all suits for injunction against picketing for organization purposes. In all the cases a decision by the court as to whether an injunction is proper under such circumstances is being withheld pending the decision of the Supreme Court in the Howard Automobile Cases. The first four of the cases are Federation cases; the others are being handled by the attorneys for the State Federation on behalf of the individual unions.

Libby vs. American Federation of Labor, Sonoma County

This case arose in November, 1937, and was originally defended by the State Federation of Labor, but is now being taken care of by the Journeymen Barbers' International Union of America. The case is a very dangerous one since it is a suit for damages arising out of a boycott, peaceful picketing and certain alleged acts of violence. The danger arises particularly from the fact that a suit for damages may be tried by a jury and may be brought in any county where any of the defendants reside. This case is pending in Sonoma County, a very hotbed of Associated Farmers, and one of the few counties which voted in favor of Proposition No. 1. The jury were so prejudiced that they apparently did not even observe that the plaintiff was persistently perjuring himself on the witness stand, being contradicted by his own records, although the judge who tried the case could see that he was lying almost from the very first. After a verdict for \$5,500 was granted against the defendants, labor unions, members and employing barbers, Judge Comstock granted a new trial. Since that time we have secured a dismissal of one of the two counts of the complaint and we hope for a favorable decision at the second trial. The case is important also for the reason that Judge Comstock held that the use of the word "unfair" does not constitute libel and this point comes up in a great many of the picketing cases.

Emde vs. San Joaquin County Central Labor Council, San Joaquin County

This is another case handled October 10, 1938, by the Federation's attorneys, though not at the expense of the Federation. It is also

a suit for libel in which the jury in San Joaquin County, another Associated Farmers stronghold, gave a verdict against the publishers of a labor paper, against the Teamsters' International and Local Unions, and various individuals. The case is now on appeal, the opening briefs have been filed, and we hope for a successful outcome. The case is similar to the Libby case in that the charge of libel revolves around the statement that the employer is unfair to Organized Labor.

Chrisman vs. Culinary Workers, Fresno County

We were informed some time ago (August 16, 1937) that this case would come up for argument in the Appellate Court in Los Angeles some time in the near future. There is a possibility that it is being held back pending the decision of the Supreme Court in the Howard Automobile Cases referred to above.

**Burke vs. Dillon,
Burke vs. Journeymen Barbers' International Union, San Francisco**

These two cases (October 10, 1939) were originally handled by the State Federation, but later were taken over by the Barbers' International. The suit arose out of an attempt to take the Beauticians' Union, Local 148-A, into the C. I. O., at first surreptitiously and under cover, but later on openly by the formation of a C. I. O. Beauticians' Local headed by the Secretary and other former officers of the A. F. of L. Local. After months of fighting, we were able to get the judge to see the true facts in the situation and both cases were dismissed with prejudice.

Box Makers' Local 1137, United Brotherhood of Carpenters and Joiners of America, San Francisco

This was another case (March, 1940) of a C. I. O. raid on an A. F. of L. union. The Secretary of the A. F. of L. union, who had been working secretly with the C. I. O. for a considerable time, finally called a hasty and illegal meeting at which it was voted to take the local into the C. I. O. The A. F. of L. union had contracts with the various employers and after the raid there was immediate demand upon the employers to deal with the C. I. O. on the basis of the same contracts. We immediately notified the employers' council that all the employers would be held accountable to the A. F. of L. union for full compliance with the original contract and the employers in general announced their willingness to cooperate. Later, proceedings were initiated before the Labor Relations Board by the C. I. O. with regard to two or three of the shops and these matters are still pending. We found it necessary to go to the District Attorney for assistance in securing records and other property of the A. F. of L. union which had been carried away by the renegade secretary. We also have a suit pending for the return of the money which was taken from the treasury at the time of the raid.

English vs. Casey, Contra Costa County

This was a jurisdictional dispute between the Paper Makers International and the Brotherhood of Teamsters arising in Contra

Costa County (July 22, 1939). The Federation was called in to defend the Teamsters, who were sued for an injunction against picketing. The employer was at all times in the background upholding the contentions of the Paper Makers. The plaintiffs secured a temporary injunction against the defendants to prevent their picketing, but the defendants also secured an injunction against plaintiffs protecting some of the rights of the defendants temporarily during the pendency of the action. This injunction was obtained under the provisions of Section 923 of the Labor Code and it was apparent from the legal argument that while Section 923 gives to the workers the right to bargain collectively with the employer, it contains no language absolutely and definitely requiring the employer to bargain with his employees. After a legal battle running over a number of months, we secured a dismissal with prejudice. I understand that the main controversy was adjusted in some way between the two Internationals.

Newberry vs. Culinary Workers, Fresno County

In this case (December 12, 1939) the Culinary Workers in Fresno picketed the restaurant in the Newberry Department Store. As soon as the picketing became really effective, a suit was filed for an injunction, and in some mysterious way an outside judge was called in whose record in granting injunctions against labor is 100 per cent. He granted a restraining order without notice and after lengthy arguments and elaborate briefs, he also granted a temporary injunction, although he admitted privately that he saw no answer to our argument on the constitutional right of free speech. Later we were able, by strenuous efforts, to have the case tried by a Fresno County judge and the decision rendered on June 17, 1940, upholds the right of peaceful picketing. This follows a decision by Judge Klette of the Fresno Superior Court to the same effect, and a recent decision by Judge Yankwich of the Federal Court refusing to enforce the Fresno Anti-Picketing Ordinance.

Wright vs. Culinary Workers, Napa County

This suit was filed in Napa County on April 12, 1940, to prevent picketing by the Culinary Workers for organization purposes, and the plaintiffs were represented by a well known Oakland attorney who specializes in anti-picketing cases. He fought very hard for a temporary injunction against picketing in order to save his client from loss of business. Judge King of Napa County, who, two years ago, denied an injunction against the Beauticians, under very similar circumstances, refused to grant an injunction in this case, and when the matter was finally submitted to him he sustained our demurrer to the complaint without leave to amend; in other words, ordered the case dismissed. The other side is taking an appeal, but since Judge King's legal position is absolutely correct, we are confident that the appeal will be unsuccessful.

Mount vs. Cosmeticians, Sacramento County

In this case filed March 26, 1940, which was defended by the A. F. of L. Legal Defense

Committee of Sacramento, Judge Glenn of Sacramento County refused to issue an injunction against picketing for organization purposes. This was very gratifying in that Judge Glenn did not feel it necessary to await the decision of the Supreme Court in the Howard Automobile case as some other judges have insisted upon doing. The same arguments were made in this case by the plaintiff's attorneys (one a former president of the State Bar) as have been urged by other attorneys up and down the State, namely, that the Labor Code makes a closed shop contract illegal and therefore, picketing for a closed shop contract should be subject to injunction. A number of superior judges have followed this contention, but no judge has ever upheld this contention in a final judgment in any case defended by the State Federation.

Drew vs. Teamsters, Sacramento County

This case arose in Sacramento on July 27, 1940, and the arguments on the motion for a preliminary injunction were before Judge Glenn, who decided the Mount case just mentioned. This was a case of picketing for organization purposes in order to compel a service station operator to pay the union scale and adopt union conditions, as well as to employ union men. The attorney for the plaintiff was determined to have a temporary injunction, claiming that his client was losing at least \$10 per day as a result of the picketing, but Judge Glenn refused to act hastily in the matter and indicated that he would take considerable time in examining the law. In the meantime the pickets are on the line every day.

Doughty vs. A. F. of L.,

Peterson vs. A. F. of L., San Diego County

These two cases were filed in San Diego during the last days in July, 1940. A very active and hard-working lawyer of San Diego who has been specializing in anti-Labor cases filed both suits for an injunction against picketing for organization purposes, also for heavy damages against labor organizations and individuals. The complaints averaged thirty pages in length, and at the same time affidavits of even greater length were filed. The help of the State Federation was requested by the Building Trades Council and our attorney appeared in court in San Diego and argued the matter on two successive days. Judge Burch, in a lengthy, able and important decision, refused to grant an injunction against the peaceful boycott and peaceful picketing. The Doughty firm had refused to sign with the union and the Peterson firm, while employing union men, persisted in selling material to the Doughty firm after being notified by the union that it would be boycotted if it continued to deal with Doughty. The decision of Judge Burch was absolutely correct and according to law.

Modesto Anti-Picketing Ordinance, Stanislaus County

Modesto has an anti-picketing ordinance which would be perfectly valid if Proposition No. 1 had been adopted by the people of California in November, 1938. It attempts to forbid picketing unless 51 per cent of the employees have, without coercion or compulsion of any kind, signed a statement of grievance.

This would enable any unfriendly judge to forbid picketing on the excuse that some of the 51 per cent had been coerced by the union into signing the statement. At the request of the Building and Construction Trades Council of Modesto, the Federation began a test case. A picket was arrested for violation of the ordinance early in June of 1940. Several hearings have been had and the matter will be finally argued before the Superior Court in Modesto on September 11th. In case of an adverse decision we shall immediately take the case by habeas corpus to the District Court of Appeal. We have every reason to hope for final success in the case.

Santa Barbara County Culinary Workers

The controversy with the Town House Cafe in Santa Barbara has been going on for several years, during which the Culinary Workers have been attempting to secure from the Town House substantially the same contract which was actually in effect about the year 1937. This seems to be something of a test case between the M. & M. interests of Southern California upon the one hand and Organized Labor upon the other. Picketing has been going on at various times, though not constantly, and newspaper attacks on the union with replies, also in the newspapers, have given the matter very wide publicity. Due to the very enlightened attitude of Superior Judge Westwick of Santa Barbara County, we will probably be in a favorable position if the matter should be taken into court.

Santa Maria Culinary Workers

A controversy with the France Cafe in Santa Maria shows up the method of the anti-Labor interests. This cafe was put on the "We Do Not Patronize" list after a written citation to the proprietor to appear and show cause. After a picket line had been established the local M. & M. committee held a meeting behind closed doors and wrote the union a letter stating that the committee had investigated the matter and found picketing unjustified and gave the union twenty-four hours to remove the picket. The picket was not removed and we understand the boycott is still on.

Lockhart vs. Retail Clerks, Del Norte County

This case, filed in November, 1938, for an injunction against peaceful picketing, was finally called for trial in October, 1939. Counsel for the State Federation was in court ready to proceed; the opposing attorney then announced that he would consent that the action be dismissed. This was done by order of court and a judgment for costs was entered in favor of the union.

Pasetta vs. Building Trades Council, Santa Clara County

In this case, filed in August, 1939, and which involved the picketing of a real estate tract by the Building Trades Council, the State Federation attorneys secured a decision of the court refusing to issue an injunction against picketing for that purpose and under those circumstances. Some time later, an agreement was entered into between the employer and the Building Trades Council and the action was dismissed.

Lock vs. Bartenders, Lock vs. Culinary Workers, San Mateo County

Since the last report on these cases, these actions for injunctions have been dismissed by the respective parties.

Burke vs. Miscellaneous Employees, Sacramento County

In this case, which originated in December, 1939, the Federation was called in to cooperate with the Sacramento defense counsel in defending a suit by the proprietor of a drive-in cafe and roadhouse against the Culinary Workers. A temporary restraining order had been granted before we came into the case. A hearing was held and in the showing of unfair labor practices on the part of the employer it was brought out that he required the girls to report on the tips received by them and that he paid them only enough to make up a total of \$16 per week, including their tips. Judge Shields is withholding a decision on the Order to Show Cause until the Supreme Court shall decide the Howard Automobile case.

Cavaller vs. Cannery Workers' Union, Santa Clara County

In this case, which arose August 15, 1939, after the denial by the court of an injunction against picketing and an order allowing thirty pickets at the plant, no further proceedings have been taken. We, of course, are not interested in pressing the case since we have the right to picket.

Levy vs. Superior Court

This case involved the right of a union to enforce an arbitration award made pursuant to a collective bargaining agreement. The International Ladies Garment Workers Union, in August, 1939, called a strike concerning working conditions against David Shann Corporation; and finally got the shop agreement containing standard arbitration provisions. In November, 1939, a dispute arose concerning the employment of non-union workmen and concerning discrimination. The arbitrator rendered a decision on the dispute; but the Superior Court of Los Angeles County refused to hear a petition filed by the union to confirm the arbitrator's award. Thereupon proceedings were filed in the Supreme Court of the State for a writ of mandate to compel the Superior Court to hear the petition. The Supreme Court decided the matter in favor of the union, and ordered the writ of mandate to be granted. The opinion of the Supreme Court may be found in Volume 100, California Decisions, page 94. It was rendered on July 23, 1940, and at the present writing the decision has not yet become final, but is subject to a possible rehearing if the Supreme Court should wish it.

Bodinson vs. California Employment Commission (2 Cases)

Gantner and Mattern vs. California Employment Commission

Abellera vs. California Employment Commission (2 Cases)

The Bodinson cases, the Gantner & Mattern case, and the Abellera cases all arise from the same general dispute and involve substantially the same questions. The California State Employment Commission ruled, in several instances, that members of a union (which is not

on strike) who refuse to pass a picket line thrown about the shop by another union are entitled to unemployment benefits. On these decisions, various employers filed proceedings in the District Court of Appeal to enjoin the Commission from making payments to these workmen, on the theory that they voluntarily left their employment and are thus not entitled to benefits. Inasmuch as the question has not yet been finally decided, it is perhaps not necessary to state in detail the proceedings in each case. In brief, in the Gantner & Mattern case the employers lost on procedural grounds, and were sent back to try out their case more fully before the Commission itself; the opinion rendered in that case did not purport finally to settle the question. In the Bodinson case, the District Court of Appeal rendered a decision against the Commission and against the employees; but this decision was rendered nugatory by the Supreme Court in taking over the case for its own decision. In the Abellera case, which was commenced in the District Court of Appeal and taken over by the Supreme Court before the District Court had decided it, the Supreme Court rendered a decision which, as we read it, was in favor of the Commission and against the employers. This decision was rendered by a divided court; the minority wrote an opinion in favor of the employers. Even the majority decision might possibly be interpreted as failing to decide the real question in the case, and going off on procedural questions. In any event that decision was set aside by the court itself on an order for rehearing. The real issue is therefore still undecided, and our understanding is that the cases have been put on the October calendar of the Supreme Court for reargument. It might be added that in the Bodinson cases we directly represent the employees, while in the others we were allowed by the respective courts to appear and make arguments as *amicus curiae* on behalf of the Federation.

Fortenbury vs. Superior Court

The Fortenbury case is likewise still pending before the Supreme Court. The case involved the power of the courts to issue an injunction restraining secondary picketing. In that case a strike was called against Runymede Poultry Growers; the pickets in question were stationed out in front of a merchant in the city of Los Angeles who sold their poultry. Fortenbury refused to obey an injunction ordering him to refrain from picketing; and he was held in contempt. He tried to get a writ of habeas corpus from the District Court of Appeal, but two of the three judges decided against him; the third judge, Hon. Thomas White, dissented, writing a fine opinion in favor of the picket. The opinion in that case may be found in Volume 101, California Decisions, page 146. The case then went to the Supreme Court of the State on Fortenbury's petition for a writ of certiorari. In view of the importance of the question to Labor, the Federation asked us to appear as *amicus curiae*; and we got leave of court so to appear and filed a brief in support of Labor's right to carry on peaceful secondary picketing.

Workmen's Compensation

The legal department of the California State Federation of Labor devoted particular attention last year to the elimination of abuses in the administration of the Workmen's Compensation Act. It was successful in bringing about several changes in policy by the Industrial Accident Commission which are of great benefit to injured workers.

The most important change does away with the old practice of cutting off the injured worker's compensation after such an employee was able to be on his feet but unable to return to work. It was the practice of the Industrial Accident Commission to deny further compensation to such an injured worker on the grounds that he was able to perform light work. The State Federation of Labor succeeded in persuading the Commission to change its policy so that today the injured worker receives full compensation unless it is proved that he can return to his former occupation.

Another major improvement in the administration of the Act made it possible for an injured worker to collect compensation benefits even after the employer or insurance carrier had filed a petition to terminate liability. The old policy was to prevent the injured employee from enforcing his award while the Commission entertained a petition for termination of liability.

The California State Federation of Labor also succeeded in inducing the Industrial Accident Commission to propose changes in its safety rules to provide more protection for window cleaners. The proposed rule which comes up for final adoption in September will make safety requirements mandatory on all old buildings as well as on new buildings.

The volume of compensation cases handled by the California State Federation of Labor last year showed a marked increase over previous years. The policy of its legal department has been to fight to the last ditch for every possible benefit coming to the injured worker. An example of this is the case of *Fase vs. Oberti*.

This case involved the death of a member of the Window Cleaners Union, Local No. 48, who died as the result of a fall from the seventh floor of the Phelan Building in San Francisco. In addition to the normal death benefit of \$6,000, proceedings were instituted to collect an additional award because the employer had been guilty of serious and wilful misconduct through failure to provide adequate safety devices. The Industrial Accident Commission sustained the contentions of the California State Federation of Labor, and granted an additional award of \$2,500, making the total award \$8,500.

The legal department of the California State Federation of Labor also handled many cases before the National Labor Relations Board. Among them were:

Western Pipe and Steel Company

This case involved the question of representation of employees and affected a large num-

ber of A. F. of L. International Unions. It was important because of the company's ship-building program and the large number of men involved. A clear cut victory was won by the A. F. of L. on the contention that an election should be held on a craft basis and that even though proceedings were pending, the company could negotiate a contract with the A. F. of L. Unions if, in fact, they represented a majority of the employees. Upon receiving this adverse ruling from the N. L. R. B., the C. I. O. unions withdrew from the fight. The plant is now one hundred per cent A. F. of L.

Burke vs. Dillon
Journeyman Barbers International Union

This action was filed in the Superior Court of the State of California in and for the City and County of San Francisco by Louise Burke and John Barnes for the allegedly illegal action taken by International Representative T. J. Dillon in removing Louise Burke and John Barnes from office.

While the above case was pending the International suspended the charter of the Beauticians Union, Local 148-A. This resulted in the second action being filed against the Journeyman Barbers International and others. After protracted hearings and trials, which consumed many months, both actions were dismissed. Local 148-A is no more, the beauty operators in this district having been organized through Local 12.

Patterson vs. Journeyman Barbers International Union

This was an injunction suit filed against Local 148-A of the Barbers International. The injunction requested by the plaintiff was denied, the court, however, limiting the pickets to two. The case is awaiting trial. While picketing in this case was going on, one of the pickets, W. D. Allen, was struck down by Merle Smith, a barber working for Patterson. Merle Smith was prosecuted and convicted. A suit is pending against W. J. Patterson, the owner of the shop in question, and Merle Smith for damages. This case will come up for trial shortly.

Platers Division No. 21, International Horseshoers of America vs. American Federation of Labor

This is an action for damages against the American Federation of Labor, California State Federation of Labor, and others, for certain alleged acts of interference against one of the locals of the above international. The case is without merit—at least so far as the American Federation of Labor and the California State Federation of Labor are concerned and the plaintiff is not pressing the said action.

Sebastiani Canning Company Case

After a long drawn out fight which commenced in May of 1939, this matter is now reaching a final disposition which will mean a complete victory for the State Federation and the Cannery Workers Union, Local 20676. Under a proposed stipulation the company union will be disestablished and A. F. of L. members reinstated with back pay.

Dreamland Bedding Company Case

This case involved eleven furniture factories in San Francisco. Hearings were held before the N. L. R. B. and in the elections which followed Local 1541 of the Brotherhood of Carpenters and Joiners of America won an overwhelming victory over the C. I. O.

Pacific Grape Products Company Case

This case was initiated in 1938. After a protracted fight before the N. L. R. B. we finally won a complete victory by obtaining the reinstatement of 112 members of the Modesto Cannery Workers Union, with back pay. The Board ordered the company to cease and desist its acts of discrimination against the Cannery Workers Union. Since then the company, which operates the largest cannery in Stanislaus County, has signed a contract with the union.

**California Employment Reserves Commission—
Tip Tax Rule**

Arguments were made before the California Employment Commission on behalf of the Federation and the Hotel and Restaurant Employees and Bartenders League of America, and affiliated unions, in opposition to a proposed rule which would have placed an onerous burden upon all those working in restaurants, hotels, and other places where gratuities are paid. The proposed rule was refused adoption.

**California Employment Commission—
Agricultural Labor**

Arguments were presented to the California Employment Commission against the adoption of the several proposed definitions of agricultural labor which would have excluded from the protection of the Act some eighty to one hundred thousand workers employed in packing sheds and canneries. This proposed rule likewise was not adopted.

Euclid Candy Company Case

This involved the Candy and Confectionery Workers Union Local 24. This was an attempt on the part of the C. I. O. Warehousemen's Union to raid the membership of Local 24 by attempting to tie up operations of the plant. A picket line was established by the C. I. O. Union which resulted in considerable violence. In two instances where serious personal injuries were sustained by members of Local 24 damage suits were filed on their behalf. Both proceedings are against the C. I. O.-L. W. U. Local 1-6; each in the sum of \$50,000. These cases are now awaiting trial.

Technical Porcelain and Chinaware Company Case

This case involved Local 165 of the Brotherhood of Operative Potters of America. In proceedings before the N. L. R. B. the company union was disestablished and in a subsequent election Local 165 won an overwhelming victory, the C. I. O. Union having withdrawn from the election. Abuses on the part of the employer in discriminating against Union members and in paying low wages resulted in the Union placing a picket line around the plant. The employer discharged

his employees when the Union called upon him to make its demands. The picket line was so effective that the employer's operations were closed down completely. The controversy was settled on the basis of the employer signing a contract with Local 165 providing for substantial wage increases and other benefits.

On behalf of those workers who were discharged there is pending before the California Employment Commission an application for payment of unemployment benefits.

Cowell Cement Company Case

The N. L. R. B. having invalidated the contract between Local 21074 A. F. of L. and Cowell Portland Cement Company intervention was made in the United States Circuit Court of Appeals which succeeded in having the order of the Board set aside. The case came up for rehearing in June and lasted some ten weeks. The matter is now submitted to the Trial Examiner for his decision.

Johns-Manville Company Case

In this matter charges were filed against the company for refusing to recognize and bargain with Local 315 of the Teamsters Union of Martinez as the collective bargaining representative of the company's warehousemen at its Pittsburg plant. Recognition by the company was finally obtained and negotiations are now pending jointly with the Paper Makers Union and the International Association of Machinists. Assistance is being given in these negotiations.

Westwood Case

Despite the long delay and the fact that there has been no disturbance at Westwood since February, 1939, no action has been taken by the Board to hold an election. Continuous efforts have been made to bring about such an election. An investigation made by two attorneys sent to California, by the Board from Washington, D. C., also has not achieved results. Another election request has been forwarded to the Board. This case illustrates how completely labor unions are at the mercy of the N. L. R. B.

Shewan-Jones Company Case

This case was tried before the N. L. R. B. a year ago last February. As yet, not even an intermediate report has been filed. This is an attempt on the part of C. I. O. to set aside an A. F. of L. contract. The case may die a natural death.

The same situation seems to apply to the case of:

Hobbs-Wall

which was tried in Crescent City in August of 1938. To date there is no decision in that case.

Inland Manufacturing Company Case

This case involved Box Makers Union, Local 1137, before the N. L. R. B. After protracted negotiations, consent was given to an election which will be held within thirty days.

Paraffine Companies, Incorporated

This case also involved the Box Makers Local before the N. L. R. B., with the hearing held at San Francisco. The Board ordered an election among the employees of the company employed in its box making department, even though that department had been closed. Local 1137 refused to permit its name to appear on the ballot. The company in this case shows decided preference for its employees who have gone C. I. O.

Sutliff Tobacco Company Case

On behalf of the International Tobacco Workers Union, Local 210, a petition was filed for an election. The election which was subsequently held resulted in a tie vote. Another election will no doubt be held soon.

Monterey Fishermen's Case

The above case was instituted by the C. I. O. United Fishermen's Union of the Pacific. It was directed against the Seine and Line Fishermen's Union of Monterey, affiliated with the Seafarers International Union of America. Hearings were held in the case on August 12, on the company's petition to hold an election. The company filed a petition even though every person working in the 1939-1940 and 1940-1941 seasons were members of the A. F. of L. Union. The efforts of the C. I. O. to hold an election on the basis of those employed in the 1938 season were strenuously opposed as well as their effort to delay election for ninety days so that they could go down and do some recruiting. The Board acted very speedily and decided the case favorably on every point raised. Just four days after the hearing was concluded, the Board ordered an immediate election.

LEGISLATIVE REPORT

Under the law the legislature, when convened in special session, is restricted to legislation pertinent to the subjects contained in the Governor's call for the session. The last two special sessions of the legislature were convened by the Governor to deal primarily with relief problems, and as a consequence the range of legislation was narrow. There were several attempts to deal with subjects not contained in the Governor's call through the medium of resolutions, which while lacking the validity of law, yet manage to express the legislature's stand on certain issues. When such a resolution is directed toward an administrative agency, defining the legislature's intent in relation to rules and procedure of the agency, it is difficult for the administrative agency to stand up against the pressure engendered by the resolution. The following report deals with subjects considered by the legislature apart from relief, which are of interest to organized labor:

Unemployment Insurance

Assembly Concurrent Resolution No. 21, introduced by Assemblyman Earl Desmond of Sacramento, instructed the California Em-

ployment Commission to make its definition of agricultural labor conform with the newly promulgated Federal definition. On the surface this appeared to be an innocent resolution, but its actual effect would have been to deprive approximately 150,000 California workers of the benefits of unemployment insurance which they now enjoy. The beneficiaries would have been the large scale factory farms, processors, and canneries.

The legislative history of this resolution is as follows: It was adopted by the Assembly by a vote of 60-3. Upon representations by the Secretary of the California State Federation of Labor as to its effect upon labor, its passage was reconsidered by a vote of 60-7. The resolution was then referred to the Committee for Revenue and Taxation, Assemblyman Rodney Turner, chairman. The legislature adjourned before the committee took any action on the resolution, which had the effect of burying it. A concurrent resolution was introduced in the Senate by Senator Fletcher of San Diego, but when your Secretary explained to him the effect of the resolution, he refused to call it for consideration.

It is possible that when the legislature reconvenes, the Associated Farmer lobby will again push this resolution.

Old Age Pension Legislation

Assembly Bill No. 96 provides that no liens, mortgages or encumbrances be taken on property of old age pension recipients by the agencies issuing relief. It further stipulates that the only investigation necessary to determine the financial status of an applicant for old age pension is to ascertain if a spouse, child or responsible relative is paying a personal income tax. This Bill was passed by both houses of the legislature and signed by the Governor. It was supported by the California State Federation of Labor.

Assembly Constitutional Amendment No. 1 provides for submission to the people of California for vote November 5, 1940, of a proposal to make the features of Assembly Bill No. 96 retroactive. It was adopted by the legislature and signed by the Governor and will appear on the November ballot, probably as Constitutional Amendment No. 1. The California State Federation of Labor has gone on record as urging its adoption by the people.

Assembly Bill No. 95, reducing the age eligibility from 65 to 60 years, was never brought out of Assembly Committee.

Senate Joint Resolution No. 1, proposing Federal funds for old age pensions, passed both houses and was signed by the Governor. It urges the standardization of old age pensions throughout the United States.

There were other minor pension proposals introduced, none of which made any legislative progress. The California State Federation of Labor supported all the sound proposals.

Housing

Assembly Bill No. 57, by Hawkins, of Los Angeles, proposed the establishment of a California State Housing Authority to pro-

vide decent housing for people in the low income brackets in areas not covered by Municipal and County Housing set-ups. It asked for \$25,000 to launch the Authority, and contained provisions for the issuance of revenue bonds, payable from revenue or grants and contributions from the United States and others. This Bill was supported by the California State Federation of Labor. It passed the Assembly, but lies dormant in Senate Committee.

Assembly Bill No. 58, also by Hawkins, clarified and amended certain sections of AB 57, and met the same fate as A. B. 57. It reposes in Senate Committee.

Senate Bills Nos. 62 and 63, by Jespersen and Hollister, were companion Bills of AB 57 and 58, and were never brought out of Committee.

Assembly Bill No. 110, by Hawkins, provided for the creation of a State FHA, to be operated along the lines of the Veterans Farm and Home Purchase Act of 1921. It remains in Assembly Committee.

Senate Concurrent Resolution No. 10, by Phillips and Sewell, was the only positive action taken on Housing.

This resolution sets up a Fact Finding Committee to gather information for the formulation of a comprehensive plan for the gainful employment of all able-bodied citizens of the State. One of its clauses points to the need for a State agency to undertake slum clearance and provide dwellings for persons of low income. It was passed by both branches of the legislature and signed by the Governor. A resolution by Assemblyman Weber, somewhat similar in nature, which called upon the State Planning Board to ascertain housing needs, passed the Assembly but remained in Senate Committee.

Assembly Concurrent Resolution No. 26, by Field and Houser, proposed that an advisory committee of fifteen non-legislative members be created, consisting of representatives of industry, labor, etc., which would work with the Fact Finding Committee established by Senate Concurrent Resolution No. 10. This resolution passed both Houses, and was signed by the Governor.

It is highly probable that a measure similar to AB 57 will be introduced in the next session of the legislature. Real estate interests will be as strongly arrayed against it as they were against AB 57, and unless Central Labor Bodies and Unions throughout the State secure commitments from candidates on a State Housing Bill, it will be difficult for the California State Federation of Labor to bring sufficient persuasion to bear to insure its passage.

Salaries of State Employees

Assembly Bill No. 61, passed by the Assembly proposed wage adjustments for State employees receiving less than \$150 per month. A companion Bill, Senate Bill No. 13, passed the Senate. Both bills are now in committee, and it is possible action may be taken when the legislature reconvenes.

Shipbuilding on Pacific Coast

Assembly House Resolution 109, by Assemblymen Maloney and George P. Miller, in conjunction with the entire San Francisco and Alameda County delegations, asked for the allocation of Federal funds to modernize Pacific Coast shipbuilding facilities. It was adopted by a viva voce vote and the memorial went forth to Congress.

Equalization of Freight and Steamship Rates to Panama Canal

Assembly Joint Resolution No. 9 memorialized Congress to provide the same steamship service and freight rates between Pacific Coast Ports and the Panama Canal as prevailed between the Canal and Atlantic Coast Ports. The resolution pointed out the unfair differential in favor of the Atlantic Coast, which barred Pacific Coast industries from competing on an equal basis with East Coast plants in the furnishing of material for the construction program now under way at the Panama Canal. The California State Federation of Labor supported this resolution because California workingmen are losing employment because of this differential favoring East Coast manufacturers. This resolution was passed and sent to Congress and the proper authorities in Washington.

Employment—Women and Children

Assembly Bill No. 11 proposed to validate certain orders issued by the Industrial Welfare Commission for the protection of women and children employed in certain industries. It passed the Assembly, but lies dormant in Senate Committee, awaiting reconvening.

Waiving Educational Requirements for Veterans in State Civil Service Examinations

Assembly Concurrent Resolution No. 17 proposed to waive educational requirements for veterans when taking civil service examinations for State jobs. This was supported by the California State Federation of Labor as part of its consistent policy to oppose monopoly of state jobs by individuals fortunate enough to have a college education. It passed the Assembly and is in the Senate Committee on Governmental Efficiency, awaiting action when the legislature reconvenes.

Public Construction Projects

There were a whole series of these which the California State Federation of Labor supported because it would increase employment for building tradesmen. One covered the Central Valley Project, memorializing Congress for \$30,000,000, which was passed by both Houses and signed by the Governor. Another covered the Mammoth Pass Road, which passed the legislature and was signed by the Governor. A third related to the Santa Fe Retarding Basin Project, which was also adopted by both Houses and signed by the Governor. Other resolutions asked for Federal aid for: Construction of Kings River Dams, funds for highway construction and construction of dam in Rector Canyon. How much money will be available for these pro-

jects is problematical, in the light of our defense program, but since the proposals contemplated the use of private labor—not WPA—the Federation supported them.

Small Loan Legislation

Senate Bill No. 61 provided for plugging loopholes against usury in the small loan legislation adopted by the regular session. It was supported by the California State Federation of Labor and passed both Houses of the legislature and was signed by the Governor.

For the information of the delegates, this office has also prepared an analysis of the issues on the November 5 ballot, which follows:

**Ballot Measures No. 1 and 2 (A. C. A. 6 and A. C. A. 1).
Releasing Obligations, Encumbrances and Agreements
Taken as Security for State Aid to Aged Persons**

These measures provide for the release of security given by aged persons who have received relief. The law provides that in some cases such aged persons must assign any real property owned by them to the State, or must agree not to sell, transfer or mortgage any such property without the consent of the Board of Supervisors. The arguments in favor of these measures are that it will release such liens or encumbrances against the property of these aged persons. The arguments against them are that they are unfair to the taxpayers and are, in fact, the same arguments which are made against relief proposals in general.

**Ballot Measure No. 3 (S. C. A. 37)
Institutions for Felons**

This proposal authorizes the Legislature to create a new prison system in California. The arguments in favor of it are that abuses have taken place. The arguments against it are that it throws the prison system still further into state politics.

**Ballot Measure No. 4 (A. C. A. 27)
Election Returns for Governor and Lieutenant Governor**

This bill provides that the manner of making of returns on the elections for Governor and Lieutenant Governor may be regulated by law which would probably mean that the returns would be made to the Secretary of State, where, under the old system, they must be transmitted to the Speaker of the Assembly, which means that although the election is early in November, the vote is not canvassed until January when the Legislature meets. There seems to be no objection to this proposal.

**Ballot Measure No. 5 (Initiative Act)
Daylight Saving**

This is a measure providing for daylight saving. This has been discussed a good many times and Labor has taken a stand against it.

**Ballot Measure No. 6 (S. C. A. 9)
Court Review of Acts of Administrative Officers, Boards
and Commissions**

A great deal more of our government is carried on by commission than in past years. There has been some complaint that the acts of these commissions are arbitrary and in some cases, contrary to law. This measure provides that acts of these Boards may be ap-

pealed to the courts. The effect of this will be in many cases to correct arbitrary action by such boards; on the other hand, it is certain to create more litigation to the great benefit of the Lawyers' Union.

Ballot Measure No. 7 (A. C. A. 32)
Appellate Courts

This bill is devoted almost entirely to changes in the procedure on appeal to the Appellate Courts and to the Supreme Court and makes some changes in detail as to the personnel and duty of the courts and justices. However, towards the end of the measure is a proviso that when a judge runs for reelection, his name alone appears on the ballot. This joker alone should be sufficient to bring about the defeat of the bill.

Ballot Measure No. 8 (A. C. A. 45)
Fish and Game Commission

This measure supposedly provides for a more efficient fish and game system—among other things, for a non-salaried board of five, the expenses of which commission, however, may be provided by the Legislature. The Legislature is also authorized to delegate large powers to the commission. Many objections to details of this proposal are made, and there seems to be considerable doubt as to its soundness.

Ballot Measure No. 9 (S. C. A. 36)
Tax-Exempt Vessels

In 1914, the Constitution was amended to exempt from taxation, except for state purposes, all vessels of more than fifty tons registered here and engaged in the transportation of freight or passengers. A recent Appellate Court decision held that this applies only to transportation *for hire*. This exemption, of course, would not include fishing vessels of more than fifty tons. This proposal (Ballot Measure No. 9) exempts all vessels of more than fifty tons registered here *except yachts*.

Ballot Measure No. 10 (A. C. A. 79)
Proceedings for Public Improvements or Acquisition of Property for Public Use

This measure provides in general that property owners shall have large powers in preventing the creation of a special assessment district for a public improvement. It is argued that under the present law, a majority of the City Council can create a special assessment district even though the property owners of the district are unanimously against it, and it is argued that the taxpayers of the district should have more to say about the creation of such district. The opposing argument is that the power should be in the hands of the people rather than of the taxpayers and that this measure would make it very difficult for a majority of the people of a city to create a desired public improvement.

Ballot Measure No. 11 (A. C. A. 71)
Permitting State to Own Shares in Mutual Water Companies

This proposal enables the State to acquire and own stock in mutual water companies when incident to ownership of land in the

vicinity or where necessary to procure a water supply required by State institution, department or agency. The only objection to this seems to be that the State might go into the water business.

Ballot Measure No. 12 (A. C. A. 2)
Legislative Committees

This bill provides that the Legislature may appoint committees to function between sessions of the Legislature. The argument in favor is that there is no time during the Legislative Session for the committees to function properly and that valuable information could be gathered between sessions. The opposing argument is that the committees would be appointed and would function largely for publicity and political reasons.

Ballot Measure No. 13 (S. C. A. 33)
Sale or Lease of State Park Lands Containing Oil or Gas Deposits

This provides that where any land now being used as a State park has oil or gas deposits which are of greater value than the value of the land for recreational purposes, the State may make leases or contracts for the extraction and removal of the deposits, the proceeds to go into the general fund. The argument in favor is that the State will lose money where lands are valuable for their oil or gas deposits if the State is helpless to remove such deposits.

One of the principal objections is that this bill permits the absolute sale of such land and that the proceeds, being deposited in the general fund, need not necessarily be expended for any properties for park purposes. The ballot title, incidentally, does not make clear that outright sales of the park land is authorized by the bill, although such is clearly the case.

Ballot Measure No. 14 (A. C. A. 75)
Apportionment of Certain Moneys to Political Subdivisions for Local Purposes

This proposal provides that State liquor and auto tax money may be apportioned to the counties and cities for either local or State purposes instead of, as under the present law, for State purposes only. The law is supported on the ground that it will allow the local community more leeway in the disposition of these funds, but it is opposed because—particularly with reference to the automobile taxes—the money which now must go for State purposes such as highways could, under the proposed law, go into the general fund to reduce the tax rate for the benefit of non-resident and other taxpayers.

Ballot Measure No. 15 (S. C. A. 24)
Transfer of Funds by City Treasurer

Under the present law, funds in the possession of the City Treasurer may now be transferred from one department to another to meet temporary necessities. Under this proposal, this right to transfer funds shall not exist as to the funds of publicly owned public utilities. This would seem to offer better protection to the funds of a publicly owned public utility.

**Ballot Measure No. 16 (S. C. A. 29)
Legislature, Budgets, Governor**

This bill makes many changes in the legislative set-up. It provides for annual sessions of the Legislature and for an annual budget. The sessions are limited to sixty days and there is no intervening thirty-day recess within which time the people may study the pending legislation. The argument in favor is in general that new problems to come before the Legislature require new methods of handling, but the argument on the other side is that our present legislative set-up, adopted in 1911 under Hiram Johnson, has worked out pretty well.

**Ballot Measure No. 17 (A. C. A. 42)
Personal Liability Insurance for Officers, Agents and
Employees of State and Political Subdivisions**

This bill, which passed the Legislature unanimously, provides that local subdivisions of the State may purchase insurance against the personal liability of their officers, agents and employees while acting within the scope of their duties. The language speaks for itself and there does not seem to be any argument against it.

"We Don't Patronize" List

The following is the official "We Don't Patronize" List of the California State Federation of Labor, as revised by the Executive Council at its Quarterly Meeting held in June, 1940:

Builders—

Pacific Steel Building Corporation, Los Angeles.

Cannery—

Val Vita Cannery and Val Vita Products, Orange County.

Cotton Products—

J. G. Boswell Company, Corcoran, California.

Fire Department Equipment—

C. A. Muesdorffer, Ross California ("CAM" products).

Food, Candies and Beverages—

Bottled Coca-Cola (in the Sacramento Valley and San Joaquin Valley areas; also, Coca-Cola Bottling Company products ("Coca-Cola," "Delaware Punch," and all "Frost" drinks) in the entire area from, and including, Bakersfield to the southern border of the State.

Pacific Coast Grape Products Company of Modesto. (Brands include "Dainty Mix" fruit salad, or cocktail, "Vine Gold" spiced seedless grapes, and "Southern Beauty" sliced cling peaches.)

Saylor's Chocolates, Inc., Oakland.

Walgreen Drug Store, Sacramento.

West Coast Macaroni Company, Oakland (West Coast and Pasta di Lusso brands), also manufacturers of the following:

Products handled throughout Northern California: Globe Brand—Los Angeles, California; San Diego Brand—San Diego, California.

Products handled throughout Sacramento Valley and vicinity: L. A. Pacific Macaroni—Los Angeles, California (Queen's Taste brand); Anthony Macaroni—Los Angeles, California (Mission Brand); Kentucky Macaroni—Louisville, Kentucky (Del Monico brand, and an exclusive brand only for the Lucky Markets of Oakland which is Vitamac, handled in Northern California).

Hotel—

Hughes Hotel, Fresno.

Manufactured Products—

Gantner & Mattern Co., knit goods (sweaters and swim suits).

Hercules Foundry Co., Los Angeles, soil pipe and fittings.

Larson Ladder Co., San Jose, painters' and general utility ladders.

Washington-Eljor Co., Los Angeles, bath tubs, sinks, etc.

Motion Pictures—

Pictures in which Leon Errol appears as an actor.

Paint—

Sherwin-Williams Paint Company products.

**Publications (weekly and monthly) and Printers
(sales books)—**

Curtis Company, Philadelphia (includes "Saturday Evening Post," "Ladies' Home Journal," and "Country Gentleman").

Donnelley Enterprises, Chicago (includes the magazines "Time" and "Life").

Pacific Manifold Book Company, Emeryville, California (sales books printers).

Radios and Radio Supplies—

Emerson Radio Manufacturing Company products.

Resorts—

Hoberg's,	Salminas,
Siegler,	Blue Lake Park,
Adams Springs,	Austin's,
Harbin Springs,	Saratoga Springs.

(All above resorts situated in Lake County.)

Restaurants—

Town House, Santa Barbara.

Stoves and Heaters—

Gaffers & Sattler Company, Los Angeles.

O'Keefe & Merritt Company, Los Angeles.

Thermidor Electric Company, Los Angeles (electric stoves and heaters).

Theaters—

Redwood Theaters, Inc. (having moving picture houses in Modesto, Eureka, Marysville, Woodland and other California cities).

OFFICERS REPORTS TO

STATE FEDERATION MEMBERSHIP STATISTICS

	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.....	549	27	576	104,200
October 1, 1921.....	568	27	595	100,100
October 1, 1922.....	664	27	691	91,000
September 1, 1923.....	626	25	651	87,500
September 1, 1924.....	633	25	658	92,000
September 1, 1925.....	607	25	652	95,400
September 1, 1926.....	662	27	689	96,600
September 1, 1927.....	648	28	676	95,200
September 1, 1928.....	647	30	677	96,100
September 1, 1929.....	623	32	655	99,000
September 1, 1930.....	627	32	659	100,200
September 1, 1931.....	648	34	682	99,400
September 1, 1932.....	628	32	660	91,200
September 1, 1933.....	564	28	592	82,100
September 1, 1934.....	580	32	612	91,900
September 1, 1935.....	619	29	648	102,000
September 1, 1936.....	622	32	654	135,179
September 1, 1937.....	740	35	775	235,911
September 1, 1938.....	854	39	893	291,763
September 1, 1939.....	915	39	954	267,401
September 1, 1940.....	987	42	1029	274,901

Report of Membership 1939-1940

Labor Councils in good standing September 1, 1939	39	
Local Unions in good standing September 1, 1939	915	
	<hr/>	954
Local Unions affiliated during year	101	
Local Unions reinstated during year	14	
Labor Councils affiliated during year	3	
	<hr/>	118
		<hr/>
		1,072
*Withdrawals during year	40	
Charters revoked during year	3	
	<hr/>	43
		<hr/>
Total affiliations as of September 1, 1940		1,029

* Includes thirty-one Typographical Unions.

New Affiliations

- Alvarado, Sugar Refinery Workers No. 20630.
 Antioch, Carpenters No. 2038.
 Antioch, Paper Makers No. 330.
 Antioch, Pulp, Sulphite and Paper Mill Workers No. 249.
 Brawley, Barbers No. 458.
 Brawley, Beauticians No. 1007-A.
 Burbank, Culinary Workers and Bartenders No. 694.
 El Cerrito, Operative Potters No. 165.
 El Portal, Mine and Mill Workers No. 1461.
 Eureka, Fish Cannery Workers of the Pacific.
 Eureka, Lumber and Sawmill Workers No. 2868.
 Eureka, Retail Clerks No. 541.
 Fresno, Municipal Employees No. 205.
 Glendale, Culinary Workers and Bartenders No. 324.
 Glendale, Painters No. 713.
 Hamilton City, Sugar Refinery Workers No. 20629.
 Hollywood, American Guild of Variety Artists.
 Hollywood, Film Technicians No. 683.
 Huntington Park, Glass Bottle Blowers No. 144.
 Huntington Park, Painters No. 95.
 La Jolla, Carpenters No. 1358.
 Lodi, Carpenters No. 1418.
 Long Beach, Building Service Employees No. 166.
 Long Beach, Glass Workers No. 714.
 Long Beach, Hod Carriers No. 507.
 Long Beach, Lathers No. 172.
 Los Angeles, Board of Education Employees No. 99.
 Los Angeles, Bus Drivers No. 1222.
 Los Angeles, Credit and Collection Employees No. 22256.
 Los Angeles, Dairy Employees No. 737.
 Los Angeles, Glass Bottle Blowers No. 129.
 Los Angeles, Hoisting and Portable Engineers No. 12.
 Los Angeles, Lady Garment Workers No. 84.
 Los Angeles, Lady Garment Workers No. 96.
 Los Angeles, Municipal Chauffeurs No. 403.
 Los Angeles, Painters No. 116.
 Los Angeles, Painters No. 434.
 Los Angeles, Public Service Employees No. 2231.
 Merced, Construction and General Laborers No. 995.
 Modesto, Hod Carriers No. 1130.
 Modesto, Painters No. 317.
 Modesto, Plasterers No. 429.
 Modesto, Plumbers No. 437.
 Monolith, United Cement, Lime and Gypsum Workers No. 52.
 Oakland, Cemetery Employees No. 20372.
 Oakland, Construction and General Laborers No. 304.
 Oakland, Drydock and Marine Waysmen No. 2116.
 Oakland, Machinists No. 284.
 Oakland, Oakland Production Workers No. 1518.
 Oakland, Paint Makers No. 1101.
 Oakland, Stove Mounters No. 63.
 Oxnard, Agricultural and Citrus Workers No. 22342.
 Oxnard, Carpenters No. 2042.
 Petaluma, Bartenders and Culinary Workers No. 271.
 Petaluma, Beauticians No. 419-A.
 Petaluma, Carpenters No. 981.
 Petaluma, Central Labor Council.
 Pittsburg, Fish Cannery Workers of the Pacific.
 Placerville, Carpenters No. 1992.
 Redding, Retail Clerks No. 1364.
 Richmond, Carpenters No. 642.
 Richmond, Technical Engineers, Architects and Draftsmen No. 78.
 Riverside, Carpenters No. 235.
 Riverside, Hod Carriers No. 1184.
 Riverside, Retail Clerks No. 1167.
 Sacramento, Cosmeticians No. 112-A.
 San Diego, Lathers No. 260.
 San Francisco, Beauticians No. 12.
 San Francisco, Bus Drivers No. 1225.
 San Francisco, Candy and Confectionery Workers No. 24.
 San Francisco, Cemetery Employees No. 10634.
 San Francisco, Commission Market Drivers No. 280.
 San Francisco, Glazier and Glass Workers No. 718.
 San Francisco, Knitgoods Workers No. 191.
 San Francisco, Millinery Workers No. 40.
 San Francisco, Sprinkler Fitters Auxiliary No. 669.
 San Francisco, Stove Mounters No. 65.
 San Francisco, Tobacco Workers No. 210.
 San Jose, Lumber and Planer Mill Workers No. 2402.
 San Mateo, Bartenders No. 340.
 San Mateo, Beauticians No. 914-A.
 San Mateo, Laundry Workers No. 143.
 San Mateo, Machinists No. 1414.
 San Pedro, Lathers No. 366.
 San Pedro, Waitresses No. 512.
 San Rafael, Beauticians No. 582-A.
 Santa Ana, Carpenters No. 1815.
 Santa Cruz, Electrical Workers No. B-609.
 Santa Maria, Carpenters No. 2477.
 Santa Monica, Barbers No. 573.
 Santa Monica, Plumbers No. 545.
 Santa Monica, Retail Clerks No. 1442.
 Santa Monica, Women's Union Label League No. 649.
 Santa Paula, Carpenters No. 2015.
 Santa Paula, Pest Control Employees No. 22096.
 Santa Rosa, Bartenders and Culinary Workers No. 770.
 Sonora, Carpenters No. 2196.
 Sonora, Laborers No. 1436.
 Stockton, Laundry Workers No. 177.
 Taft, Beauticians No. 1003-A.
 Turlock, Carpenters No. 1306.
 Van Nuys, Carpenters No. 1913.

Reaffiliations

Benicia, Fish Cannery Workers of the Pacific.
Huntington Park, Meat and Provision Drivers
No. 626.
Long Beach, Retail Clerks No. 324.
Los Angeles, Iron Workers No. 433.
Los Angeles, Retail Food Clerks No. 770.
Los Angeles, Sign and Pictorial Painters No.
831.
Oakland, Plumbers No. 444.
San Diego, Retail Clerks No. 769.
San Francisco, American Federation of Gov-
ernment Employees No. 51.

San Francisco, Construction and General La-
borers No. 261.
San Francisco, Electrical Workers No. B-202.
San Francisco, Retail Furniture and Appliance
Salesmen No. 1285.
San Luis Obispo, Central Labor Council.
Santa Barbara, Roofers No. 137.
Santa Maria, Culinary Workers and Bartend-
ers No. 703.
Santa Rosa, Central Labor Council.

Withdrawals

Fresno, Upholsterers No. 26.
Los Angeles, Roofers No. 36.
Oakland, Glass Bottle Blowers No. 155.
*Sacramento, Material Teamsters No. 803.

* Merged with General Teamsters of Sacra-
mento.

San Francisco, Letter Carriers No. 214.
San Francisco, Millmen No. 42.
San Francisco, Plasterers No. 460.
San Jose, Railway Carmen No. 767.
Vallejo, Machinists No. 252.

Withdrawal of Typographical Unions

All Typographical Unions affiliated with the California State Federation of Labor were, by order of the American Federation of Labor, compelled to relinquish membership in this State Federation of Labor. The list follows:

Bakersfield, Typographical No. 439.
Eureka, Typographical No. 207.
Fresno, Typographical No. 144.
Glendale, Typographical No. 871.
Long Beach, Typographical No. 650.
Los Angeles, Mailers No. 9.
Los Angeles, Typographical No. 174.
Modesto, Typographical No. 689.
Monterey, Typographical No. 759.
Oakland, Mailers No. 63.
Oakland, Typographical No. 36.
Palo Alto, Typographical No. 521.
Pasadena, Typographical No. 583.
Petaluma, Typographical No. 600.
Sacramento, Typographical No. 46.
San Diego, Typographical No. 221.

San Francisco, Mailers No. 18.
San Francisco, Typographical No. 21.
San Jose, Typographical No. 231.
San Luis Obispo, Typographical No. 576.
San Mateo, Typographical No. 624.
San Pedro, Typographical No. 862.
Santa Ana, Typographical No. 579.
Santa Barbara, Typographical No. 394.
Santa Cruz, Typographical No. 589.
Santa Monica, Typographical No. 875.
Santa Rosa, Typographical No. 577.
Stockton, Typographical No. 56.
Vallejo, Typographical No. 389.
Watsonville, Typographical No. 543.
Whittier, Typographical No. 899.

Charters Revoked

Los Angeles, Credit & Collection Employees
No. 20369.
San Francisco, Bay District Auxiliary No. 24-
119-125.

San Francisco, Hairdressers & Cosmetologists
No. 148-A.

CONCLUSION

The American Federation of Labor has made repeated efforts during the past year to bring an end to the internecine strife which is proving so damaging to the cause of Labor as a whole. Only the ambitions of one man and the machinations of the Communists stand as a barrier to peace between the A. F. L. and the C. I. O. There are portents that this barrier will be demolished in the imperative need of Labor to stand united in the present crisis.

Hearings held in California last year by the LaFollette Civil Liberties Committee had a wholesome effect upon industrial relations, particularly in Southern California. Revelations about the illegal racketeering practices of Southern Californians, Inc., open-shop holding company formed by the union-haters of that area, forced its dissolution. One of the offspring it spawned, Women of the Pacific,

also gave up the ghost. The Associated Farmers remain, and every energy should be exerted to expose its illegal activities.

Many tasks still confront the Labor Movement in California. The war in Europe and our own defense program has added to them. If we are to preserve our gains and our Democracy, the Labor Movement must stand united against subversion, whether it comes from reactionary employers or Communists, Nazis and Fascists.

I present this report to the delegates secure in the consciousness that this office has accomplished a good job. I thank them for their co-operation and the privilege of serving the Labor Movement.

Fraternally submitted,
EDWARD D. VANDELEUR,
Secretary-Treasurer.

REPORT OF THE AUDITORS

September 12, 1940.

California State Federation of Labor,
870 Market Street,
San Francisco, California.

Gentlemen:

We have audited the recorded cash receipts and disbursements of California State Federation of Labor for the fiscal year ended August 31, 1940, and have verified the cash on hand and in banks and the bonds owned as at August 31, 1940. In connection therewith, we examined or tested the accounting records and other supporting evidence and obtained information and explanations from the Secretary-Treasurer and employees.

Cash receipts, as recorded and evidenced by duplicate receipts, were found to have been regularly deposited in the banks. Disbursements were evidenced by canceled checks on file, which we compared with the cash book entries as to payees and amounts and scrutinized as to signatures and endorsements. Disbursements were either supported by vouchers or approved for payment by Edward D. Vandeleur, Secretary-Treasurer. The commercial accounts with banks were reconciled with the bank statements on file for the fiscal year ended August 31, 1940. The balances on deposit in commercial and savings accounts as at August 31, 1940, as shown on Exhibit "A" attached, were confirmed by certificates received from the depositories. The office fund was counted during the course of our examination and found in order.

Bonds owned by the California State Federation of Labor were inspected by us during the course of our audit.

The surety bond of Edward D. Vandeleur, Secretary-Treasurer, in the amount of \$10,000, as required by the Executive Council, was examined by us.

We attach for your information:

Exhibit "A"—Statement of cash and bonds owned, August 31, 1940.

Exhibit "B"—Statement of cash receipts and disbursements, year ended August 31, 1940.

Schedule 1—Detail of per capita receipts and affiliation fees, year ended August 31, 1940.

Schedule 2—Detail of per capita receipts and affiliation fees (by districts), year ended, August 31, 1940.

Very truly yours,

SKINNER & HAMMOND,

Certified Public Accountants.

FINANCIAL STATEMENT

For the Fiscal Year September 1, 1939, Through August 31, 1940

Exhibit "A"—Statement of Cash and Bonds Owned August 31, 1940

Cash on Hand and in Banks:

Office Fund	\$ 150.00	
Bank of America (Humboldt Branch)—General Fund.....	10,771.15	
Bank of America (Humboldt Branch)—Year Book Fund.....	1,682.97	
Anglo California National Bank—Savings Account.....	1,029.72	
Crocker First National Bank—Savings Account.....	1,500.96	
Wells Fargo Bank & Union Trust Co.—Savings Account.....	1,160.35	
Total Cash on Hand and in Banks.....		\$16,295.15

Bonds Owned (Par Value):

City and County of San Francisco School Bond, 5 per cent.....	\$ 1,000.00	
Los Angeles City School District Bond, 5 per cent.....	1,000.00	
United States Treasury Certificates, 3½ per cent.....	1,000.00	
Total Bonds Owned.....		3,000.00
Total Cash and Bonds Owned.....		<u>\$19,295.15</u>

OFFICERS REPORTS TO

**Summary of Cash Account and Bonds Held in Lieu of Cash
for the Year Ended August 31, 1940**

Cash and Bonds Owned, August 31, 1939.....	\$21,402.59
Excess of Cash Disbursements Over Cash Receipts for the Year Ended August 31, 1940, as Shown in Detail on Exhibit "B".....	<u>2,107.44</u>
Cash and Bonds Owned, August 31, 1940, as above.....	<u><u>\$19,295.15</u></u>

NOTE: There were no changes in bonds held during the year.

**Exhibit "B"—Statement of Cash Receipts and Disbursements,
Year Ended August 31, 1940**

Receipts

Per Capita Receipts and Affiliation Fees:	
Per Capita Tax.....	\$25,321.34
Per Capita Tax for Defense.....	24,857.85
Per Capita Tax for Organizing.....	24,909.51
Affiliation Fees	<u>118.00</u>
Total Per Capita Receipts and Affiliation Fees (Schedules 1 and 2).....	\$75,206.70
Initiation Fees.....	50.00
Other Receipts:	
Year Book Donations.....	1,035.00
Organizing Expense Refunds (Schedule 3).....	821.91
Legislative Expense Refunds (Schedule 3).....	730.84
Miscellaneous Expense Refunds (Schedule 3).....	203.69
Interest Received on Savings Deposits and Bonds.....	246.56
American Federation of Labor (Due Stamps, etc.).....	165.00
Sundry Other Receipts.....	<u>125.28</u>
Total Receipts.....	\$78,584.98

Disbursements

Oakland Convention.....	\$ 7,462.13
Santa Monica Convention.....	498.10
American Federation of Labor Convention.....	600.00
Executive Council Meetings.....	1,858.27
Legal Services.....	10,248.58
Organizing Expenses.....	24,890.13
Legislative Expenses.....	1,987.38
Publicity Expenses.....	3,348.43
Year Book Expenses.....	2,871.05
Office Salaries.....	9,798.81
Printing, Stationery, and Office Supplies.....	1,473.85
Office Rent.....	1,890.00
Postage and Mailing—General.....	670.84
Telephone and Telegraph.....	1,265.11
Taxes	1,812.88
Automobile Operating Expenses.....	537.37
General Expenses.....	1,751.52
American Federation of Labor (Due Stamps, Supplies, etc.).....	<u>7,727.97</u>
Total Disbursements (Schedule 4).....	<u>80,692.42</u>
Excess of Cash Disbursements Over Cash Receipts for Year Ended August 31, 1940—Exhibit "A".....	<u><u>\$ 2,107.44</u></u>

**Schedule 1—Detail of Per Capita Receipts and Affiliation Fees,
Year Ended August 31, 1940**

ALAMEDA		CRESCENT CITY	
Carpenters No. 194.....	\$ 26.39	Culinary Alliance No. 775.....	12.45
ALVARADO		Retail Clerks No. 1126.....	8.00
Salt Workers No. 20425.....	94.71	Teamsters No. 415.....	10.10
Sugar Refinery Workers No. 20630..	14.11	CROCKETT	
ANAHEIM		Sugar Refinery Employees, No. 20037	459.87
Carpenters No. 2203.....	16.53	EL CENTRO	
ANTIOCH		Barbers No. 733.....	9.00
Cannery Workers No. 21582.....	72.18	Carpenters No. 1070.....	25.37
Carpenters No. 2038.....	3.00	Central Labor Council.....	12.00
Paper Makers No. 330.....	4.15	Construction and General Laborers No. 1119.....	21.44
Pulp, Sulphite and Paper Mill Workers No. 249.....	34.00	Meat Cutters No. 520.....	14.00
ARMONA		Painters No. 313.....	1.00
Cannery Workers No. 22086.....	50.48	Theatrical Stage Employees No. 656	7.00
BAKERSFIELD		EL CERRITO	
Bakers No. 146.....	10.00	Operative Potters No. 165.....	3.67
Barbers No. 317.....	13.89	ELDRIDGE	
Bartenders No. 378.....	39.18	California State Employees No. 14....	314.82
Butchers No. 193.....	36.00	EL PORTAL	
Carpenters No. 743.....	82.69	Mine and Mill Workers No. 1461.....	8.04
Chauffeurs, Teamsters No. 87.....	265.74	EUREKA	
Cooks and Waiters No. 550.....	130.83	Bakers No. 195.....	12.00
Electrical Workers No. 428.....	14.00	Barbers No. 431.....	12.00
Labor Council.....	12.00	Bartenders No. 318.....	28.35
Laundry Workers No. 175.....	30.84	Butchers No. 445.....	15.00
Painters No. 314.....	36.00	Carpenters No. 1040.....	37.05
State Employees No. 215.....	14.00	Chauffeurs, Teamsters, No. 684.....	54.33
Typographical No. 439.....	5.00	Cooks and Waiters No. 220.....	53.43
BENICIA		Federated Trades Council.....	12.00
Federal Labor Union No. 21279.....	22.35	Fish Cannery Workers of the Pacific Laborers No. 181.....	34.59
Fish Cannery Workers of the Pacific	15.00	Laundry Workers No. 156.....	12.00
BERKELEY		Lumber and Sawmill Workers No. 2868	2.62
Carpenters No. 1158.....	55.23	Machinists No. 540.....	39.60
Chemical Workers No. 21939.....	21.45	Musicians No. 333.....	20.70
BRAWLEY		Painters No. 1034.....	15.12
Barbers No. 458.....	3.00	Plumbers No. 471.....	13.00
Beauticians No. 1007-A.....	2.00	Retail Clerks No. 541.....	9.57
BURBANK		Stage Employees No. 430.....	11.00
Culinary Workers and Bartenders No. 694	48.00	Typographical No. 207.....	6.00
CHICO		FRESNO	
Barbers No. 354.....	12.00	Bakery and Confectionery Workers No. 43.....	66.06
Bartenders and Culinary Workers No. 658	41.16	Barbers No. 333.....	12.00
Millmen No. 1495.....	55.65	Bartenders No. 566.....	48.00
CHOWCHILLA		Building Service Employees No. 110	14.00
Cottonseed and Vegetable Oil Workers No. 21291.....	12.00	Carpenters No. 701.....	92.97
CORONA		Central Labor Council.....	12.00
Citrus By-Products Workers No. 20831	42.36	Culinary Alliance No. 62.....	191.70
CORONADO		Electrical Workers No. 169.....	12.00
Master, Mates and Pilots No. 12....	12.00	Fresno Packing House Employees No. 19653	144.00
COWELL		General Teamsters No. 431.....	390.96
United Cement, Lime, and Gypsum Workers No. 86.....	43.14	Iron Workers No. 155.....	18.00
		Laundry Drivers No. 419.....	18.00
		Laundry Workers No. 86.....	53.29
		Machinists No. 653.....	39.43
		Millmen No. 1496.....	36.35
		Motion Picture Machine Operators No. 599.....	12.00

OFFICERS REPORTS TO

Motor Coach Operators No. 1027....	19.45	INGLEWOOD	
Municipal Employees No. 205.....	5.00	Carpenters No. 634.....	61.14
Operating Engineers No. 336.....	45.96	Painters, Decorators, and Paper-	
Paste Makers No. 20264.....	10.00	hangers No. 1346.....	18.33
Printing Pressmen No. 159.....	12.00	KINGSBURG	
Retail Grocery Clerks No. 1288.....	48.63	Cannery Workers No. 20889.....	29.80
Sheet Metal Workers No. 252.....	14.07	Cottonseed and Vegetable Oil	
Sign Painters No. 966.....	12.00	Workers No. 21946.....	11.00
Stage Employees No. 158.....	12.00	LA JOLLA	
Typographical No. 144.....	25.95	Carpenters No. 1358.....	5.86
Upholsterers No. 26.....	13.47	LODI	
Winery and Distillery Workers No.		Carpenters No. 1418.....	5.57
20554	47.43	Winery and Distillery Workers No.	
FULLERTON		20574	18.90
Flat Glass Workers No. 20928.....	26.37	LONG BEACH	
GLENDALE		Auto Mechanics No. 1126.....	36.27
Carpenters No. 563.....	40.05	Bakers No. 31.....	49.50
Central Labor Union.....	9.00	Barbers No. 622.....	32.07
Culinary Workers and Bartenders		Bartenders No. 686.....	72.00
No. 324.....	14.50	Beauticians No. 622-A.....	11.67
Electrical Workers No. 691.....	22.95	Bricklayers No. 13.....	14.00
Painters No. 713.....	10.60	Building Service Employees No. 166	6.22
Printing Pressmen No. 107.....	12.00	Butchers No. 284.....	20.70
Typographical No. 871.....	11.55	Carpenters No. 710.....	115.80
GRIDLEY		Central Labor Council.....	12.00
Carpenters No. 2148.....	12.00	Chauffeurs-Sales Drivers No. 572....	180.00
HAMILTON CITY		Culinary Alliance No. 681.....	198.00
Sugar Refinery Workers No. 20629..	5.37	Electrical Workers No. 711.....	72.00
HAYWARD		Glass Workers No. 714.....	4.00
Cannery Workers No. 20843.....	193.62	Gypsum Workers No. 59.....	12.00
HOLLYWOOD		Hod Carriers No. 507.....	12.00
American Guild of Variety Artists....	4.50	Lathers No. 172.....	7.00
Film Technicians No. 683.....	101.23	Machinists No. 1235.....	33.00
Machinists No. 1185.....	147.57	Moving Picture Projectionists No.	
Make-Up Artists No. 706.....	117.00	521	12.00
Motion Picture Costumers No. 105..	63.96	Oil Industry Metal Trades Council..	12.00
Motion Picture Studio Laborers No.		Painters, Decorators, and Paper-	
727	78.00	hangers No. 256.....	66.78
Motion Picture Studio Electrical		Printing Pressmen No. 285.....	11.00
Technicians No. 728.....	246.00	Retail Clerks No. 324.....	12.00
Motion Picture Studio Projectionists		Rig Builders No. 1458.....	82.17
No. 165.....	113.40	Roofers No. 72.....	10.00
Motion Picture Property Studio		Soap and Edible Oil Workers No.	
Employees No. 44.....	60.00	18409	53.46
Moving Picture Painters No. 644.....	276.96	State, County, and Municipal Em-	
Painters No. 5.....	91.30	ployees No. 112.....	16.32
Screen Actors Guild.....	900.00	Tailors No. 255.....	17.76
Studio Carpenters No. 946.....	935.15	Theatre Employees No. B-108.....	11.00
Studio Electricians No. 40.....	180.00	Typographical No. 650.....	21.80
Studio Grips No. 80.....	54.00	United Garment Workers No. 56....	46.91
Studio Transportation Drivers No.		Warehousemen, Garage and Service	
399	353.70	Station Employees No. 495.....	29.88
HUNTINGTON PARK		LOS ANGELES	
Glass Bottle Blowers No. 114.....	36.84	Amusement Device Operators No.	
Glass Bottle Blowers No. 144.....	9.00	1560	12.00
Glass Bottle Blowers No. 145.....	17.91	Asbestos Workers No. 5.....	21.15
Glass Bottle Blowers No. 146.....	43.56	Bakers No. 37.....	420.00
Meat Cutters No. 563.....	108.30	Bakers No. 453.....	37.95
Meat and Provision Drivers No. 626	78.96	Bakery Drivers No. 276.....	128.43
Painters No. 95.....	5.35	Barbers No. 295.....	24.00
IDRIA		Bartenders No. 284.....	248.00
Quicksilver Workers No. 21966.....	25.26	Bill Posters and Billers No. 32.....	28.80
		Board of Education Employees No.	
		99	73.23

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Boilermakers No. 92.....	47.25	Railway Carmen No. 601.....	76.20
Bookbinders No. 63.....	45.00	Railway Carmen No. 1368.....	18.00
Bricklayers No. 2.....	45.00	Railway Mail Association.....	18.00
Building Material and Dump Truck Drivers No. 420.....	670.00	Reinforced Iron Workers No. 416....	45.00
Bus Drivers No. 1222.....	10.00	Retail Food Clerks No. 770.....	28.00
Carpenters No. 25.....	424.14	Roofers No. 36.....	18.00
Cement Finishers No. 627.....	55.16	Sheet Metal Workers No. 108.....	127.38
Central Labor Council.....	10.00	Shopmen No. 509.....	19.50
Cooks No. 468.....	161.24	Sign and Pictorial Painters No. 831	31.92
Coopers No. 152.....	22.07	Sleeping Car Conductors No. 5.....	22.80
Credit and Collection Employees No. 20369.....	1.80	Sprinkler Fitters No. 669.....	20.52
Credit and Collection Employees No. 22256.....	3.00	Stage Employees No. 33.....	84.15
Dairy Employees and Helpers No. 737.....	37.87	Stereotypers No. 58.....	38.04
Electrical Workers No. B-18.....	198.00	Stove Mounters No. 68.....	30.00
Electric Workers No. 83.....	126.00	Switchmen No. 43.....	24.60
Electrotypers No. 137.....	13.00	Teachers No. 430.....	26.55
Elevator Constructors No. 18.....	47.42	Theatrical Janitors No. 72.....	62.16
Flint Glass Workers No. 141.....	13.20	Theatrical Wardrobe Attendants No. 17982.....	16.00
Garage Employees No. 770.....	96.00	Teamsters No. 208.....	1,080.78
Garment Cutters No. 36.....	12.00	Typographical No. 174.....	168.00
Glass Bottle Blowers No. 100.....	12.14	Van, Storage, Transfer Drivers No. 389.....	196.92
Glass Bottle Blowers No. 129.....	12.00	Waiters No. 17.....	381.50
Hoisting and Portable Engineers No. 12.....	190.00	Waitresses and Cafeteria Workers No. 639.....	285.21
Iron Workers No. 433.....	13.50	Wholesale Grocery Drivers No. 848	180.33
Jewelry Workers No. 23.....	12.00	Wholesale Grocery Warehousemen No. 595.....	49.87
Lady Garment Workers No. 84.....	46.00	Window Cleaners No. 101.....	22.38
Lady Garment Workers No. 96.....	46.00	Women's Label League No. 36.....	15.00
Lathers No. 42.....	32.58	United Garment Workers No. 94....	11.00
Lumber and Sawmill Workers No. 2788.....	317.37	United Garment Workers No. 125....	170.39
Machinists No. 311.....	156.00		
Machinists No. 1422.....	116.42	LOYALTON	
Meat Cutters No. 421.....	361.11	Lumber and Sawmill Workers No. 2695.....	114.69
Metal Polishers No. 67.....	30.00		
Milk Drivers and Dairy Employees No. 93.....	1,048.85	MARTINEZ	
Millinery Workers No. 41.....	10.00	Carpenters No. 2046.....	75.39
Miscellaneous Employees No. 440....	258.61	General Truck Drivers and Helpers No. 315.....	223.92
Miscellaneous Foremen and Public Works Superintendents No. 17894	36.30	Painters No. 741.....	21.06
Molders No. 374.....	13.00	Plumbers No. 159.....	26.70
Moving Picture Projectionists No. 150.....	149.76		
Municipal Chauffeurs No. 403.....	15.00	MARYSVILLE	
Musicians No. 47.....	660.00	Barbers No. 720.....	12.00
Newspaper Pressmen No. 18.....	72.00	Bartenders No. 715.....	22.00
Newspaper Writers and Reporters No. 1.....	42.69	Carpenters No. 1570.....	34.86
Office Employees No. 20798.....	55.50	Central Labor Council.....	12.00
Painters No. 116.....	26.33	Painters No. 146.....	18.00
Painters No. 434.....	5.92	Stage Employees No. 216.....	8.00
Painters No. 1348.....	18.90	Teamsters No. 137.....	333.18
Paper Makers No. 208.....	42.27		
Pattern Makers Association.....	29.40	MAYWOOD	
Photo Engravers No. 32.....	58.50	Flour, Feed and Cereal Workers No. 21830.....	41.67
Plumbers No. 78.....	90.00	Glass Bottle Blowers No. 148.....	21.60
Post Office Clerks No. 64.....	144.00		
Printing Pressmen No. 78.....	113.40	MERCED	
Produce Drivers and Employees No. 630.....	522.27	Auto Machinists No. 1119.....	13.00
Public Service (Carpenters) No. 2231.....	11.02	Barbers No. 793.....	14.00
Pulp, Sulphite, and Paper Mill Workers No. 266.....	18.00	Carpenters No. 1202.....	25.42
		Central Labor Council.....	13.00
		Construction and General Laborers No. 995.....	7.30
		Culinary Alliance No. 184.....	34.11
		MIDLAND	
		Gypsum Products Workers No. 63....	15.00

OFFICERS REPORTS TO

MILL VALLEY			
Carpenters No. 1710.....	17.00	Central Labor Council.....	12.00
MODESTO		Construction and General Laborers	
Barbers No. 787.....	12.00	No. 304.....	541.00
Carpenters No. 1235.....	23.10	Cooks No. 228.....	108.00
Central Labor Council.....	15.00	Corrugated Fibre Products Work-	
Chauffeurs, Teamsters No. 386.....	297.39	ers No. 382.....	144.00
Culinary Workers and Bartenders		Culinary Alliance No. 31.....	440.00
No. 542.....	58.38	Dining Car Cooks and Waiters No.	
Electrical Workers No. 684.....	6.00	456.....	24.00
Hod Carriers No. 1130.....	7.00	Drydock, Marine Waysmen No.	
Painters No. 317.....	4.33	2116.....	16.42
Plasterers No. 429.....	3.00	Electrical Workers No. 50.....	16.50
Plumbers No. 437.....	3.99	Electrical Workers No. 595.....	162.00
Post Office Clerks No. 635.....	15.00	Garage Employees No. 78.....	189.21
Stage Employees No. 564.....	23.00	General Warehousemen No. 853.....	68.00
Typographical No. 689.....	6.00	Glass Bottle Blowers No. 2.....	36.00
		Glass Bottle Blowers No. 137.....	28.77
		Glass Bottle Blowers No. 141.....	53.28
		Glass Bottle Blowers No. 142.....	10.84
		Glass Bottle Blowers No. 155.....	54.63
MOJAVE		Ice Wagon Drivers No. 610.....	41.13
Culinary Workers No. 507.....	28.95	Laundry Drivers No. 209.....	127.80
MONOLITH		Laundry Workers No. 2.....	108.00
United Cement, Lime and Gypsum		Machinists No. 284.....	13.00
Workers No. 252.....	55.90	Mailers No. 63.....	8.00
MONTEREY		Manifold Book Workers No. 439.....	27.30
Barbers No. 896.....	12.00	Milk Wagon Drivers No. 302.....	234.00
Bartenders and Culinary Workers		Moving Picture Projectionists No.	
No. 483.....	59.07	169.....	27.00
Carpenters No. 1323.....	39.45	Oakland Production Workers No.	
Central Labor Council.....	14.00	1518.....	70.58
Fish Cannery Workers of the Pacific	691.97	Office Workers No. 20744.....	33.00
Hod Carriers No. 690.....	24.09	Operating Engineers, No. 507.....	72.00
Seine and Line Fishermen.....	180.00	Paint Makers No. 1101.....	19.00
Typographical No. 759.....	9.00	Plumbers No. 444.....	19.00
		Post Office Clerks No. 78.....	11.00
		Printing Pressmen No. 125.....	68.25
MORGAN HILL		Professional Embalmers No. 20883..	4.00
Winery Workers No. 20731.....	12.00	Railway Carmen No. 735.....	13.00
MOUNTAIN VIEW		Retail Food Clerks No. 870.....	540.00
Carpenters No. 1280.....	42.03	Sheet Metal Workers No. 216.....	57.75
NAPA		Steam Fitters No. 342.....	21.60
Carpenters No. 2114.....	35.19	Stove Mounters No. 63.....	14.80
Central Labor Council.....	12.00	Street Carmen No. 192.....	343.00
Dried Fruit Packers No. 21944.....	18.36	Teachers No. 349.....	12.00
Hod Carriers No. 371.....	53.77	Teamsters No. 70.....	1,039.47
Musicians No. 541.....	13.00	Theatrical Employees No. B-82.....	19.20
Painters No. 262.....	11.00	Theatrical Janitors No. 121.....	23.43
United Garment Workers No. 137..	37.71	Theatrical Stage Employees No. 107	15.00
United Garment Workers No. 197....	92.61	Typographical No. 36.....	74.10
NEWARK		ONTARIO	
Stove Mounters No. 61.....	89.85	Citrus By-Products Workers No.	
OAKLAND		20746.....	20.88
Alameda County Hospital Workers		OROVILLE	
No. 106-1.....	13.83	Bartenders and Culinary Workers	
Automobile Mechanics No. 1546.....	210.00	No. 654.....	77.58
Automobile Salesmen No. 1095.....	108.00	Boilermakers No. 690.....	12.00
Bakers No. 119.....	102.03	Cannery Workers No. 21634.....	12.44
Bakery Wagon Drivers and Sales-		Carpenters No. 1240.....	9.33
men No. 432.....	144.00	Central Labor Council.....	12.00
Barbers No. 134.....	144.00	Railway Carmen No. 679.....	11.00
Bartenders No. 52.....	257.10	OXNARD	
Beauticians No. 134-A.....	16.00	Agricultural and Citrus Workers	
Cannery Workers No. 20905.....	793.44	No. 22342.....	5.17
Carpenters No. 36.....	429.12	Carpenters No. 2042.....	6.43
Carpenters No. 1473.....	77.25	PALM SPRINGS	
Cemetery Employees No. 20372.....	10.00	Carpenters No. 1046.....	13.00

STATE FEDERATION OF LABOR

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PALO ALTO

Barbers No. 914.....	36.00
Bindery Workers No. 3.....	13.00
Carpenters No. 668.....	78.27
Teachers No. 442.....	12.00
Typographical No. 521.....	3.00

PASADENA

Central Labor Union.....	13.00
Culinary Workers and Bartenders No. 531.....	91.95
Electrical Workers No. 418.....	68.40
Meat Cutters No. 439.....	59.01
Plumbers No. 280.....	31.20
Printing Pressmen No. 155.....	12.00
Typographical No. 583.....	24.00

PETALUMA

Barbers No. 419.....	12.00
Bartenders and Culinary Workers No. 271.....	12.97
Beauticians No. 419-A.....	12.50
Carpenters No. 981.....	12.52
Central Labor Council.....	4.00
Typographical No. 600.....	4.00

PITTSBURG

Barbers No. 917.....	13.00
Chemical Workers No. 20280.....	79.16
Fish Cannery Workers of the Pacific	85.23
Glass Bottle Blowers No. 160.....	12.00

PLACERVILLE

Carpenters No. 1992.....	2.26
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POMONA

Central Labor Council.....	21.00
United Brick and Clay Workers No. 616.....	78.90

PORT CHICAGO

Chemical Workers No. 20529.....	46.77
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PORTERVILLE

Carpenters No. 2126.....	5.74
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PORTOLA

Maintenance of Way Employees No. 1246.....	84.69
Railway Carmen No. 562.....	14.00

RANDSBURG

Federal Labor Union No. 21464.....	21.07
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REDDING

Butchers No. 352.....	24.36
Carpenters No. 1599.....	105.93
Culinary Workers and Bartenders No. 470.....	126.29
Machinists No. 1397.....	31.50
Retail Clerks No. 1364.....	7.24

RICHMOND

Bartenders and Culinary Workers No. 595.....	158.61
Cannery Workers No. 20794.....	36.00
Carpenters No. 642.....	43.15
Central Labor Council.....	12.00
Electrical Workers No. 302.....	37.53
Fish Cannery Workers of the Pacific	67.71
Laundry Workers No. 23.....	13.00
Moving Picture Projectionists No. 560.....	12.00

Retail Clerks No. 1179.....	158.49
Technical Engineers, Architects, and Draftsmen No. 78.....	7.00

RIVERSIDE

Barbers No. 171.....	12.00
Carpenters No. 235.....	5.59
Central Labor Council.....	12.00
Hod Carriers No. 1184.....	5.68
Retail Clerks No. 1167.....	5.56
United Cement, Lime, and Gypsum Workers No. 48.....	95.20

ROSEVILLE

Carpenters No. 1147.....	17.90
Central Labor Union.....	13.00

SACRAMENTO

Bakers No. 85.....	172.95
Barbers No. 112.....	32.98
Blacksmiths No. 174.....	12.00
Bookbinders No. 35.....	31.20
Bricklayers No. 9.....	19.53
Butchers No. 498.....	175.44
Cannery Workers No. 20324.....	592.68
Carpenters No. 586.....	167.22
Chauffeurs, Teamsters, and Helpers No. 150.....	692.70
Construction and General Laborers No. 185.....	195.00
Cosmeticians No. 112-A.....	7.75
Electrical Workers No. 36.....	15.60
Electrical Workers No. 340.....	19.50
Federated Trades Council.....	12.00
Laundry Workers No. 75.....	147.00
Letter Carriers No. 133.....	54.93
Machinists No. 33.....	216.00
Machinists No. 536.....	110.25
Material Teamsters No. 803.....	11.19
Moving Picture Machine Operators No. 252.....	12.00
Musicians No. 12.....	12.00
Painters No. 487.....	93.75
Plumbers, Gas and Steamfitters No. 447.....	16.50
Post Office Clerks No. 66.....	42.48
Printing Pressmen No. 60.....	32.19
Sacramento County Board of Edu- cation Employees No. 258.....	30.78
Sheet Metal Workers No. 162.....	27.90
Stage Employees No. 50.....	12.00
Street Carmen No. 256.....	40.17
Tailors No. 107.....	12.00
Teachers No. 31.....	17.46
Typographical No. 46.....	47.77
Waiters and Waitresses No. 561.....	25.86

SALINAS

Barbers No. 827.....	14.00
Bartenders No. 545.....	18.21
Cannery Workers No. 21151.....	16.15
Central Labor Union.....	11.00
Culinary Alliance No. 467.....	50.91
Fruit and Vegetable Workers No. 21655.....	12.00
Musicians No. 616.....	27.90

SAN BERNARDINO

Carpenters No. 944.....	42.09
Central Labor Council.....	7.00
Chauffeurs, Teamsters No. 467.....	219.15

Culinary Workers and Bartenders No. 535.....	36.00
Motion Picture Machine Operators No. 577.....	12.00
Painters No. 775.....	17.68
Stage Employees No. 614.....	9.00

SAN DIEGO

Bakers No. 315.....	18.99	Butchers No. 508.....	473.55
Barbers No. 256.....	39.36	Candy and Confectionery Workers No. 24.....	43.00
Bridgemen No. 229.....	19.50	Cannery Workers No. 21106.....	63.55
Building Service Employees No. 102.....	22.60	Carpenters No. 22.....	514.35
Butchers No. 229.....	33.75	Carpenters No. 483.....	332.51
Carpenters No. 1296.....	128.19	Carpenters No. 2164.....	99.00
Carpenters No. 1571.....	29.10	Cemetery Employees No. 10634.....	19.00
Cooks, Waitresses, and Helpers No. 402.....	75.99	Chauffeurs No. 265.....	348.18
Electrical Workers No. 465.....	171.75	Circular Distributors No. BB 11.....	49.50
Electrical Workers No. B-569.....	92.40	Cleaning and Dye House Workers No. 7.....	236.40
Federated Trades Council.....	13.00	Commission Market Drivers No. 280.....	28.00
Fish Cannery Workers of the Pacific Hook and Line Bait Boat Fishermen.....	252.00	Construction and General Laborers No. 261.....	136.00
International Fire Fighters.....	180.00	Cooks No. 44.....	942.03
Lathers No. 260.....	306.54	Coopers No. 65.....	62.07
Machinists No. 289.....	6.00	Cracker Bakers No. 125.....	116.33
Motion Picture Projectionists No. 297.....	30.24	Cracker Bakers Auxiliary No. 125.....	51.75
Musicians No. 325.....	13.00	Dairy and Creamery Employees No. 304.....	234.00
Office Employees No. 20282.....	101.46	Draftsmen No. 11.....	36.00
Post Office Clerks No. 197.....	4.00	Electrical Workers No. 6.....	72.00
Printing Pressmen No. 140.....	49.50	Electrical Workers B-202.....	97.00
Retail Clerks No. 769.....	18.00	Elevator Constructors No. 8.....	58.50
San Diego County Municipal Employees No. 127.....	13.00	Elevator Operators and Starters No. 117.....	202.32
Stereotypers and Electrotypers No. 82.....	13.00	Film Exchange Employees No. B-17.....	11.00
Teamsters, Chauffeurs, and Helpers No. 542.....	360.00	Fish Cannery Workers of the Pacific Garage and Service Station Employees No. 665.....	31.91
Theatrical Stage Employees No. 122.....	12.00	Garment Cutters No. 45.....	360.00
Waiters and Bartenders No. 500.....	37.59	General Garment Workers No. 352.....	48.42

SAN FRANCISCO

Alaska Fish Cannery Workers No. 21161.....	3.00	General Warehousemen No. 860.....	67.50
American Federation of Government Employees No. 51.....	52.00	Glazier and Glass Workers No. 718.....	171.00
American Guild of Variety Artists..	81.00	Hoisting and Portable Engineers No. 3.....	10.00
Apartment House Employees No. 14.....	193.11	Horticulturists - Floriculturists No. 21245.....	180.00
Automobile Painters No. 1073.....	81.75	Hotel and Apartment House Employees No. 283.....	100.80
Automobile Drivers and Demonstrators No. 960.....	85.00	Ice Wagon Drivers No. 519.....	584.82
Auto Mechanics No. 1305.....	468.00	Jewelry Workers No. 36.....	51.66
Automotive Warehousemen No. 241.....	102.00	Knitgoods Workers No. 191.....	72.00
Bakers No. 24.....	469.00	Labor Council.....	13.00
Bakery Wagon Drivers No. 484.....	307.38	Laundry Wagon Drivers No. 256.....	12.00
Barbers No. 148.....	195.00	Laundry Workers No. 26.....	120.00
Bar Pilots No. 89.....	15.00	Letter Carriers No. 214.....	756.00
Bartenders No. 41.....	794.76	Lithographers No. 17.....	144.00
Beauticians No. 12.....	44.50	Macaroni Workers No. 493.....	234.00
Bill Posters and Billers No. 44.....	16.80	Mailers No. 18.....	39.00
Blacksmiths No. 168.....	34.00	Marble Shopmen No. 95.....	31.17
Boilermakers No. 6.....	60.12	Master, Mates and Pilots No. 90.....	21.60
Bookbinders and Bindery Women No. 31-125.....	162.00	Milk Wagon Drivers No. 226.....	390.00
Bottlers No. 293.....	315.00	Millinery Workers No. 40.....	367.86
Brewery Workmen No. 7.....	219.00	Millmen No. 42.....	52.50
Brewery Drivers No. 227.....	234.00	Miscellaneous Employees No. 110.....	24.00
Building Material Drivers No. 216..	54.00	Molders No. 164.....	851.83
Bus Drivers No. 1225.....	86.05	Motion Picture Projectionists No. 162.....	126.75
Butchers No. 115.....	378.00	Municipal Park Employees No. 311.....	53.10
		Musicians No. 6.....	126.00
		Newspaper and Periodical Drivers No. 921.....	585.00
		Office Employees No. 21320.....	79.20
		Operating Engineers No. 64.....	36.00
		Optical Technicians No. 18791.....	309.84
		Pacific Greyhound Drivers No. 1114.....	22.50
		Packers and Preserve Workers No. 20989.....	146.50
			108.00

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Painters No. 19.....	330.00	Cannery Workers No. 20852.....	759.18
Painters No. 1158.....	98.52	Carpenters No. 316.....	109.80
Pattern Makers Association.....	58.50	Cement Laborers No. 270.....	194.04
Pharmacists No. 838.....	52.02	Central Labor Council.....	12.00
Photo Engravers No. 8.....	45.00	Cleaners and Dyers No. 40.....	12.00
Photographers and Allied Crafts No. 466.....	39.57	Cooks, Waiters and Waitresses No. 180.....	60.00
Pile Drivers No. 34.....	105.00	Dried Fruit and Nut Packers No. 21084.....	17.80
Plasterers No. 66.....	92.16	Electrical Workers No. 332.....	18.00
Plasterers No. 460.....	4.50	Garage and Service Station Em- ployees No. 556.....	72.00
Plumbers No. 442.....	29.25	Hod Carriers No. 234.....	12.57
Post Office Clerks No. 2.....	270.00	Lathers No. 144.....	17.43
Printing Pressmen No. 24.....	212.34	Laundry Workers No. 33.....	46.53
Process Cheese and Mayonnaise Workers No. 20987.....	38.02	Lumber and Planer Mill Workers No. 2402.....	17.14
Production Machine Operators No. 1327.....	309.00	Machinists No. 504.....	93.96
Professional Embalmers No. 9049.....	35.94	Millmen No. 262.....	85.40
Railway Mail Association.....	86.16	Moving Picture Projectionists No. 431.....	12.00
Retail Cigar and Liquor Clerks No. 1089.....	108.00	Musicians No. 153.....	30.00
Retail Delivery Drivers No. 278.....	224.88	Painters No. 507.....	45.06
Retail Fruit and Vegetable Clerks No. 1017.....	72.00	Plumbers No. 393.....	49.95
Retail Furniture and Appliance Salesmen No. 1285.....	31.60	Printing Pressmen No. 146.....	18.25
Retail Grocery Clerks No. 648.....	420.00	Railway Carmen No. 767.....	7.00
Retail Shoe and Textile Salesmen No. 410.....	42.00	Retail Clerks No. 428.....	14.00
Sailors Union of the Pacific.....	1,080.00	Sheet Metal Workers No. 309.....	12.00
Sausage Makers No. 203.....	152.60	Stationary Engineers No. 171.....	12.00
Sheet Metal Workers No. 104.....	45.00	Street Carmen No. 265.....	13.00
Shipfitters and Helpers No. 9.....	63.00	Teamsters No. 287.....	521.28
Shipwrights, Joiners, and Boatbuild- ers No. 1149.....	107.10	Theatrical Stage Employees No. 134 Women's Union Label League.....	15.00 10.00
Sign and Pictorial Painters No. 510.....	113.85	SAN LEANDRO	
Sleeping Car Conductors No. 19.....	18.00	Musicians No. 510.....	16.50
Sprinkler Fitters Auxiliary No. 669.....	4.15	SAN LUIS OBISPO	
Steamfitters No. 509.....	64.50	Barbers No. 767.....	11.00
Stereotypers and Electrotypers No. 29.....	66.30	Central Labor Council.....	6.00
Stove Mounters No. 62.....	12.50	Typographical No. 576.....	3.00
Stove Mounters No. 65.....	2.00	SAN MATEO	
Street Carmen No. 1004.....	360.00	Bartenders No. 340.....	63.55
Street Railway Employees No. 518.....	324.00	Beauticians No. 914-A.....	12.00
Teachers No. 61.....	16.00	Butchers No. 516.....	87.61
Teamsters No. 85.....	825.00	Carpenters No. 162.....	150.93
Theatrical Employees No. B-18.....	62.40	Central Labor Council.....	14.00
Theatrical Janitors No. 9.....	36.00	Electrical Workers No. 617.....	14.00
Theatrical Stage Employees No. 16.....	41.76	Hod Carriers No. 97.....	19.50
Theatrical Wardrobe Attendants No. 22082.....	7.00	Hotel and Restaurant Employees No. 267.....	74.80
Tobacco Workers No. 210.....	18.22	Laundry Workers No. 143.....	10.00
Typographical No. 21.....	311.73	Machinists No. 1414.....	19.15
Union Label Section.....	12.00	Printing Pressmen No. 315.....	12.00
United Hatters No. 31.....	12.00	Stage Employees No. 409.....	12.00
Upholsterers No. 28.....	42.00	Typographical No. 624.....	8.73
United Garment Workers No. 131.....	195.00	SAN PEDRO	
Waiters No. 30.....	1,471.98	Automobile Salesmen's Association No. 1056.....	24.22
Waitresses No. 48.....	1,150.59	Bartenders No. 591.....	57.83
Watchmakers No. 102.....	16.50	Butchers No. 551.....	57.30
Waterworkers No. 401.....	37.50	Carpenters No. 1140.....	65.81
Web Pressmen No. 4.....	72.00	Central Labor Council.....	12.00
Window Cleaners No. 44.....	78.00	Culinary Alliance No. 754.....	182.70
SAN JOSE		Lathers No. 366.....	5.00
Auto Mechanics No. 1101.....	99.00	Lumber and Sawmill Workers No. 2607.....	297.00
Barbers No. 252.....	54.00	Machinists No. 1484.....	56.70
Bartenders No. 577.....	67.20		
Beauticians No. 252-A.....	13.00		
Butchers No. 506.....	162.28		

OFFICERS REPORTS TO

Natural and Artificial Gas Workers

No. 20386.....	28.20
Operating Engineers No. 235.....	96.00
Painters, Decorators, and Paper-hangers No. 949.....	26.00
Pile Drivers No. 2375.....	66.00
Plasterers, and Cement Finishers No. 838.....	15.90
Port Watchmen No. 137.....	53.64
Retail Clerks No. 905.....	95.80
Seine and Line Fishermen's Union..	78.00
Shipyard Laborers No. 802.....	101.91
Truck Drivers No. 692.....	600.75
Typographical No. 862.....	4.00
Waitresses No. 512.....	70.26
Women's Union Label League No. 467	14.00

SAN RAFAEL

Barbers No. 582.....	12.00
Bartenders and Culinary Workers No. 126.....	89.73
Beauticians No. 582-A.....	4.00
Central Labor Council.....	10.00
Electrical Workers No. 614.....	18.00
Roofers No. 121.....	8.00

SANTA ANA

Beet Sugar Workers No. 20748.....	79.54
Carpenters No. 1815.....	11.83
Central Labor Council.....	12.00
Electrical Workers No. 441.....	15.43
Hod Carriers No. 652.....	45.36
Stage Employees No. 504.....	18.00
Truck Drivers No. 890.....	36.00
Typographical No. 579.....	4.80

SANTA BARBARA

Barbers No. 832.....	14.43
Building Service Employees No. 185	13.00
Carpenters No. 1062.....	100.59
Central Labor Council.....	12.00
Chauffeurs, Teamsters, and Helpers No. 914.....	86.61
Construction and General Laborers No. 591.....	44.40
Culinary Alliance No. 498.....	108.00
Electrical Workers No. 413.....	17.94
Hod Carriers No. 195.....	15.00
Lathers No. 379.....	9.00
Meat Cutters No. 556.....	31.89
Painters No. 715.....	38.31
Plumbers and Steamfitters No. 114..	14.00
Post Office Clerks No. 264.....	9.00
Printing Pressmen No. 426.....	10.00
Roofers No. 137.....	7.00
Sheet Metal Workers No. 273.....	12.00
Stage Employees No. 442.....	12.00
Typographical No. 394.....	3.00

SANTA CRUZ

Butchers No. 266.....	42.00
Central Labor Council.....	15.00
Construction and General Laborers No. 283.....	36.00
Culinary and Bartenders No. 530.....	40.20
Electrical Workers No. B-609.....	10.00
Musicians No. 346.....	15.33
Sheet Metal Workers No. 304.....	13.00

SANTA MARIA

Carpenters No. 2477.....	2.14
Culinary and Bartenders No. 703...	34.11
Fruit and Vegetable Workers No. 18211	49.17

SANTA MONICA

Barbers No. 573.....	6.00
Carpenters No. 1400.....	44.46
Central Labor Council.....	12.00
Culinary Workers and Bartenders No. 814.....	113.83
Electrical Workers No. 1154.....	18.00
Meat Cutters No. 587.....	66.65
Painters No. 821.....	22.02
Plumbers No. 545.....	5.50
Retail Clerks No. 1442.....	10.00
Typographical No. 875.....	8.25
Women's Union Label League No. 649	4.00

SANTA PAULA

Carpenters No. 2015.....	4.00
Pest Control Employees No. 22096..	12.79

SANTA ROSA

Barbers No. 159.....	12.00
Bartenders and Culinary Workers No. 770.....	57.00
Beauticians No. 159-A.....	2.00
Central Labor Council.....	8.00
Moving Picture Machine Operators No. 420.....	11.00
Musicians No. 292.....	71.25
Typographical No. 577.....	10.00

SAUSALITO

Teachers No. 358.....	3.00
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SONORA

Carpenters No. 2196.....	4.00
Laborers No. 1436.....	7.00

SOUTHGATE

Pulp, Sulphite, and Paper Mill Workers No. 253.....	59.60
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STIRLING CITY

Timber and Sawmill Workers No. 2809	3.04
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STOCKTON

Barbers No. 312.....	22.35
Barbers No. 839.....	12.00
Bartenders No. 47.....	96.84
Building Service Employees No. 24	36.00
Cannery Workers No. 20676.....	285.00
Carpenters No. 266.....	100.72
Central Labor Council.....	15.00
Chauffeurs, Teamsters No. 439.....	401.28
City Employees No. 102-1.....	45.24
Cleaning and Dye House Workers No. 102.....	19.35
Culinary Alliance No. 572.....	177.06
Electrical Workers No. 591.....	21.60
Farm Equipment and Maintenance Workers No. 20984.....	12.00
Laundry Workers No. 177.....	4.00
Machinists No. 364.....	99.00

STATE FEDERATION OF LABOR

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Moving Picture Projectionists No. 428	12.00	Retail Clerks No. 373.....	33.35
Operating Engineers No. 508.....	33.84	Sheet Metal Workers No. 221.....	25.50
Paper Makers No. 320.....	18.00	Steam and Operating Engineers No. 731	14.00
Post Office Clerks No. 320.....	14.00	Teamsters, Chauffeurs No. 490.....	96.93
Printing Pressmen No. 132.....	18.00	Theatrical Stage Employees No. 241	9.98
Stove Mounters No. 69.....	11.00	Typographical No. 389.....	7.00
Street Carmen No. 276.....	12.00		
Typographical No. 56.....	11.67		
		VAN NUYS	
SUISUN		Barbers No. 837.....	18.00
Cannery Workers No. 21596.....	25.50	Carpenters No. 1913.....	26.77
		VENTURA	
TAFT		Central Labor Union.....	12.00
Barbers No. 869.....	9.00	Culinary Workers and Bartenders No. 663.....	21.36
Beauticians No. 1003-A.....	6.60	Electrical Workers No. B-952.....	13.00
Carpenters No. 1774.....	13.00	Laborers No. 585.....	94.42
Central Labor Union.....	13.00	Plumbers No. 484.....	12.00
Culinary Alliance No. 771.....	25.38	Teamsters No. 186.....	73.23
Electrical Workers No. 343.....	13.00		
Moving Picture Projectionists No. 518	10.00	VERNON	
		Pulp, Sulphite, and Paper Mill Workers No. 254.....	39.00
TERMINAL ISLAND		VISALIA	
Fish Cannery Workers No. 20147....	699.90	Carpenters No. 1484.....	26.85
Seine and Line Fishermen's Union..	127.98	Central Labor Council.....	18.00
		Hod Carriers No. 1060.....	26.91
TRACY		Painters No. 439.....	14.00
Sugar Workers No. 20058.....	78.24	Moving Picture Machine Operators No. 605.....	15.00
		WATSONVILLE	
TRONA		Barbers No. 749.....	2.00
Potash, Phosphate and Borax Workers No. 21902.....	19.56	Carpenters No. 771.....	23.31
		Central Labor Council.....	15.00
TULARE		Culinary Alliance and Bartenders No. 345.....	41.16
Carpenters No. 1578.....	8.00	Painters No. 750.....	15.00
		Railway Carmen No. 765.....	13.00
TURLOCK		Theatrical Stage Employees No. 611	12.00
Carpenters No. 1306.....	4.00	Typographical No. 543.....	2.00
		WESTWOOD	
VALLEJO		Lumber and Sawmill Workers No. 2836	420.30
Asbestos Workers No. 70.....	12.00	Office Employees No. 21697.....	29.01
Barbers No. 335.....	12.00		
Beauticians No. 335-A.....	19.00	WHITTIER	
Boilermakers No. 148.....	43.89	Typographical No. 899.....	6.00
Carpenters No. 180.....	75.88		
Central Labor Council.....	18.00	WILMINGTON	
Culinary Workers No. 560.....	82.20	Borax Workers No. 18640.....	86.13
Electrical Workers No. B-180.....	57.90		
Flour and Cereal Workers No. 20397	65.46	Total Per Capita Receipts and Affili-	
Hod Carriers No. 326.....	90.74	ation Fees (Exhibit "B").....	\$75,206.70
Laundry Workers No. 113.....	25.29		
Machinists No. 252.....	6.00		
Machinists No. 1492.....	29.55		
Musicians No. 367.....	60.72		
Painters No. 376.....	14.44		
Plumbers No. 343.....	15.00		

OFFICERS REPORTS TO

Schedule 2—Detail of Per Capita Receipts and Affiliation Fees (by Districts),
Year Ended August 31, 1940

District No. 1

Brawley	\$ 5.00
Coronado	12.00
El Centro	89.81
La Jolla	5.86
San Diego	2,052.96
	<hr/>
	\$ 2,165.63

District No. 2

Anaheim	\$ 16.53
Fullerton	26.37
Long Beach	1,291.31
Santa Ana	222.96
	<hr/>
	\$ 1,557.17

District No. 3

Los Angeles	\$11,363.71
Corona	42.36
Huntington Park	299.92
Maywood	63.27
Midland	15.00
Ontario	20.88
Palm Springs	13.00
Pomona	99.90
Riverside	136.03
San Bernardino	342.92
South Gate	59.60
Trona	19.56
Vernon	39.00
Whittier	6.00
	<hr/>
	\$12,521.15

District No. 4

Inglewood	\$ 79.47
San Pedro	2,009.02
Santa Monica	310.71
Terminal Island	827.88
Wilmington	86.13
	<hr/>
	\$ 3,313.21

District No. 5

Burbank	\$ 48.00
Glendale	120.65
Hollywood	3,445.81
Pasadena	299.56
Van Nuys	44.77
	<hr/>
	\$ 3,958.79

District No. 6

Oxnard	\$ 11.60
San Luis Obispo	20.00
Santa Barbara	558.17
Santa Maria	85.42
Santa Paula	16.79
Ventura	226.01
	<hr/>
	\$ 917.99

District No. 7

Armona	\$ 50.48
Bakersfield	690.17
Chowchilla	12.00
Fresno	1,426.72
Kingsburg	40.80
Mojave	28.95
Monolith	55.90
Porterville	5.74
Randsburg	21.07
Taft	89.98
Tulare	8.00
Visalia	100.76
	<hr/>
	\$ 2,530.57

District No. 8

El Portal	\$ 8.04
Lodi	24.47
Merced	106.83
Modesto	474.19
Sonora	11.00
Stockton	1,477.95
Tracy	78.24
Turlock	4.00
	<hr/>
	\$ 2,184.72

District No. 9

Idria	\$ 25.26
Monterey	1,029.58
Morgan Hill	12.00
Mountain View	42.03
Salinas	150.17
San Jose	2,697.27
Santa Cruz	171.53
Watsonville	123.47
	<hr/>
	\$ 4,251.31

District No. 10

San Francisco	\$24,527.61
Palo Alto	142.27
San Mateo	498.27
	<hr/>
	\$25,168.15

District No. 11

Alameda	\$ 26.39
Alvarado	108.82
Berkeley	76.68
Hayward	193.62
Newark	89.85
Oakland	7,265.83
San Leandro	16.50
	<hr/>
	\$ 7,777.69

STATE FEDERATION OF LABOR

57

District No. 12

Antioch	\$ 113.33
Cowell	43.14
Crockett	459.87
El Cerrito	3.67
Martinez	347.07
Pittsburg	189.39
Port Chicago	46.77
Richmond	545.49
<hr/>	
\$ 1,748.73	

District No. 13

Benicia	\$ 37.35
Eldridge	314.82
Mill Valley	17.01
Napa	273.64
Petaluma	57.99
San Rafael	141.73
Santa Rosa	171.25
Sausalito	3.00
Suisun	25.50
Vallejo	814.83
<hr/>	
\$ 1,857.12	

District No. 14

Chico	\$ 108.81
Hamilton City	5.37
Gridley	12.00
Marysville	440.04
Oroville	134.35
Placerville	2.26
Roseville	30.90
Sacramento	3,108.78
Stirling City	3.04
<hr/>	
\$ 3,845.55	

District No. 15

Crescent City	\$ 30.55
Eureka	420.36
Loyalton	114.69
Portola	98.69
Redding	295.32
Westwood	449.31
<hr/>	
\$ 1,408.92	
Total Per Capita Receipts and Affili-	
ation Fees by Districts (Exhibit	
"B")	
<hr/>	
\$75,206.70	

CHRONOLOGY

**CALIFORNIA STATE FEDERATION OF LABOR
PRESIDENTS, SECRETARIES AND AMERICAN FEDERATION OF LABOR
CONVENTION DELEGATES**

Presidents

- 1901 Cecil D. Rogers, Typographical No. 36, Oakland.
- 1902-1903 John Davidson, Ship Joiners No. 9, Vallejo.
- 1904-1905 Harry A. Knox, Street Carmen No. 205, San Francisco.
- 1906 G. S. Brower, Carpenters No. 483, San Francisco.
- 1906 Thomas F. Gallagher, Team Drivers No. 70, Oakland.
- 1907-1908 George A. Tracy, Typographical No. 21, San Francisco.
- 1908 Alexander M. Thompson, Team Drivers No. 70, Oakland.
- 1909-1911 Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento.
- 1912-1915 Daniel P. Haggerty, Machinists No. 68, San Francisco.
- 1916-1921 Daniel C. Murphy, Web Pressmen No. 4, San Francisco.
- 1922-1923 Seth R. Brown, Typographical No. 174, Los Angeles.
- 1924-1925 Roe H. Baker, Barbers No. 148, San Francisco.
- 1926-1927 John F. Dalton, Typographical No. 174, Los Angeles.
- 1928-1929 William P. Stanton, Electrical Workers No. 151, San Francisco.
- 1930-1933 A. W. Hoch, Machinists No. 311, Los Angeles.
- 1934-1935 Edward D. Vandeleur, Street Railway Employees, Division 518, San Francisco.
- 1936 James E. Hopkins, Teamsters No. 85, San Francisco.
- 1937 C. J. Haggerty, Lathers No. 42, Los Angeles.

Secretaries

- 1901-1902 Guy Lathrop, Carpenters No. 483, San Francisco.
- 1903 George K. Smith, Barbers No. 134, Oakland.
- 1904 George B. Benham, Printing Pressmen No. 24, San Francisco.
- 1905 Frank J. Bonnington, Typographical No. 21, San Francisco.
- 1906-1907 James H. Bowling, Street Carmen No. 205, San Francisco.
- 1908-1909 George W. Bell, Gas Workers No. 9840, San Francisco.
- 1909-1936 Paul Scharrenberg, Sailors' Union of the Pacific, San Francisco.
- 1936 Edward D. Vandeleur, Street Railway Employees, Division 518, San Francisco.

Delegates to American Federation of Labor Conventions

- 1904 San Francisco—John Davidson, Ship Joiners No. 9, Vallejo.
- 1907 Norfolk, Va.—Walter Macarthur, Sailors' Union of the Pacific.
- 1908 Denver, Colo.—Joshua B. Dale, Federal Labor Union No. 11345, Vallejo.
- 1910 St. Louis, Mo.—L. W. Butler, Teamsters No. 208, Los Angeles.
- 1911 Atlanta, Ga.—Andrew J. Gallagher, Photo Engravers No. 8, San Francisco.
- 1912 Rochester, N. Y.—Andrew J. Gallagher, Photo Engravers No. 8, San Francisco.
- 1913 Seattle, Wash.—Patrick Flynn, Marine Firemen's Union of the Pacific.
- 1914 Philadelphia, Pa.—Paul Scharrenberg, Sailors' Union of the Pacific.
- 1915 San Francisco—Hugo Ernst, Waiters No. 30, San Francisco.
- 1916 Baltimore, Md.—Daniel P. Haggerty, Machinists No. 168, San Francisco.
- 1917 Buffalo, N. Y.—Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento.
- 1919 Atlantic City, N. J.—George A. Tracy, Typographical No. 21, San Francisco.
- 1920 Montreal, Canada—Albert J. Rogers, Bottlers No. 293, San Francisco.
- 1921 Denver, Colo.—Seth R. Brown, Typographical No. 174, Los Angeles.
- 1922 Cincinnati, O.—James E. Hopkins, Teamsters No. 85, San Francisco.
- 1923 Portland, Ore.—Frank Walsh, Teamsters No. 85, San Francisco.
- 1924 El Paso, Texas—R. W. Robinson, Carpenters No. 710, Long Beach.
- 1925 Atlantic City, N. J.—John J. Murphy, Post Office Clerks No. 2, San Francisco.
- 1926 Detroit, Mich.—Don Witt, Teamsters No. 70, Oakland.
- 1927 Los Angeles, Calif.—Daniel C. Murphy, Web Pressmen No. 40, San Francisco.
- 1928 New Orleans, La.—John F. Dalton, Typographical No. 174, Los Angeles.
- 1929 Toronto, Canada—Harvey C. Fremming, Oil Workers No. 128, Long Beach.
- 1930 Boston, Mass.—Charles Child, Laundry Workers No. 26, San Francisco.
- 1931 Vancouver, B. C.—Edward McLaughlin, Teamsters No. 85, San Francisco.
- 1933 Washington, D. C.—Paul Scharrenberg, Sailors' Union of the Pacific.
- 1934 San Francisco—A. W. Hoch, Machinists No. 311, Los Angeles.
- 1935 Atlantic City, N. J.—Hugo Ernst, Waiters No. 30, San Francisco.
- 1936 Tampa, Florida—George Kidwell, Bakery Wagon Drivers No. 484, San Francisco.
- 1937 Denver, Colo.—Robert L. Ennis, Bookbinders No. 35, Sacramento.
- 1938 Houston, Texas—Thomas Nickola, Bartenders No. 41, San Francisco.
- 1939 Cincinnati, Ohio—Burt B. Currigan, Bldg. Material, Truck Drivers No. 420, Los Angeles.
- 1940 New Orleans, La.—James H. Quinn, Hoisting and Portable Engineers No. 3, San Francisco.

PROCEEDINGS

Of the Forty-First Annual Convention

FIRST DAY

Monday, September 23, 1940

MORNING SESSION

THE Forty-first Annual Convention of the California State Federation of Labor was called to order at 10:15 a. m. in the La Monica Auditorium by the Chairman of the Local Convention Arrangements Committee and President of the Santa Monica Central Labor Council, Paul W. Hansen.

Several patriotic selections were rendered by the famous Santa Monica Municipal Band, J. Lancaster O'Grady, conductor.

ADDRESS

Paul W. Hansen

"Ladies and Gentlemen: It is indeed a pleasure for me, as President of the Santa Monica Central Labor Council, to greet you here in our city of Santa Monica for this Forty-first California State Federation of Labor Convention. It is a privilege and an honor for our local labor unit to be host to the largest gathering of this kind in the history of the United States—not only the largest, but the most progressive statehood of the American Federation of Labor. An elaborate program of entertainment has been arranged for you.

"It is our sincere hope that your stay in Santa Monica will be pleasurable. The members of the Convention Committee are at your service and if there is anything you need, do not hesitate to call on our committee and if it is within our power, we will see that your wish is granted, because we want you to feel at home while you are here in Santa Monica with us. We realize your stay will not be all pleasure. There is a lot of hard work to be done. We feel sure that this Convention, like Conventions in past years of this Federation, will be progressive and liberal.

"At no time in the history of our Federation have we had such important national issues on which to pass our judgment as we have today. This year it is more important than ever that sound judgment be used. We must take a definite stand upon these issues that are confronting our nation today. The eyes of our nation are on this Convention to see what action will be taken. We must honestly view and truthfully voice the opinion of thousands we represent. Let us be honest and deliberate open-mindedly on the issues that we must face. Let us not

be like Shylock of old in demanding our full pound of flesh for doing those things we must do if we are to see that our country is protected.

"Let us not forget that our country comes first. We come second and regardless of how great the sacrifice may be, we must do our duty to keep America free for Americans. Obstacles in the form of lies and false propaganda will be thrown in our way. Our enemies from within and from without will try to stir up trouble in our minds. We must use our best judgment in separating the truth from the untruth and in recognizing our enemies so we can guard against them.

"Let us not be led into hysteria; let us remain calm and in our deliberation we must keep uppermost in our minds to be true to our God and we must be true to America. Also, we must remember that only under a democracy such as we have here can we continue our work for the benefit of the working man and woman. We should therefore pray that we be given the power to see the light as it is and that we be given strength and courage so that we will not fail to do our just share in the preservation of the freedom and liberty that only America offers to its people.

"Our first number will be a pledge of allegiance to the flag of the United States by the First Company Bellarmine-Jefferson Guards of St. Robert Bellarmine Parish School of Burbank, California."

PLEDGE OF ALLEGIANCE TO THE FLAG

The following prayer was led by the Chaplain of the California State Federation of Labor, the Very Reverend Monsignor Keating, and joined in by the Bellarmine-Jefferson Guards of St. Robert Bellarmine Parish School:

"We pray Thee, O God of might, wisdom and justice, through Whom authority is rightly administered, laws are enacted, and judgment decreed, assist with Thy Holy Spirit of counsel and fortitude the President of the United States, that his administration may be conducted in righteousness, and be eminently useful to Thy people over whom he presides by encouraging due respect for virtue and religion; by a faithful execution of the laws in justice and mercy; and by restraining vice and immorality.

"Let the light of Thy Divine Wisdom direct the deliberations of Congress and shine forth in all the proceedings and laws framed for our rule and government; so that they may tend to the preservation of peace; the promotion of national happiness, the increase of industry, sobriety and useful knowledge, and may perpetuate to us the blessings of equal liberty through Our Lord Jesus Christ. Amen."

Monsignor Keating then introduced John Regis Pershing, fifth cousin of General John Pershing, the General of the Armies, and Evelyn MacGrath, eight-year-old Guards, who recited the Enlistment Pledge of the Bellarmine-Jefferson Guards, as follows:

"For God and America I enlist in the Bellarmine-Jefferson Guards to become a better American;

"First, by thanking Almighty God for guiding Thomas Jefferson, George Washington and the Founding Fathers of the American Republic in giving me the protection of the Declaration of Independence and the Constitution of the United States;

"Second, by learning the spiritual truths that are fundamental in Americanism, wherein the rights of man are safeguarded as in the government of no other nation because the Founding Fathers protected first the rights of God, to love Old Glory as the Guardian of the Cross;

"Third, by studying the efforts of St. Robert Bellarmine in 1576 to help the people of England, Ireland and Scotland to establish the Divine Right of the people to rule, to learn thereby the harmony that exists between Catholic doctrine and the Preamble of the Declaration of Independence, written by Thomas Jefferson in 1776;

"And finally, although I am but a child, to defend the soul of America by my belief in Almighty God and my obedience to His commandments, which was the citizenship creed of the Founding Fathers, binding on Congress as on the home and school, on the nation and the President as well as on men and women, boys and girls.

"With a grateful and reverent heart, therefore, I promise to the Flag of the United States of America and the Cross of my Redeemer—the Flag of Humanity—that I will stand now and always, with the immortals of America and God-fearing people everywhere, faithful to the American ideal, In God We Trust."

Monsignor Keating, accompanied by the troop of Bellarmine-Jefferson Guards, then gave the following pledge: "I pledge allegiance to the Flag of the United States of America and to the Republic for which it stands, one nation, indivisible, with liberty and justice for all. St. Robert Bellarmine, Defender of Human Rights, pray for America."

INVOCATION

At the request of Chairman Hansen, the Very Reverend Monsignor Martin C. Keating gave the following invocation:

"Dear Jesus, Son of God and Carpenter of Nazareth, we adore Thee as our Redeemer, our Teacher, and our Judge.

"We believe, with Thy holy Vicar, Pope Pius XII, that 'no better fortune can come to individuals, families, and nations than to obey Thee, the author of human salvation, perform Thy commands, accept Thy reign, in which we are made free and rich in good works. Thy Kingdom come, a Kingdom of truth and of life; a Kingdom of holiness and of grace, a Kingdom of justice, love and peace.'

"We thank Thee for the teaching of Thy Pontiff that 'the goods created by God for all men should in the same way reach all, justice guiding and charity helping'; that His Holiness prays 'that each and every able-bodied man may receive an equal opportunity for work in order to earn the daily bread for himself and his own'; and 'that it is unjust to deny or to limit either to the producers or to the laboring and farming classes the free faculty of uniting in unions by means of which they may defend their proper rights and secure the betterment of the goods of soul and of body, as well as the honest comforts of life.'

"Dear Saviour, help us to justify the conviction of the Pope that 'reverence for the Christian Faith is a holy and established principle of the American people' so that our unions may 'draw their vital force from principles of wholesome liberty; take their form from the lofty rules of justice and of honesty and, conforming themselves to those forms, act in such a manner that in their care for the interests of their class they will violate no one's rights, but will strive for harmony and respect the common welfare of society.' We ask this blessing in Thy Holy Name. Amen."

ADDRESSES

C. G. O'Brien

Chairman Hansen introduced C. G. O'Brien, Secretary of the Santa Monica Bay District Central Labor Council, and Chairman of the local Convention Arrangements Committee, who welcomed the delegates and visitors to the Convention in the following manner:

"Mr. Chairman, distinguished guests, delegates and visitors to the Convention: In behalf of the members of Organized Labor in this great district, I welcome you to Santa Monica. It is our hope that this will be the greatest convention ever held by the California State Federation of Labor, and it is our further hope that your stay here will be the most enjoyable one ever experienced by delegates and visitors to any convention."

Russell K. Hart

The President of the local Chamber of Commerce, Russell K. Hart, was introduced by Chairman Hansen. Mr. Hart spoke to the Convention as follows:

"Mr. Chairman, for about twelve months we have been looking forward to this day

when we would have you as our guests in this city. The Chamber of Commerce and the Labor Council in this city have been working hard to make this convention a success. I want to say on behalf of the Chamber of Commerce that we think you are doing the city a great honor when you selected for your 1940 convention our city of Santa Monica, and we hope you have a good time while you are here and accomplish great things for your convention."

Major Robert J. Kennedy

Chairman Hansen then introduced Major Robert J. Kennedy, Secretary of the Chamber of Commerce, who made the following remarks to the Convention:

"Mr. Chairman, and guests, I am very happy to see this convention here and I assure you all of the preparations for it have been finished with some degree of satisfaction. We have in the Chamber of Commerce a tourist bureau and information center and we invite you to come at any time you please during business hours to get information of places of interest, things to do and to help straighten out any difficulties you may have in going about the city."

Honorable C. E. Webb

The Chief of Police of Santa Monica, Honorable C. E. Webb, was introduced by the Chairman of the Arrangements Committee, addressing the delegates to the Convention as follows:

"Mr. Chairman, honored guests, and ladies and gentlemen, I have resided in the city of Santa Monica so long that I believe that I can be called a pioneer. I came here when this little town had some eight hundred soldiers and the Pacific Ocean.

"We appreciate having you in Santa Monica, and I know personally that your committee has tried hard to make everything pleasant for you. As a citizen and officer of the city of Santa Monica, I want to extend the voice of welcome to you and I hope that during the short period of time you are here with us you will enjoy yourselves."

D. C. Freeman

D. C. Freeman, Commissioner of Finance of Santa Monica, was the next speaker. Mr. Freeman delivered the following remarks:

"Mr. Chairman and distinguished guests. It is a pleasure for me to come and occupy this place for the Mayor, who is not here, and to extend to you greetings of the city of Santa Monica and to welcome you to our shores. Santa Monica offers you many opportunities, and while you are here you are going to play.

"I thank you for the privilege of coming before you. I know the committee worked earnestly and hard to make this a successful convention and I know their efforts will not be in vain."

W. W. Milliken

Chairman Hansen introduced the next speaker, who was W. W. Milliken, Commissioner of Public Works of Santa Monica. Mr. Milliken addressed the Convention, stating:

"Honored guests, I hope you are going to have a good time this week. I am sure I have had a good time in the last three days preparing for you. If there is anything left undone or which you wish to have done, call upon your committee and they will hunt up 'Tex' Milliken and see that whatever you want is done."

Honorable E. W. Biscailuz

The Sheriff of Los Angeles County, Honorable E. W. Biscailuz, was then introduced to the Convention, who addressed it as follows:

"Mr. President, Monsignor Keating, distinguished guests and my friends: I am a Santa Monica man and I am proud that I have lived here for many years. I do know how hard the officers of this city have worked to make this convention a great success. We have enjoyed the whole-hearted coöperation of labor in Los Angeles County and we have worked closely together for the common good. Nothing has been asked from officers that could be done which was not done cheerfully and readily. I am proud and happy to be here today, and I am very sure you will have a great convention."

President C. J. Haggerty

Chairman Hansen turned the Convention over to President C. J. Haggerty, presenting him with a composition gavel, a gift of J. P. Green of Carpenters Union, Local 946, of Hollywood. President Haggerty, formally opening the Forty-first Annual Convention of the California State Federation of Labor, spoke as follows:

"Thank you, Mr. Chairman, Your Excellency, Governor Olson; the Reverend Monsignor Keating, distinguished guests and delegates to the Forty-first Annual Convention of the California State Federation of Labor. I want to express to the visitors and distinguished guests here this morning in your behalf our thanks for the diligence, labor and work, without relief, over the past few months in arranging for this splendid Convention in this beautiful city of Santa Monica.

"I want to commend the Committee for the result of the hard work they have sustained in the past few months in the arrangement for this Convention. This Convention is the largest convention in the history of the California State Federation of Labor. Last year we made a similar statement, in 1939, that the Fortieth Convention was the largest in history. It is an inspiring sight to stand here and look over the assembled delegates who are sent here by their various organizations in this State to collaborate in the things in the days to come and the present problems concerning Organized Labor in the State as a whole and to bring forth from your deliberations and collaborations beneficial and con-

structive results in behalf of those whom we represent in the working class, in Organized Labor.

"It was also very inspiring to see the opening ceremonies this morning by the Bellarmine-Jefferson Guards. I want to express my personal thanks and I am sure the Convention's thanks (applause), to the Monsignor for bringing those children from Burbank to this Convention to lead us in the pledge of allegiance and to bring to our minds again the fact that we are still being led, to a large extent, by children.

"To Delegate Green from the Carpenters Local No. 946 of Hollywood, I want to express my sincere thanks for this splendid gift—this very unusual gavel.

"We are gathered here this morning representing more than 400,000 organized workers in the State of California. We have the distinguished pleasure and privilege of being one of the few democratic organizations in the world who can meet in this fashion and deliberate democratically. We are here, without any doubt in my mind, with but one purpose. We have no differences as to the end in view—the eventual decision. We may differ as to procedure and as to policy, but we will not differ and do not differ as to the end in view.

"This year I think more than ever will tax the intelligence, the ingenuity, the tolerance and the headiness of the delegates present to bring forth in this Convention definite statements, taking definite and constructive positions. When the chairman of the local committee, Paul Hansen, said the eyes of the Nation are on this Convention it was not an idle statement. It was very germane and pertinent because you will find, as I have found, that the activities and the actions of this Federation are always watched throughout the entire nation, not alone by people in labor, but people outside of labor. We are confronted today with a very pitiful state of affairs in this nation. On every side, we are told, by all means of propaganda, by political expediency which assumes part of the threat to this nation, of the need for relaxation, of the need for letting down some of the conditions, hours and wages which you have won after fifty years of continuous effort by Organized Labor.

"I am sure you will find, after this convention, that as members of the American Federation of Labor we are wholehearted and unified in our support of this democratic form of government. (Applause.) We, therefore, pledge ourselves of our undivided support to the United States Government as it now exists. We are practical people—we had to be practical to succeed. We are confronted in Southern California, particularly, and, I believe, in Northern California, with subversive elements—Communism. Nazism and Fascism. We have spoken on those subjects. Our position is clear-cut and there can be no question about the position of the California State Federation of Labor. (Applause.) We have today a new angle taken by the same old

anti-labor group and their actions up to the present time are not the actions of a 'Fifth Column,' but a 'Sixth Column.' They are more dangerous to our democratic form of government than are the Communists, the Nazis or the Fascists. (Applause.)

"I refer specifically to the activities of a group in Los Angeles calling themselves the Merchants and Manufacturers Association who have caused to be posted in various conspicuous corners and desirable locations on billboards, statements proclaiming that Labor was the cause of France's downfall. To me, that is the foulest type of propaganda. It will do more to worry and concern the thinking American until he knows the facts. That type of activity is injurious and dangerous to our form of government. We are concerned about the propriety of what are called 'business organizations' who are not 'business organizations' at all. They have no place in the picture—they have no place in the American scheme of things. (Applause.) We have been organized for many years as a constructive American type of organization and this group comes along attempting to stop an honest, constructive progress of a real bona fide American institution, the American Federation of Labor, and their sole purpose in befuddling the public mind is because Labor is making too much progress. I am quite concerned about this and I think you delegates should take cognizance of it and speak on the subject. Let's take things as they are but not as the billboards and the propaganda would like to make us think they are. Through the activities of our Unions in Los Angeles, some of the employers realize Labor is here to stay. It therefore behooves us as thinking men to sit down and bargain collectively for an agreement between these Unions and for respect for these organizations during this uncertain period of time. That, of course, is the object of our Unions—to sit across the table and iron out the differences and obtain between the two groups an agreement that will create stability for the worker and business for the business man.

"That was done by a large organization in Los Angeles representing more than forty-seven of the largest contractors in the county. When this became known to the so-called 'business organization'—the Merchants and Manufacturers Association—they called on the leaders of the General Contractors Association and said, 'You can't do this—you can't sit down and bargain with your employees. If you do, our organization is extinct.' I claim, ladies and gentlemen, that that type of operation is the most destructive in the American form of government. (Applause.)

"I claim that will do more to undermine the American scheme of things than any outside subversive element. I know this Convention will deal with it and other problems as they arise.

"I want to welcome you to this Convention on behalf of the members and officers of the American Federation of Labor. I know when the week is over we will have accom-

plished much for our people in the State. Our position will be clearer than it ever has been before.

"I now declare this, the Forty-first Annual Convention of the California State Federation of Labor, in order for the transaction of such business as may properly come before it."

Governor Culbert L. Olson

President Haggerty presented the next speaker to the Convention with the following remarks:

"We have been fortunate, over the years, to hear from a man who has been active in behalf of Organized Labor in this State. Before coming to California he was a legislator in Utah, and after coming to California he became a State Senator. All during that period he produced a perfect labor record, and as a representative at Sacramento he has always been desirous of helping in that capacity. We now greet him again this year as the Governor of this great State. It is my privilege and pleasure to introduce the Honorable Culbert Olson, Governor of the State of California."

Governor Olson then addressed the Convention as follows:

President Haggerty, officers and members of the California State Federation of Labor, distinguished guests, ladies and gentlemen. I am grateful for your kind invitation to come to address your Convention. In my talk to you last year, I opened with the observation that you were "meeting in a crucial period in man's affairs." Looking back, we realize that that was a very mild statement of the case. Looking back, to a year ago, we realize that the developments of the European War, up to that date, held almost no hint of the things that were to come.

It just does not seem possible that the world could be in a more critical state than it is right now. Nevertheless, it does seem likely that we shall experience even darker times if developments hold to their present course.

Some of us still cling to the notion, born of hope and wishful thinking, that all this holds no threat or meaning for America. But we have only to consider the wild confusion of thought produced throughout our land by the impact of war, in order to realize that we cannot possibly escape its evil effects.

This confusion is illustrated by Mr. Lindbergh's counsels of appeasements and bargaining with Nazi Germany; and by General Pershing's opposing counsels for every possible aid to England as the surest and best means of saving our own national existence. This confusion is illustrated by the debate over conscription versus voluntary enlistment; by the conflicting viewpoints expressed at the recent Pan-American Conference at Havana. Confusion is also illustrated by the variety of interpretations put upon the meaning of the European conflict.

Some see it as a simple imperialistic struggle between imperialistic powers. Others view the war as a vast struggle of self-defense on the part of free peoples, so called democracies, against the ferocious attacks of wild hordes of men who are caught up in the emotional drive of an irrational ideology generated by a power-crazy tyrant, Adolf Hitler. And some view the war as a struggle, perhaps the final struggle, for the survival of liberal culture and democratic ideology, now under attack by men advancing a system of thought which flatly denies the very moral, spiritual, and rational bases of liberal democracy. A few attempt to explain the war as a manifestation of the disintegration, the breaking down of nations; more especially the small nations, that have not been able to keep pace with the evolutionary changes in capitalism.

It is argued that their disintegration and elimination are both necessary and inevitable and that the war is simply the violent political upheaval, or process, accomplishing this breakup.

Herman Rauschning, the German exile, who was one of Hitler's closest associates and the Nazi leader in Danzig, argues, as do many distinguished American philosophical writers, that German Nazism is a revolution. But, granting this, it certainly is a revolution from above, conceived, led and enforced by the strong will of one man, and a gang of adventurers who have gathered around him. A revolution, enforced by terror, accepted through fear; accepted for lack of a better revolution. If it is a revolution, it is, I believe, premature, destructive beyond our conception; and organization of revolutionary forces which might have taken some other form of organization; which might have taken a constructive, even beneficial direction.

These revolutionary forces have been designated as follows:

First, our incapacity to organize world peace after world war number one. We made a highly political settlement at Versailles when what we should have made was an economic settlement as well.

Second, we live in a time of the breaking up of small nations.

Third, the struggle for survival has been attended by a vigorous growth of centralized economic power; requiring state intervention in all major decisions in the industrial world; toward economic planning as an economic imperative.

The fourth revolutionary force is found in the enormous advances and developments in war equipment, war technique, and war administration. These are illustrated by Hitler's devotion to the war of the entire energies and resources of his people. It is called "total war." It contrasts very sharply against Mr. Chamberlain's old-fashioned "business as usual" sort of war, conducted as a national sideline.

Fifth, there has been a psychological revolution in the thinking, the very outlook of men and women throughout the world. This has proceeded, in large parts, from the failure of unplanned capitalism in the democracies to use its productive capacity, to distribute its proceeds equitably so as to give employment and assure decent living. To the unemployed, to the WPA worker, to the family living at or below the level of elemental decency, to the low paid wage worker, political democracy and civil liberty may, all too easily, be made to seem cruel mockeries and empty forms. And men like Hitler, who would fasten the chains of dictatorship and slavery upon whole peoples, and who know how to work upon the irrational, emotional responses of men, have exploited the tensions and the dissatisfactions arising out of economies in collapse to serve their political adventures, their plans to create new empires of their own.

I have dwelt upon these matters not with any notion of interpreting their meaning for you or for anyone else; but as an attempt to analyze the complexities and the perplexities of this new war which is so awful in its day to day results, so frightful in its implications and promises, that men stand in dismayed wonder and amazement at the depths of man's irrationality; at what would appear to be, in man, a positive genius or instinct for wholesale self-destruction. I have discussed them because I believe that analysis, even if it be not wholly correct, is necessary to an effective, successful program. And a program we must have.

We must have a program designed to defend our government, our country, and our people, against invasion from without, and equally against disintegration from within. This is a conclusion which has been reached by the overwhelming majority and citizens of America. No matter by what processes of thought, experience, or instinct, they have reached this conclusion. It is perhaps the one issue upon which the American people have achieved unity; unity, for the first time since twenty-two and twenty-three years ago, during the World War Number One.

In this country we delegate the framing of policy for such a program to the Congress and to the Chief Executive of the nation. While this policy is still in course of framing, it is proper,

it is right, in fact, it is vitally necessary that every point be debated fully and that every variety and conflict of viewpoint and belief be fully expressed, in order that our policy shall be a strong and effective synthesis of the forces which make for national unity. But once that policy has been determined, then all citizens must subdue their differences and bend their energies to the execution of the national defense program built upon the policy thus determined. An illustration of this view was found in the protracted debate over the conscription bill. Men held honest, but violently opposed views on the proposal for peacetime conscription. These views were fully expressed and exploited in the congressional debate. But now that the issue has been decided; now that the selective service law has become the law of the land, I rest assured that it will be supported wholeheartedly by all sections of our society.

But the drafting of man power is not enough. If the situation demands the drafting of men, then most assuredly there is an emergency requiring the drafting of capital. This is the only fair and democratic method, the only positive method by which we may be sure that industry shall produce, without profiteering, the torrent of goods required for a highly organized, effective defense. I believe that the drafting of capital is quite necessary if we are to avoid producing new broods of millionaires, to be supported in perpetual idleness after the emergency shall have passed. But, if we are to be proof against invasion by any combination of attacking forces, if we are to be proof against disintegrating preachments of anti-democracy; if we are to be proof against the disintegration of our economy, we need a great deal more than merely military preparation. We stand in at least an equal need for a program of internal economic rehabilitation. We need a program of rehabilitation designed to abolish unemployment and poverty; designed to make every worker productive; designed to enable every citizen in the lower economic strata of our society to raise himself so well above the level of elemental decency that civil liberty shall have meaning and reality, that the demagogues and the propagandists of anti-democracy shall have no listeners, and that democracy shall have defenders in every American home.

According to those most entitled to speak on the subject, America has the man power, the productive capacity, the transportation facilities, the power and the resources, so that, unlike other nations less fortunately situated, we can have both guns and butter; each without sacrifice of the other. With a program designed to give us both, we are for all times invincible! I am sure that there is no need to dwell at length on the significance of all this to organized labor. Labor has a stake in the outcome of the European war, a stake in its effects upon the United States. Certainly, if Hitler shall conquer England, then there will be no such thing as labor organizations left in all of Europe, west of the Soviet Union. And the threat of black reaction in this country will be all the greater. It seems to me, therefore, that labor has an enormous stake in the present defense efforts and in the internal economic rehabilitation of which I have spoken.

If we are preparing to defend democracy against Hitlerism, then labor has a greater stake in that defense than any other element in our entire society. Conversely, we cannot hope to successfully defend democracy against Hitlerism without the help of labor. One of the most valuable lessons of the European war is that a democratic society can choose either to repress labor and try to smash unions or to win the war; but a democratic society cannot do both at one and the same time. The French Government and the French people realize this, now that it is too late. I have therefore viewed the realignment within the British War Cabinet with satisfaction and growing confidence in the outcome of the battle of Britain. The strength of the Winston Churchill government is not just that Churchill is a more farseeing and vigorous man than was Chamberlain. The strength of his government is that he has tapped the vital sources of democracy by making room for labor at the helm.

To Herbert Morrison and Ernest Bevin, labor leaders whose whole adult lives have been de-

voted to the labor movement, have fallen the most crucial tasks of Britain's entire war efforts. Morrison has charge of organizing the manufacture and purchase of all the materials of defense. To Bevin falls the entire direction of military and industrial man power. These, and other executives and economists and leaders drawn from the labor movement, are in actual charge of industrial mobilization in England. They are compelling industry to abandon the habits which have kept it from rendering its maximum possible service to the national interests. Under this leadership the workers themselves are reported to be the ones most eager to advance protection.

These are dark days for England. But if, in the end, she stops Hitler, and finally defeats him, it will be the determination of the organized workers, and the leadership of organizers, economists and executives drawn from the ranks of labor, which shall have turned the trick. Certainly not the appeasers and industrial overlords so well typified by the old Chamberlain government, thrown out of office last May when a realization of the true nature and magnitude of the German blitzkrieg had finally penetrated the consciousness of England. I believe that the overwhelming majority of American workers have this same eagerness, this same spirit. There can be no suggestion that it is a matter of appeasing or bribing labor in order to get it to consent and to cooperate with the rest of the population in our defense efforts. The right and the existence for which the nation is preparing to fight if necessary, are of the very essence of labor's own aspirations. Thus, if labor is not vitally interested in the struggle, then we are lost at the very start. Who have been the appeasers and the traitors in other countries? The representatives of labor? Certainly not. They have been the enemies of the labor movement in high places.

I am one who believes that the chief vitality of our war efforts must come from the workers. Labor must therefore assume a leading rôle. It is because of the lessons I draw from the British example and experience that I view with gratification and confidence the presence of able labor leaders in the national defenses. Such men as Sidney Hillman of the Amalgamated Clothing Workers; Dan Tracy, George M. Harrison of the Railway Clerks, and your own Dan Tobin, of the Teamsters; these would be recognized as men of extraordinary capacities in any company. These and many more have been drawn from the ranks of labor to help muster and mobilize the resources of man power and materials which must enter into the rebuilding of our national defenses. Forecasts are risky, but I venture the assertion that before this war is ended, whether we finally become involved or not, we shall find more and more labor leaders and representatives drawn into the inner councils of the nation.

And as this process continues, the level of public confidence will rise in exactly the same manner as it has in Britain since last May; that confidence on the part of the people that prevails when their government is managed by men who are close to them; men who will not compromise or appease; men whose whole heart and interest lie, not in striking a bargain with the invaders, but in resisting to the last man, rather than surrender the democratic soil and atmosphere which supports labor in its drive to the high positions which is its ultimate goal. I believe my attitude toward and my belief in labor, as a great American democratizing force, are well known. They should be. They grew out of a lifetime of close contact with work, with laboring men, with labor unions. I have tried to exemplify that attitude and that belief in public office. I believe this gives me some little right to make a few observations upon the political scene of today in California and in the nation. I venture these observations because I happen to believe in the New Deal and I believe the New Deal is good for the nation, good for organized labor. There are millions of New Dealers in the labor movement.

We are New Dealers, not only because of the accomplishments of the New Deal which have made our political party great and strong. We are New Dealers because our party promises the American people to keep the faith implicit in

these progressive accomplishments; because our party promises the maintenance and expansion of New Deal policies and democratic philosophies; because our party promises continued advance toward the goal of a saner, more equitable order of economy, with opportunity and social security for all American citizens. What is the New Deal? It is not necessary to define this very general term. But definite meaning now attaches to it by reason of the actual accomplishments of our present national administration. It shows that the New Deal has not been any hastily contrived brain storm offhandedly announced in the irresponsible manner of a Wendell Willkie. The roots of the New Deal reach far back into the history of our country. The New Deal was necessary.

When the American frontier disappeared in the 1890s; that was when the New Deal was conceived. The growth of industrial power, of mass production, the fall of the birth rate, and the end of mass immigration; these were the signs that it was coming. Theodore Roosevelt may not have known a great deal about economics, but he sensed the coming of the New Deal. Woodrow Wilson had little or no practical experience with finance, but he knew a great deal of history, and he strove to anticipate the New Deal. The World War postponed it. Harding and Coolidge tried to destroy it. Mr. Hoover tried to ignore it. But it had to come. And when Wall Street crashed in October, 1929; that was when the New Deal was born.

It was caused by one very simple fact: We were approaching a new era; the present era, wherein we can now produce more than enough for everybody in this country; if only we can organize ourselves to do it. This is something new in human history. It is a new force, as explosive as the gun powder and the printing presses which wrecked the medieval Europe of five hundred years ago. We live in and under the very complex system of economy. We therefore cannot expect that it can be reformed or rebuilt or rehabilitated by means any less complex. Therefore, the New Deal is not just one thing, but a group of things; a group of projects, laws, institutions and new governmental activities.

The shortest possible list of the things that constitute the New Deal would include the following:

Various banking laws to insure deposits, prevent insolvency, make the Federal Reserve System more flexible, devalue the dollar, and go off the gold standard. The operations of the Reconstruction Finance Corporation in underwriting railroads, banks, insurance companies, and huge public projects. Two great credit corporations which took over private mortgages on the homes of several million city and county home owners, at low interest rates. The Holding Company Act designed to stop the pyramiding of corporate structures upon privately owned public utilities, for the enrichment of their promoters at the expense of high rates for public utility services. The Securities and Exchange Commission, designed primarily to protect investors, prevent fraudulent promotions and stock gambling rackets.

The Public Works Administration, which advances money to states and cities for schools, highways, hospitals, docks, tunnels and other private improvements. The Works Progress Administration, which employs workers who would otherwise need relief allowances at local expense. Various conservation and flood control projects, multiple purpose dams, the Central Valley Project of California, the Grand Coulee, Boulder Dam, Bonneville Dam; the Tennessee Valley Authority, a huge and successful experiment in regional planning. The CCC camps for 300,000 young men. The Rural Electrification Administration, bringing cheap power to farmers.

The vast agricultural program for keeping farmers afloat, with subsidies, soil conservation payments, marketing facilities, and credit. This includes the Farm Security Administration, with its aid to down and out farmers, and the food stamp plan, now distributing surplus foods in more than one hundred cities. The housing program, primarily for citizens in the low income group. The youth program, to find work or schools for unemployed young people. The good neighbor policy toward Latin America. The

encouragement of musicians, painters, actors, through the various federal art projects.

The statistical and economic studies of the National Resources Committee, and the temporary National Economic Committee. Their problem: to study underlying causes of economic maladjustments, and to develop further New Deal measures for their correction. The control of the bituminous coal industry. The Social Security Act, providing old age pensions and Unemployment Insurance. The Wages and Hours Act. And the Wagner Act to encourage collective bargaining, and the National Labor Relations Board to implement and administer that Act. This short list only typifies the impressive accomplishments of the New Deal.

I suggest that when you hear anyone anathematizing the New Deal, you ask him to recite this list and tell you just which of these progressive measures he would modify, or destroy, or how, or why. You will find him completely unable to answer. He will only evade. We are in the very midst of a presidential election campaign. It is highly significant that Republican party opponents do not propose to kill, eliminate or repeal a single one of these great progressive advances. They are so lacking in understanding of the changes that have overtaken our country; they are so little able, therefore, to understand the New Deal as a set of natural responses to these changes; they are so devoid of leaders capable of dealing with today's problems; they are so devoid of confidence in their own reactionary positions—that their only campaign resources are vilification, the curious plea that they could and would administer New Deal reforms more efficiently than the New Dealers themselves; and a resort to futile blasts against a third term. As for this third term talk, it is not possible to add a thing to the arguments already uttered on both sides. I only wish to make two or three comments.

First. It is absurd to fear, ridiculous to shout that dictatorship will issue from the people voting freely and democratically to reelect their President. The only dictatorship America has to fear is the money dictatorship of great wealth concentrated in private centers.

Second. It will be a positively good thing, now that the American people have this opportunity, to completely and for all time dispose of the whole question of a third term.

Third. It is very significant that those who cry out loudest that a third term means dictatorship, include those very reactionary elements who will be most willing to surrender our democratic rights in order to maintain their own control, their own rule, their own economic dictatorship.

Fourth. I believe the American people will be but little swayed by such third term talk. They know Franklin D. Roosevelt! And, thanks to the press and to a seeming flair for much unstatesmanlike talking, they are very rapidly becoming closely acquainted with Mr. Willkie. We are perfectly willing to trust the judgment of the American people; we are perfectly willing to trust in their ability to appraise and choose as between the two candidates.

My own administration as Governor of California is now rounding out its second year in office. The other day I made a report to my party of the administrative accomplishments of my administration. I shall not burden you with that extensive report, but I should like to make brief mention of just two of the items therein. In the Department of Industrial Relations, under the able administration of one of your own leaders George G. Kidwell, the Director, the whole department has been revitalized. I am informed that you are being supplied with a fairly detailed report of the activities of this department of the State Government. Therefore, my own remarks will be few and short.

For many years laws for the protection of workers were practically "dead letters" for lack, or laxity, of enforcement. The policies of the Commission have been liberalized and its liberal interpretations of the Workmen's Compensation Laws are being sustained in the courts of the State. New referees have been engaged and trained at the ponderous task of handling disputed compensation cases coming to the Commission for decision. They will now handle these

cases more rapidly than in the past. Men suffering from industrial hernia are receiving more liberal benefits. Men required to leave their homes for medical examinations and treatments are receiving expense allowances from insurance carriers. When an injured worker is held able to do light work it must first be shown that such light work is available before his compensation may be reduced. It is estimated that under the new compulsory laws sponsored by this administration, and because of their adequate enforcement, 200,000 California workers, not heretofore covered, have been brought under the protection of the Workmen's Compensation Act during the past twelve months.

In the Division of Industrial Welfare, so ably presided over by Mrs. Margaret L. Clark, wage collections for women and minors in industry have been nearly doubled, setting an all-time record. Recently the people of the State were shocked by announcements that investigations by this Division had shown women working as many as 110 hours a week for as little as \$7.00 a week. A comprehensive drive has been made to remedy these appalling conditions. As a result, a veritable flood of complaints has been received from workers who have come to realize that they can now look to this administration for real law enforcement for workers. In the Division of Labor Statistics and Enforcement, under Herbert C. Carrasco, more than a half million dollars in unpaid wages have been collected for California workers during the past year.

Under our new California Apprenticeship Council law, in less than one year, more than five thousand youths of California are "earning while learning" in the State apprenticeship training program. They are working under eighty agreements made with the industry by joint committees of employers and employees. Many of you are familiar with the purposes and procedure of the apprentice program, and to those who are not, I can only say that where trade unionists have familiarized themselves with it, they are its enthusiastic supporters.

The Department of Employment is under the highly competent management of R. G. Wagenet. In the past year, under new management, Unemployment Insurance benefits have been greatly increased. At the same time concerted attempts to nullify the purpose of the Act and to restrict the number and classifications of the workers benefitted by the Act have been successfully resisted. Rather than decrease the numbers of workers covered, we must, in the interest of national defense, increase, as was recently advocated by the President. The California Employment Commission is a neutral agency in the struggle between employers and employees, protecting labor's rights of collective bargaining as well as the employer's rights to reduce insurance contributions through merit rating.

The long delays and rough edges encountered in the early stages of applying the Unemployment Insurance Act have been largely eliminated. Benefit checks are now received promptly. The Department of Employment is now preparing to take an important part in national defense efforts by organizing vocational training and placing trained men in defense industries. We feel that we have a right to be proud of the work of the California Toll Bridge Authority, which has achieved highly spectacular public benefits by applying courage, energy and common sense to the problems presented by the many toll bridges which are part of Northern California's highway system; especially in the San Francisco Bay area.

In the case of the San Francisco-Oakland Bay Bridge, the indebtedness against it has been refinanced at a substantially lower rate of interest. And, by four successive cuts, passenger toll charges have been reduced from 65 cents to 25 per car. As a consequence, bridge traffic has grown at a tremendous rate; the public has benefitted enormously; and the bridge's real value to the community has been made apparent. Only a week ago today, the California Toll Bridge Authority, acting for the State, became the owner and operator of the Carquinez and Antioch Toll Bridges, heretofore owned by a private corporation. The purchase was at a most reasonable cost which was financed by revenue bonds which sold at such a premium

that the money borrowed will cost only about one and three-quarters per cent per annum. This simple act of transferring title from the private corporation to the State has at once cut passenger tolls in half; from an average of 60 cents or more per automobile, to a flat charge of 30 cents per car. It is estimated that the public will, in the coming seven or eight years, save more than four million dollars in tolls—nearly as much as the purchase price of the two bridges.

Not only is this an outstanding example of the virtue and the benefits of the public ownership of public utilities, it is also a perfect illustration of Abraham Lincoln's observations that "it is the duty of government to do for the people the things they cannot do for themselves, or those things which they cannot do so well for themselves."

I feel that the record of our State administration is such that we have justified labor's loyal support in placing us in office. It justifies your continued confidence and support. I do not have to ask you to "go along" with the national defense program upon which our country has embarked. I have already noticed so many evidences that you are going along. Out of it will come, not only strength for the country, but also added strength and prestige for organized labor.

I am glad to note the growing opposition to making amendments to the Wagner Labor Relations Act. I was glad to learn, weeks ago, of Mr. Green's opposition to the Smith Amendment to the Act. From the start of the Smith Committee investigation, I knew instinctively that its recommendations would be designed, not to correct or to strengthen the Labor Act, but to emasculate it. To now do this, in the presence of the mounting hysteria of the labor-haters, would represent a great loss to men and women who work for their livings. A year ago I dwelt upon the need for unity in the labor movement and the strength that would grow out of it. I repeat the hopes I then expressed. I hope the day is not far off when I can address ALL organized labor when I address a meeting of this kind. Again, let me express my pleasure at this opportunity to address you. I thank you.

Honorable Earl W. Warren

Following the Governor's speech, President Haggerty introduced Honorable Earl W. Warren, Attorney General of the State of California. The Attorney General addressed the Convention, in part, with the following remarks:

"Mr. Chairman, Governor Olson, Mon-signor Keating, ladies and gentlemen of the Convention: I welcome the opportunity to congratulate you upon a year of progress and upon a year of constructive effort. I say this as a citizen of California because I believe that the American Federation of Labor has contributed more to the standards of American life, to the American ways of life itself than any other organization of this century.

"I say that as the chief law enforcement officer of this State because the members of the American Federation of Labor, in all of my experience, have stood for square, honest, decent, fair and upright enforcement of the laws of this State by both precept and example and have made this a law-abiding State and a better State in which to live. I say this as an American citizen, because, in purpose and in structure and in membership, this American Federation of Labor and this State Federation of Labor is fundamentally and clearly American. (Applause.)

"It is American in its membership because the people who comprise this membership are the backbone of our American citizenry.

They produce practically all of the wealth that goes to make up this country's strength and power. Its purpose is American in that it proposes to make that wealth accommodate itself to those who produce it and its structure in every respect exemplifies its fine balance between local government and representative government. The representative government that you have, through your Central Councils, your State and national bodies, make as good a record as has ever been designed in our American form of government. You have gone a long ways in the forty-odd years of your existence. I personally remember something of its humble beginning. I was a charter member of one of its locals thirty-three years ago. (Applause.)

"I realize today that the realities of today were the dreams of that former day—the eight-hour day, the abolition of child labor, the minimum wage and maximum hours for women, the Workman's Compensation Law, Social Security and even the right to bargain and the right to organize and the right to strike in those days were not clearly defined, but now largely because of your existence these things and many others have been made realities. Yes, you have gone a long ways but there remains much to be done because of these serious times of the democratic government, as a democracy it is engaged in a fight for its life. We are endangered by approach from without and from within. We are endangered by military force from without to compel us to conform to the burden of some one or other of the totalitarian governments in existence today and, on the inside we are endangered by the changing of our processes, whether deliberately or unwittingly so as to emulate or compete with the so-called efficiency of these totalitarian states. Frankly, I am more concerned with the danger from this latter cause than from the former. . . .

"Guard your rights vigorously, my friends, and don't give up any of them wilfully. (Applause.) Fight every infringement upon those rights as you would fight for your homes and your lives. We can prepare for national defense without disturbing our democratic processes in any way, shape or form, but if this situation continues we will be subjected to many kinds of hysteria, hysteria that will create prejudice, hysteria that will create hate and will bring to bear a strife between people of different nations, creeds and classes. Let us cooperate with all men of good will, let us support the Government in any undertaking for the defense of our nation and pray to the God of your choice for the perservation of this great republic." (Applause and standing tribute.)

TELEGRAMS

The following telegrams received by officers of the Federation were read to the Convention:

"Cleveland, Ohio.

"The twentieth convention of the International Association of Machinists in convention assembled in Cleveland, Ohio, of Septem-

ber 23, 1940, extend to you fraternal greetings. Our officers and delegates from all parts of the United States, Canada and Newfoundland wish you a successful and harmonious convention.

"E. C. DAVISON,
"General Secretary-Treasurer, International Association of Machinists."

"St. Louis, Mo.
"The International Molders Union of North America in convention assembled extends fraternal greetings and good wishes for a highly successful, harmonious and constructive convention for the California State Federation of Labor.

"HARRY STEVENSON,
"President, International Molders Union of North America."

"Washington, D. C.
"The Cigar Makers' International Union extend to all in attendance at the convention of the California State Federation fraternal greetings and all good wishes. We hope a spirit of coöperation will prevail in your meetings that will be productive of much good for the labor movement of California.

"R. E. VANHORN,
"President."

"New York, N. Y.
"Fraternal greetings and best wishes for a harmonious and successful convention.
"UNITED GARMENT WORKERS OF AMERICA.
"T. A. RICKERT, General President."

"Washington, D. C.
"Had hoped that it would be possible to attend your convention. However, pressure of business prevented. Please extend my personal greetings and best wishes to officers and delegates for constructive and harmonious convention.

"J. R. STEELMAN,
"Director of Conciliation."

"Sacramento, Calif.
"Could not seem to get anywhere definite with local group but want you to know the Convention Bureau will assist in every way if Sacramento is chosen as host for 1941. Hope you are reelected without too much opposition and that I may have the pleasure of working with you again in the not too distant future.

"ROY CLAIR,
"Manager, Sacramento Convention Bureau."

"Sacramento, Calif.
"Greetings from your capital city and best wishes for a successful convention. All Sacramento, civic, county and commercial organizations have kind recollections of your State Convention held in the capital city in 1936. We should be honored if again chosen

to play the rôle of host to your allied groups. We want you to know that all Sacramento would support an invitation presented by the local delegates at any time they may see fit to extend such invitation. We also want you to know that Sacramento is ready to support the local group and assist in playing the rôle of host at any time you may choose to come here.

"James S. Dean, City Manager;
 "Tom B. Monk, Mayor;
 "C. W. Deterding, County Executive;
 "H. S. Fanzer, President, Chamber of Commerce;
 "Roy Clair, Manager Convention Bureau."

"Portland, Ore.

"Oregon labor extends wishes for successful convention and that this year's meeting may continue the rapid progress which former conventions have inspired. We regret that press of duties here prevents representatives of our body from attending your convention. Oregon Federation approves coast program on condition that it is adopted by California and Washington Federations.

"OREGON STATE FEDERATION OF LABOR.

"D. E. Nickerson, Executive Secretary.
 "Paul E. Gurske, President.
 "J. D. McDonald, Vice-President."

"Washington, D. C.

"I take pleasure in extending to your convention fraternal greetings of the International Hod Carriers, Building and Common Laborers Union of America and feel certain that your deliberations will do much to preserve and promote the welfare and interest of all working men within the State of California as well as the labor movement as a whole. Vice-President Marshall of this International will attend your convention in our behalf.

"JOSEPH V. MORESCHI,
 "General President."

"Stockton, Calif.

"The Board of Supervisors of San Joaquin County extends best wishes for the success of your present convention and urge your selection of Stockton as your next convention city. Be assured of our full coöperation in providing you convention needs and of our pleasure in being your hosts in 1941.

"W. R. RUGGLES,
 "Junior Chairman, Board of Supervisors."

"Cleveland, Ohio.

"Fraternal greetings to the officers and delegates to the Forty-first Annual Convention. Wishing for continued success and progress of the California State Federation of Labor. Regret that I cannot be there to take part in the deliberations.

"EDW. REMUS."

"Cleveland, Ohio.

"Fraternal greetings to the officers and delegates of the Forty-first Annual Convention and best wishes for a harmonious and successful convention. Regret my inability to take part in your deliberations.

"D. T. WAYNE."

"Cleveland, Ohio.

"Greetings and best wishes for a harmonious and successful convention.

"ADOLPH W. HOCH."

"Seattle, Wash.

"Thank you for your kind invitation to attend your Federation convention. Important work in Northwest prevents my acceptance, and although we cannot be with you in person, we are in spirit wishing you and your Federation a successful and harmonious convention.

"CHARLES C. HUGHES,
 "American Federation of Labor."

"Los Angeles, Calif.

"If Presidential endorsement contemplated request hearing before decision is reached.

"WILLIS SARGENT."

"San Francisco, Calif.

"I extend to you, your officers and the delegates of the Forty-first Convention of the California State Federation of Labor my sincere fraternal greetings and best wishes for a most successful meeting. I am grateful to all of the officers and members of the State Federation who have coöperated with me in my work here. With Mrs. Lewis in the hospital, it will be several days before I can attend the convention. I have requested A. H. Peterson to act for me as the official representative of the American Federation of Labor until I arrive. Kindest personal regards.

"MEYER L. LEWIS,
 "Director, Western Headquarters,
 American Federation of Labor."

"San Francisco, Calif.

"Ladies and Gentlemen: Today the California State Federation of Labor meets for sound, progressive American labor deliberations. You represent a powerful part of the great American Federation of Labor movement in America. I know your deliberations will be constructive and for the benefit of our great State and nation, generally. I desire to congratulate all your delegates, your President, Mr. Haggerty, and your efficient Secretary, Mr. Edward Vandeleur. On behalf of the City of San Francisco and its citizens, as Mayor of the City of San Francisco by the Golden Gate, I send best wishes to you, one and all.

"ANGELO J. ROSSI,
 "Mayor of San Francisco."

"Stockton, Calif.

"Greetings from Stockton. It is my pleasure to extend to your splendid organization a cordial invitation to hold its 1941 convention in the city of Stockton. We are eagerly anticipating the honor of being your host city and assure you a most hearty welcome awaits your arrival.

"WOODROW COALE,
"Mayor, City of Stockton."

"Los Angeles, Calif.

"To the officers and delegates, Forty-first Annual Convention, State Federation of Labor, the Los Angeles County District Council of Carpenters extends to you greetings and best wishes for a successful and constructive convention.

"EARL J. RUDDY,
"Secretary."

"San Francisco, Calif.

"Friends and Fellow Unionists: To let you know that Organized Labor's activities in my behalf during the many years I was in prison, and their support and friendliness since my release, is still fresh in my mind and greatly appreciated, I take this opportunity to again thank you individually and collectively for all of your efforts in my behalf.

"I feel that I owe a special debt of gratitude to some of the most prominent members of Organized Labor and especially to the officers of the State Federation so I want to thank the Secretary of our Federation, Edward D. Vandeleur; the Secretary of our San Francisco Council, John A. O'Connell, and the Secretary of the Los Angeles Council, J. W. Buzzell, for their participation in the final drive which resulted in my release from prison almost a year ago.

"But my gratitude extends beyond the personal services rendered by these friends and to the entire official family of every organization affiliated with the State Federation, and to every member of every local union and I want the members of Organized Labor to know that their continued support and friendliness in my present efforts to rehabilitate myself by working as a watchmaker will be as greatly appreciated as their activities of the past.

"Inviting you all to visit me at my shop in the Grant Building, 1095 Market Street, whenever you happen to be in San Francisco, and trusting that I may be of service to you as you have been to me, I am

"Sincerely and fraternally,
"WARREN K. BILLINGS."

At 12:35 p. m., the Convention was recessed to convene again at 2:30 p. m.

AFTERNOON SESSION

(Monday)

The Convention was called to order at 2:55 p. m. by President Haggerty.
President Haggerty called for the report of

the Committee on Credentials, which was read by Chairman Blackburn of the Committee.

REPORT OF THE COMMITTEE ON CREDENTIALS

[NOTE—The report as here printed comprises the completed roll-call of the Convention, following the additions and changes made through the supplementary reports made by the Committee on successive days of the sessions. In it is given the name of the city in which the Union is located, the name of the Union represented and its total vote, the name of the Union's delegate or delegates, and the vote which each delegate was entitled to cast.]

ALAMEDA
Fire Fighters No. 501: (15)
M. J. Terry, 15

ANAHEIM
Carpenters No. 2203: (46)
R. C. Ewing, 23
W. H. Aupperle, 23

ANTIOCH
Cannery Workers No. 21582: (201)
Mary L. Jenkins, 201
Pulp, Sulphite and Paper Mill Workers No. 249: (94)
Eros Calisesi, 94

BAKERSFIELD
Bartenders No. 378: (109)
Earl E. Henry, 109
Butchers No. 193: (100)
Geo. H. Woodard, 100
Carpenters No. 743: (230)
T. W. Marsh, 115
J. W. Guthrie, 115

BAKERSFIELD—(Cont'd)
Chauffeurs-Teamsters No. 87: (738)
S. P. Smith, 738
Cooks and Waiters No. 550: (363)
Harry Coughlin, 363
Electrical Workers No. 428: (39)
James E. Dolph, 20
Labor Council (Kern County): (2)
Sam P. Smith, 1
Earl E. Henry, 1

BERKELEY
Carpenters No. 1158: (153)
Geo. A. Hess, 153
Chemical Workers No. 21939: (60)
S. T. Dixon, 60

BURBANK
Culinary Workers and Bartenders No. 694: (133)
O. Y. Olney, 45
Dorothy J. Bradshaw, 44
Bonnie Northcott, 44

CHICO
Bartenders and Culinary Workers No. 658: (114)
A. S. Hale, 57
L. J. Smith, 57
Millmen No. 1495: (155)
Maxfield C. Dodge, 155

CROCKETT
Sugar Refinery Employees No. 20037: (1277)
T. H. Cotton, 639
R. F. Nichols, 638

EL CENTRO
Central Labor Council (Imperial Valley): (2)
Walter I. Welden, 1
Construction and General Laborers No. 1119: (60)
Walter I. Welden, 60

EL CERRITO
Operative Potters No. 165: (10)
Frank Hull, 10

ELDRIDGE

California State Employees No. 14: (875)
 Dorsey L. Mount, 219
 J. J. Bartlett, 219
 E. P. Parrott, 219
 John Paul Turk, 218

EUREKA

Barbers No. 431: (33)
 Walter D. Buchanan, 33
 Carpenters No. 1040: (103)
 Cliff Richter, 52
 Don Cameron, 51
 Chauffeurs-Teamsters No. 684: (151)
 Ben Evans, 76
 A. D. Pettingell, 75
 Cooks and Waiters No. 220: (148)
 Joe King, 148
 Federated Trades Council: (2)
 Albin J. Gruhn, 1
 Wm. McCormick, 1
 Firefighters No. 652: (10)
 Geo. R. Burke, 10
 Laborers No. 181: (96)
 Albin J. Gruhn, 96
 Machinists No. 540: (110)
 Charles A. Kelly, 110
 Painters No. 1034: (42)
 Frank T. Shipman, 42
 Retail Clerks No. 541: (27)
 William McCormick, 27
 Stage Employees No. 430: (31)
 Paul Artigues, 16
 Dale E. Wagner, 15

FRESNO

Bakery and Confectionery Workers No. 43: (184)
 Chas. F. Baughman, 184
 Barbers No. 333: (33)
 M. E. Bruce, 33
 Bartenders No. 566: (133)
 H. E. Leedham, 133
 Central Labor Council: (2)
 E. J. Nicodemus, 1
 W. T. O'Rear, 1
 Culinary Alliance No. 62: (533)
 Helen L. Mallory, 533
 Fresno Packing House Employees No. 1953: (400)
 John J. Sweeney, 400
 General Teamsters No. 431: (1086)
 Charles E. Vest, 362
 H. H. Smith, 362
 H. A. MacDonald, 362
 Laundry Drivers No. 419: (50)
 A. V. Rowe, 50
 Laundry Workers No. 86: (148)
 W. C. Brooks, 148
 Machinists No. 653: (110)
 Edward F. Remus, 110
 Motion Picture Machine Operators No. 599: (33)
 Willis B. Clarke, 33
 Winery and Distillery Workers No. 20554: (132)
 Wallace D. Henderson, 132

GLENDALE

Carpenters No. 563: (111)
 C. S. Dunning, 56
 R. R. Reichman, 55
 Central Labor Union: (2)
 Charles S. Dunning, 1
 Lyle Shrader, 1
 Culinary Workers and Bartenders No. 324: (40)
 Frank L. Johnston, 14
 Roland L. Tardif, 13
 Matilda Gibson, 13
 Painters No. 713: (29)
 Lyle Shrader, 15
 Everett Johnston, 14

HAYWARD

Cannery Workers No. 20843: (538)
 Hal P. Angus, 269
 Otto Back, 269

HOLLYWOOD

American Guild of Variety Artists: (13)
 Curtis J. Hyans, 7
 Kenneth Howard, 6
 Film Technicians No. 683: (281)
 David G. Lory, 281
 Machinists No. 1185: (410)
 D. T. Wayne, 137
 James A. Farrell, 137
 Jack Ulrich, 136
 Make-Up Artists No. 706: (325)
 Bert C. Hadley, 325
 Motion Picture Costumers No. 705: (178)
 William L. Edwards, 178
 Motion Picture Studio Laborers No. 727: (217)
 Zeal Fairbanks, 55
 Grant Dill, 54
 Albert K. Erickson, 54
 Thomas T. Goset, 54
 Motion Picture Studio Electrical Technicians No. 728: (683)
 A. J. Moran, 683
 Motion Picture Studio Projectionists No. 165: (315)
 Jack T. Payne, 315
 Motion Picture Property Studio Employees No. 44: (167)
 Warren A. Dailey, 56
 James M. Walters, 56
 Theodore J. Hausard, 55
 Moving Picture Painters No. 644: (769)
 Herb K. Sorrell, 385
 Jack Warnock, 384
 Moving Picture Painters No. 5: (254)
 John N. Gudvangen, 85
 Hugh J. Campbell, 85
 Robert Richardson, 84
 Screen Actors Guild: (2500)
 Walter Abel, 417
 Ralph Morgan, 417
 Lucile Gleason, 417
 Kenneth Thomson, 417
 Pat Somerset, 416
 Dorothy Tree, 416
 Studio Carpenters No. 946: (2598)
 Benton Stone, 433
 Ben Simmons, 433
 C. R. Van Winkle, 433
 J. P. Green, 433
 Bert Walton, 433
 E. J. Roberts, 433
 Studio Electricians No. 40: (500)
 E. W. Parsons, 100
 W. F. Moore, 100
 Fred J. Hurley, 100
 Al Speede, 100
 B. E. Agee, 100
 Studio Grips No. 80: (150)
 Owen Crompton, 150
 Studio Transportation Drivers No. 399: (983)
 Nathan Saper, 492
 Joseph P. Tuohy, 491

HUNTINGTON PARK

Glass Bottle Blowers No. 146: (121)
 Carl Radsick, 41
 Ray Oehms, 40
 Thomas Spencer, 40
 Meat Cutters No. 563: (301)
 Frank A. Kosky, 301
 Meat and Provision Drivers No. 626: (219)
 Les Dayton, 219

INGLEWOOD

Carpenters No. 634: (170)
 Elvin L. Van Camp, 34
 Luther Stagner, 34
 Willis J. Hill, 34
 Chas. E. Wallis, 34
 Earl J. Ruddy, 34
 Painters, Decorators and Paperhangers No. 1346: (51)
 Cecil L. Seaman, 26
 Roger F. Rippe, 25

KINGSBURG

Cannery Workers No. 20889: (83)
 Theresa DeCosta, 83

LONG BEACH

Bakers No. 31: (138)
 Richard D. Myers, 46
 Harry Wolfe, 46
 Earl J. Lowder, 46
 Barbers No. 622: (89)
 Charles E. Loop, 89
 Bartenders No. 686: (200)
 Edward W. Weaver, 200
 Beauticians No. 622-A: (32)
 Esther Davis, 32
 Building Service Employees, No. 166: (17)
 Bertram E. Sherill, 9
 Joe M. Butcher, 8
 Carpenters No. 710: (322)
 George D. Hammond, 81
 A. C. Leonard, 81
 Art Fagg, 80
 Geo. C. Bentson, 80
 Central Labor Council: (2)
 Gilbert A. Lahlum, 1
 Geo. Bentson, 1
 Chauffeurs-Sales Drivers No. 572: (500)
 Charles V. Lowery, 84
 W. W. Donaldson, 84
 A. W. Kline, 83
 W. L. Harris, 83
 Jim Kidder, 83
 Richard J. Seltzer, 83
 Culinary Alliance No. 681: (550)
 Hal Arnold Lacy, 92
 Kathryn Arnold, 92
 Bertha Anderson, 92
 Walter Cowan, 92
 Jack T. Arnold, 91
 Clayton Smith, 91
 Electrical Workers No. 711: (200)
 Ed. L. Brown, 200
 Fire Fighters No. 372: (81)
 C. O. Pratt, 27
 H. H. Losh, 27
 R. T. Thompson, 27
 Hod Carriers No. 507: (33)
 W. Lloyd Leiby, 33
 Machinists No. 1235: (92)
 C. E. Edmonds, 46
 W. M. Thornberry, 46
 Moving Picture Projectionists No. 521: (33)
 L. A. Ward, 33
 Oil Industry Metal Trades Council: (2)
 C. E. Edmonds, 1
 W. Lloyd Leiby, 1
 Painters, Decorators and Paperhangers No. 256: (186)
 Ernest B. Webb, 62
 James H. Blackburn, 62
 Carl Fletcher, 62
 Retail Clerks No. 324: (33)
 Herman Salloway, 17
 Robert F. Scott, 16
 Rig Builders No. 1458: (228)
 Jack T. Hollifield, 76
 Erich H. Janke, 76
 Howard Hays, 76
 Soap and Edible Oil Workers No. 18409: (149)
 Marshall Shafer, 50
 Wm. Hood, 50
 Harry L. Haynes, 49

LONG BEACH—(Cont'd)

State, County and Municipal Employees No. 112: (45)
 George D. Price, 23
 Wm. A. Minnick, 22
 Theatre Employees No. B-108: (31)
 G. A. Lahlum, 31
 United Garment Workers No. 56: (130)
 Margaret Green, 65
 Florence Edmonds, 65
 Warehousemen, Garage and Service Station Employees No. 495: (83)
 Bert Pearson, 28
 James H. Miller, 28
 Phil J. Scott, 27

LOS ANGELES

Bakers No. 37: (1167)
 Raymond Gulick, 389
 Ben Barnes, 389
 James J. Doherty, 389
 Bakers No. 453: (105)
 Joe Olef, 35
 Samuel Holtzman, 35
 Chas. D. Shields, 35
 Bakery Drivers No. 276: (357)
 Arthur R. Jones, 179
 Beau Silvertown, 178
 Barbers No. 295: (67)
 Alvin L. Holt, 34
 O. E. Martin, 33
 Bartenders No. 284: (689)
 Earl Hyatt, 345
 Thomas H. Meehan, 344
 Bill Posters and Billers No. 32: (80)
 C. C. Garnett, 40
 James A. Bane, 40
 Boilermakers No. 92: (131)
 Ralph E. Allen, 66
 E. V. Blackwell, 65
 Bookbinders No. 63: (125)
 Walter Stansberry, 42
 Al Simonds, 42
 Ruth Yousch, 41
 Bricklayers No. 2: (125)
 Wm. R. Roberts, 63
 John V. McGinnis, 62
 Building Material and Dump Truck Drivers No. 420: (1861)
 Chas. Symmes, 466
 G. A. Russell, 465
 Fred Hunziker, 465
 Burt B. Currihan, 465
 Carpenters No. 25: (1178)
 M. Witt, 197
 F. W. Melville, 197
 E. J. Newton, 196
 Theodore A. Rhodus, 196
 A. R. Gifford, 196
 C. T. Lehmann, 196
 Cement Finishers No. 627: (153)
 Charles L. Royce, 51
 R. J. Simmons, 51
 Mark Bennett, 51
 Central Labor Council: (2)
 Harry Sherman, 1
 Cooks No. 468: (448)
 John M. Sargent, 90
 Charles Barrett, 90
 Joe Dodge, 90
 James Robson, 89
 Eugene Gehring, 89
 Coopers No. 152: (61)
 Manco J. Flynn, 31
 Steve Jacobs, 30
 Dairy Employees and Helpers No. 737: (105)
 A. A. Nye, 35
 Henry Vander Harr, 35
 Henry N. Balicki, 35
 Electrical Workers No. B-18: (550)
 L. E. Hoffman, 92
 F. W. Bartholomew, 92
 L. E. Woods, 92
 R. B. Choate, 92
 E. P. Taylor, 91
 L. P. Morgan, 91

LOS ANGELES (Cont'd)

Electrical Workers No. B-83: (350)
 B. R. Miller, 88
 Sherman C. Peabody, 88
 J. E. MacDonald, 87
 George E. Ellicott, 87
 Electrotypers No. 137: (36)
 Oliver E. Burns, 36
 Elevator Constructors, No. 18: (132)
 E. D. Boyd, 132
 Garage Employees No. 770: (267)
 Preston H. Horner, 267
 Glass Bottle Blowers No. 100: (34)
 Hubert Minderman, 34
 Hoisting and Portable Engineers No. 12: (528)
 Harold W. Gibson, 132
 Frank Bush, 132
 Frank Chapman, 132
 C. W. Willis, 132
 Iron Workers No. 433: (38)
 Jim Cheely, 13
 David I. Parrish, 13
 John R. Reasoner, 12
 Jewelry Workers No. 23: (33)
 Frederic A. Kane, 33
 Ladies' Garment Workers No. 84: (128)
 Louis Levy, 64
 Max Segal, 64
 Ladies' Garment Workers No. 96: (128)
 George Weshnak, 64
 Rose Pesotta, 64
 Lathers No. 42: (91)
 C. J. Haggerty, 31
 Lloyd A. Mashburn, 30
 Geo. M. Donnelly, 30
 Lumber and Sawmill Workers No. 2788: (882)
 Harry N. Sweet, 221
 Frank J. Beaver, 221
 Emory L. Smith, 220
 Nick Cordil, 220
 Machinists No. 311: (433)
 E. Roy Keen, 109
 Harold B. McMurphy, 108
 St. Clair Monteith, 108
 James M. Courtney, 108
 Machinists No. 1422: (323)
 John M. Sweeney, 162
 William H. Hododon, 161
 Meat Cutters No. 421: (1003)
 G. W. Roach, 335
 Stephen Horn, 334
 Geo. M. Swan, 334
 Metal Polishers No. 67: (83)
 E. E. Lindsley, 83
 Milk Drivers and Dairy Employees No. 93: (2913)
 E. Brock, 486
 Lawrence Wheeler, 486
 Paul D. Jones, 486
 Maurice K. Bolduc, 485
 C. W. Chapman, 485
 William J. Simpkin, 485
 Millinery Workers No. 41: (28)
 Helen S. Costello, 28
 Miscellaneous Employees No. 440: (718)
 Ethel Sampson, 120
 Frank L. Page, 120
 Harvey Lundschen, 120
 Lawrence Guillot, 120
 John Cooper, 119
 Will G. Harton, 119
 Miscellaneous Foremen and Superintendents of Public Works No. 17894: (101)
 L. A. Parker, 51
 Otto H. Wolff, 50
 Molders No. 374: (36)
 Robt. Black, 18
 Geo. Desort, 18
 Moving Picture Projectionists No. 150: (416)
 R. L. MacDonald, 104
 Ernest L. Robbins, 104
 M. J. Sands, 104
 Ernest W. Apperson, 104

LOS ANGELES (Cont'd)

Municipal Chauffeurs No. 403: (42)
 Charles M. Elliott, 14
 J. T. Gardner, 14
 William B. Jewett, 14
 Musicians No. 47: (1833)
 J. K. Wallace, 306
 John te Groen, 306
 George H. Campbell, 306
 Roy Frankson, 305
 J. W. Gillette, 305
 Louis B. Frohman, 305
 Newspaper Pressmen No. 18: (200)
 Fred L. Pfister, 100
 Edw. M. Balsz, 100
 Newspaper Writers and Reporters No. 1: (119)
 Ed. Gibbons, 40
 Harvey E. Garman, 40
 Ben Gordon, 39
 Office Employees No. 20798: (154)
 Elma A. Goodwin, 77
 Henry E. Clemens, 77
 Painters No. 1348: (53)
 Sam Adel, 27
 A. Boyarsky, 26
 Pattern Makers Association: (82)
 J. W. Buzzell, 41
 William F. Jebe, 41
 Plumbers No. 78: (250)
 Arthur L. Riese, 84
 Chauncey W. Brown, 83
 Ralph A. McMullen, 83
 Post Office Clerks No. 64: (400)
 Joseph Vaccariello, 200
 Frank M. Williams, 200
 Printing Pressmen No. 78: (315)
 Chas. S. Hall, 79
 James T. Tracy, 79
 David Egan, 79
 Clarence R. Gittings, 78
 Produce Drivers and Employees No. 630: (1451)
 Connie Dallessandro, 242
 Cecil C. Nolley, 242
 Lee W. Owen, 242
 Karl La Masa, 242
 William M. Andrews, 242
 John F. Lopez, 241
 Railway Carmen No. 1368: (50)
 R. S. Roberts, 50
 Railway Mail Association: (50)
 Russell A. Norris, 50
 Reinforced Iron Workers No. 416: (125)
 G. J. Sliney, 42
 Asa Taylor, 42
 C. F. Brown, 41
 Retail Food Clerks No. 770: (78)
 Joseph T. DeSilva, 20
 O. B. Berry, 20
 Herschel Womack, 19
 Edwin Greenwald, 19
 Sheet Metal Workers No. 108: (354)
 Leonard Graham, 354
 Shopmen No. 509: (54)
 P. E. Rooney, 27
 Robt. D. Wheelchel, 27
 Sleeping Car Conductors No. 5: (63)
 C. R. Alfring, 32
 J. T. George, 31
 Sprinkler Fitters No. 669: (57)
 R. F. Woods, 29
 W. Reynolds, 28
 Stage Employees No. 33: (234)
 Edward J. Nagle, 234
 Stereotypers No. 58: (106)
 Hugh R. Maguire, 53
 C. C. Liles, 53
 Stove Mounters No. 68: (83)
 Kenneth Petro, 42
 Wilson Crawford, 41
 Theatrical Janitors No. 72: (173)
 Charles Bateman, 58
 Ray F. Finnell, 58
 Joseph Gargano, 57

LOS ANGELES—(Cont'd)

Teamsters No. 208: (3002)
 Dexter L. Lewis, 501
 Alfred D. Pitts, 501
 George R. Cobb, 500
 Forrest Rogers, 500
 Dewey Copelan, 500
 Rex Smith, 500
 Van, Storage, Transfer Drivers No. 389: (547)
 H. L. Dougan, 110
 Ross L. Taylor, 110
 Charles M. Jones, 109
 Ted Merrill, 109
 R. R. McKinzie, 109
 Waiters No. 17: (1060)
 J. W. Van Hook, 177
 Wm. P. Finnigan, 177
 John F. Dalton, 177
 Al Robson, 177
 John Shackelford, 176
 Max Mischel, 176
 Waitresses and Cafeteria Workers No. 639: (792)
 Mae Stoneman, 792
 Wholesale Grocery Drivers No. 848: (501)
 Thos. L. Pitts, 101
 Joseph Mihalow, 100
 Arthur Tower, 100
 Roy Bryant, 100
 Gerhard Lillifloren, 100
 Wholesale Grocery Warehousemen No. 595: (139)
 Ralph Woolpert, 70
 Arthur C. Fortey, 69
 Window Cleaners No. 101: (62)
 Paul Doyle, 62
 Women's Label League No. 36: (2)
 Grace M. Arisman, 1
 Emma Damon, 1
 United Garment Workers No. 94: (31)
 Lew Titelman, 16
 John Misterly, 15
 United Garment Workers No. 125: (473)
 Corrine Meyers, 158
 Adele Sterling, 158
 Anna Peterson, 157

LOYALTON

Lumber and Sawmill Workers No. 2695: (319)
 Vern Woodworth, 319

MARTINEZ

Carpenters No. 2046: (209)
 G. H. Weise, 105
 C. A. Jeffers, 104
 Central Labor Council (Contra Costa Co.): (2)
 Freda Roberts, 1
 Chas. W. Savage, 1
 General Truck Drivers and Helpers No. 315: (622)
 Paul E. Burg, 311
 Erle E. Carter, 311
 Painters No. 741: (58)
 Russell C. Roberts, 30
 Eugene Kuntz, 29
 Plumbers No. 159: (74)
 Albin L. Peterson, 37
 Jack Sorensen, 37

MARYSVILLE

Barbers No. 720: (33)
 J. E. March, 17
 C. E. Rynearson, 16
 Central Labor Council: (2)
 J. E. March, 1
 Stage Employees No. 216: (22)
 C. C. Peters, 22
 Teamsters No. 137: (926)
 J. H. Chrisman, 926

MAYWOOD

Flour, Feed and Cereal Workers No. 21830: (116)
 Herman M. Johnson, 58
 Sam P. Ming, 58

MERCED

Carpenters No. 1202: (71)
 A. C. Allen, 71
 Central Labor Council: (2)
 A. C. Allen, 1

MODESTO

Central Labor Council (Stanislaus County): (2)
 H. F. Blanchard, 1
 C. A. Green, 1
 Chauffeurs, Teamsters No. 386: (826)
 Earl Flint, 276
 Ralph Gargano, 275
 H. F. Blanchard, 275
 Hod Carriers No. 1130: (19)
 C. A. Green, 19
 Stage Employees No. 564: (64)
 Charlie Sanches, 64

MONOLITH

United Cement, Lime and Gypsum Workers No. 52: (155)
 Robert R. Hollowwa, 155

MONTEREY

Bartenders and Culinary Workers No. 483: (164)
 Fred Stager, 164
 Central Labor Council (Monterey Peninsula): (2)
 George Issel, 1
 Fish Cannery Workers of the Pacific: (1922)
 D. R. Campbell, 481
 Ivan Sinner, 481
 George Issel, 480
 C. Foster, Jr., 480
 Seine and Line Fishermen: (500)
 John Crivello, 167
 Vito B. Alioto, 167
 Horace Ferranti, 166

NAPA

Carpenters No. 2114: (98)
 Geo. M. Bobst, 98
 Central Labor Council: (2)
 Geo. M. Bobst, 1
 Earl A. McCall, 1
 Hod Carriers No. 371: (149)
 E. A. McCall, 149
 United Garment Workers No. 137: (105)
 Dora Walls, 105
 United Garment Workers No. 197: (257)
 Mary Beland, 257

NEWARK

Stove Mounters No. 61: (250)
 Walter Lobato, 250

OAKLAND

Automobile Mechanics No. 1546: (583)
 E. H. Vernon, 292
 A. J. Hayes, 291
 Automobile Salesmen No. 1095: (300)
 John P. Philpot, 300
 Bakers No. 119: (283)
 Jack Larripa, 283
 Bakery Wagon Drivers and Salesmen No. 432: (400)
 Sam. McHugh, 100
 Daniel Shea, 100
 Smith Baker, 100
 Frank Nelk, 100
 Barbers No. 134: (400)
 C. A. Silva, 134
 O. R. Freitas, 133
 Adrian Ruyle, 133
 Bartenders No. 52: (714)
 John F. Quinn, 714
 Beauticians No. 134-A: (44)
 Beryl H. Speyer, 44

OAKLAND—(Cont'd)

Cannery Workers No. 20905: (2204)
 Dorothy Whitmarsh, 368
 Gerald C. Henry, 368
 George Eastman, 367
 Fred Tibbs, 367
 Joe R. Geisler, 367
 Rose Sanders, 367
 Carpenters No. 36: (1192)
 C. M. Kolkema, 199
 Frank Lindahl, 199
 Barney Holder, Sr., 199
 L. V. Frates, 199
 W. Perkins, 198
 O. C. Bristow, 198
 Carpenters No. 1473: (215)
 Jack Fraser, 215
 Cemetery Employees No. 20372: (28)
 Howard H. Reed, 28
 Central Labor Council (Alameda County): (2)
 James H. Doyle, 1
 Jack Kopke, 1
 Construction and General Laborers No. 304: (1503)
 George W. Gibbs, 251
 John P. Peregoy, 251
 Harold Rasmussen, 251
 Lee Lalor, 250
 Eric Norberg, 250
 Dave Allan, 250
 Cooks No. 228: (300)
 Paul L. Sander, 300
 Corrugated Fibre Products Workers No. 382: (400)
 Joseph D. McManus, 400
 Culinary Alliance No. 31: (1222)
 Fred Young, 1222
 Electrical Workers No. 595: (450)
 S. E. Rockwell, 113
 M. E. Roux, 113
 J. R. Johnston, 112
 Gene Gaillac, 112
 Fire Fighters No. 55: (227)
 G. W. Moffitt, 227
 Garage Employees No. 78: (526)
 Harry W. Lear, 176
 Jack L. Speyer, 175
 Jerry B. Piper, 175
 General Warehousemen No. 853: (139)
 George C. Towers, 95
 Milton Oakes, 94
 Glass Bottle Blowers No. 137: (80)
 Henry E. Burns, 80
 Ice Wagon Drivers No. 610: (114)
 Wm. H. Lithgow, 114
 Laundry Workers No. 2: (300)
 Walter East, 150
 Laura Fontanella, 150
 Manifold Book Workers No. 439: (76)
 C. C. Hopkins, 38
 Harold Mitchell, 38
 Milk Wagon Drivers No. 302: (650)
 M. L. Silva, 163
 T. E. Ross, 163
 Jeffery Cohe'an, 162
 G. A. Silverthorn, 162
 Moving Picture Projectionists No. 169: (75)
 Al Daul, 38
 Irving S. Cohn, 37
 Oakland Production Workers No. 1518: (196)
 James F. Galliano, 98
 Charles Phillips, 98
 Office Workers No. 20744: (92)
 Georgia E. Fields, 92
 Plumbers No. 444: (53)
 Samuel J. Donohue, 53
 Retail Food Clerks No. 870: (1500)
 James A. Suffridge, 500
 Russell W. Nathan, 500
 C. C. Nelson, 500

OAKLAND—(Cont'd)

Sheet Metal Workers No. 216: (160)
 Earl J. Cook, 160
 Steam Fitters No. 342: (60)
 C. D. Gibbon, 30
 George Madsen, 30
 Street Carmen No. 192: (953)
 O. A. Rowan, 477
 Edw. E. Vandeleur, Jr., 476
 Teamsters No. 70: (2887)
 Earl W. Platt, 482
 Charles Aspern, Jr., 481
 Eddie Tietjen, 481
 Charles W. Real, 481
 Donald M. Witt, 481
 Jack H. Carter, 481
 Theatrical Employees No. B-82: (53)
 Jack W. Lubkert, 27
 Joseph P. Connelly, Jr., 26
 Theatrical Janitors No. 121: (65)
 Frank Figone, 65
 Theatrical Stage Employees No. 107: (42)
 William Daul, 21
 Warren R. Sawyer, 21

OROVILLE

Bartenders and Culinary Workers No. 654: (216)
 Raymond V. Westfall, 216
 Cannery Workers No. 21634: (35)
 Ethel Westfall, 18
 Rollo R. Rannels, 17
 Central Labor Council (Butte County): (2)
 Raymond V. Westfall, 1
 A. S. Hale, 1

OXNARD

Carpenters No. 2042: (18)
 H. A. Jaensen, 9
 R. H. Becker, 9
 A. Graveline (Alternate)

PALO ALTO

Barbers No. 914: (100)
 Philip Jost, 100
 Carpenters No. 668: (217)
 Roy W. Sturtevant, 217
 Teachers No. 442: (33)
 Don Crawford, 33

PASADENA

Central Labor Union: (2)
 Chas. H. Pettis, 1
 Louise Hooker, 1
 Culinary Workers and Bartenders No. 531: (255)
 Fred Sweet, 85
 H. J. McGovern, 85
 Chas. H. Pettis, 85
 Electrical Workers No. 418: (190)
 E. E. Mecham, 64
 L. C. McMillan, 63
 D. F. Cameron, 63
 Plumbers No. 280: (87)
 B. B. Sheffield, 87

PETALUMA

Bartenders and Culinary Workers No. 271: (36)
 Earl P. Byars, 18
 Ben O'Brien, 18
 Beauticians No. 419-A: (35)
 Lily Bone, 35
 Carpenters No. 981: (35)
 Richard Taylor, 35
 Central Labor Council: (2)
 Lily Bone, 1
 Richard Taylor, 1

PITTSBURG

Chemical Workers No. 20280: (220)
 Billy Van Sandt, 74
 Chas. W. Savage, 73
 Bert Veredge, 73

PITTSBURG—(Cont'd)

Fish Cannery Workers of the Pacific: (237)
 Lucein Neveu, 237
 Glass Bottle Blowers No. 160: (33)
 John Calston, 33

POMONA

Central Labor Council: (2)
 Jack Caldwell, 1
 United Brick and Clay Workers No. 616: (219)
 M. F. Brooks, 110
 John O. Grissom, 109

RANDESBURG

Federal Labor Union No. 21464: (59)
 G. B. Summers, 30
 A. H. Petersen, 29

REDDING

Culinary Workers and Bartenders No. 470: (351)
 Chas. R. McDermott, 176
 Geo. D. White, 176

RICHMOND

Bartenders and Culinary Workers No. 595: (441)
 Bernice A. Andrade, 221
 Frank Brown, 220
 Cannery Workers No. 20794: (100)
 Harry L. Holbrook, 100
 Electrical Workers No. 302: (104)
 Harry D. Gates, 104
 Fire Fighters No. 188: (49)
 G. W. Eves, 49
 Fish Cannery Workers of the Pacific: (188)
 Dorothy Stewart, 188
 Moving Picture Projectionists No. 560: (33)
 Charles Zielinski, 33
 Retail Clerks No. 1179: (440)
 Clarence W. Dixon, 147
 Esther Tomlinson, 147
 D. T. Crowley, 146

RIVERSIDE

Barbers No. 171: (33)
 Charles O. Myers, 17
 A. H. Bauer, 16
 Carpenters No. 235: (16)
 C. W. Mitchell, 16
 Central Labor Council: (2)
 Jules Medoff, 1
 C. W. Mitchell, 1
 Hod Carriers No. 1184: (16)
 L. W. La Jeunesse, 8
 C. O. Milliron, 8
 Retail Clerks No. 1167: (15)
 Clarence Shuck, 8
 Dick E. McDonald, 7
 United Cement, Lime and Gypsum Workers No. 48: (264)
 Jules Medoff, 132
 Frank M. Collins, 132

ROSEVILLE

Central Labor Union (Placer County): (2)
 Carl A. Stamm, 1

SACRAMENTO

Bakers No. 85: (480)
 William E. Fleck, 240
 Dave Gilchrist, 240
 Barbers No. 112: (92)
 Maurice F. Smith, 92
 Blacksmiths No. 174: (33)
 Frank H. Weibel, 33
 Bookbinders No. 35: (87)
 Robert L. Ennis, 87
 Cannery Workers No. 20324: (1646)
 Albert E. Bilger, 823
 Micheal Elorduy, 823

SACRAMENTO—(Cont'd)

Chauffeurs, Teamsters and Helpers No. 150: (1924)
 George W. Stokel, 642
 Albert A. Marty, 641
 Ray A. Flint, 641
 Construction and General Laborers No. 185: (542)
 Harry Sherman, 271
 Michael B. Kunz, 271
 Cosmeticians No. 112-A: (22)
 Juanita Miller, 22
 Electrical Workers No. 340: (54)
 W. C. Stringer, 54
 Federated Trades Council: (2)
 Robert L. Ennis, 1
 J. L. R. Marsh, 1
 Firefighters No. 522: (20)
 Frank O. Smith, 20
 Laundry Workers No. 75: (408)
 Marshall Burrus, 408
 Letter Carriers No. 133: (153)
 W. L. McQuillan, 153
 Machinists No. 33: (600)
 Lloyd E. Lewis, 600
 Musicians No. 12: (33)
 Charlie E. Lear, 33
 Painters No. 487: (260)
 J. L. R. Marsh, 260
 Plumbers, Gas and Steamfitters No. 447: (46)
 J. T. Harvey Sr., 23
 Arthur F. Folck, 23
 Printing Pressmen No. 60: (89)
 William J. McQuillan, 89
 Teachers No. 31: (49)
 Ruth Dodds, 49
 Central Labor Union: (2)
 Dorothy Johns, 1
 Culinary Alliance No. 467: (141)
 Dorothy Johns, 71
 Charles W. McLaughlin, 70
 Fruit and Vegetable Workers No. 21655: (33)
 C. J. Foster, 17
 Clayton Alsberge, 16

SAN BERNARDINO

Carpenters No. 944: (117)
 J. Ernest Hood, 117
 Central Labor Council: (2)
 Harry E. Reynolds, 1
 Chauffeurs, Teamsters No. 467: (609)
 A. O. May, 609
 Culinary Workers and Bartenders No. 535: (100)
 W. M. Cameteaux, 50
 Harry E. Griffin, 50
 Motion Picture Machine Operators No. 577: (33)
 M. E. Franklin, 17
 H. E. Reynolds, 16
 Painters No. 775: (49)
 J. W. Cox, 49
 Stage Employees No. 614: (25)
 Earl Wilson, 25

SAN DIEGO

Barbers No. 256: (109)
 B. N. Moses, 109
 Carpenters No. 1571: (81)
 Henry Hutson, 81
 Cooks, Waitresses and Helpers No. 402: (211)
 F. W. Schneider, 211
 Electrical Workers No. 465: (477)
 Robert E. Noonan, 477
 Electrical Workers No. B-569: (257)
 W. A. Kelley, 129
 M. L. Ratcliff, 128
 Federated Trades Council: (2)
 Edward F. Pierce, 1
 John W. Brown, 1
 Fish Cannery Workers of the Pacific: (700)
 Pauline Furth, 700
 Hook, Line and Bait Boat Fishermen: (500)
 J. B. Skinner, 500

SAN DIEGO—(Cont'd)

International Fire Fighters No. 145 (187)
 I. D. Bond, 63
 J. J. Hansen, 62
 H. A. Shawver, 62
 Motion Picture Projectionists No. 297: (36)
 W. R. Stutz, 18
 Earl F. Nelson, 18
 Retail Clerks No. 769: (36)
 Edward Pierce, 36
 Teamsters, Chauffeurs and Helpers No. 542: (1000)
 Larry M. Smith, 500
 J. P. Poteet, 500
 Theatrical Stage Employees No. 122: (33)
 C. B. Callahan, 17
 E. H. Dowell, 16
 Waiters and Bartenders No. 500: (104)
 J. W. Brown, 52
 Peter N. George, 52

SAN FRANCISCO

Apartment House Employees No. 14: (536)
 O. E. Smith, 179
 Tom Conroy, 179
 Joe P. Carver, 178
 Auto Mechanics No. 1305: (1300)
 John MacFarlane, 217
 Rollie M. Carr, 217
 Fritz Mey, 217
 Elmo Elliott, 217
 Harry Ritchie, 216
 Carl Hoppe, 216
 Automotive Warehousemen No. 241: (283)
 Gerald Cruise, 283
 Bakers No. 24: (1303)
 Fred Schierbaum, 326
 Charles W. Ludwig, 326
 Otto G. Harms, 326
 John B. White, 325
 Bakery Wagon Drivers No. 484: (854)
 James J. Ward, 214
 Clarence J. Walsh, 214
 George G. Kidwell, 213
 John F. Shelley, 213
 Barbers No. 148: (542)
 Jos. H. Honey, 181
 Grover Duke, 181
 James A. Cramp, 180
 Bar Pilots No. 89: (42)
 A. T. Hunter, 21
 T. Smith, 21
 Bartenders No. 41: (2208)
 Arthur Dougherty, 736
 Bruno Mannori, 736
 William McCabe, 736
 Beauticians No. 12: (124)
 Walter W. Pierce, 62
 Bee Odle Snyder, 62
 Bill Posters and Billers No. 44: (47)
 George Lea Phillips, 24
 Loyal H. Gilmour, 23
 Blacksmiths No. 168: (94)
 Frank H. Weibel, 94
 Bookbinders and Bindery Women No. 31-125: (450)
 August Halling, 225
 Bette Bell, 225
 Bottlers No. 293: (875)
 John Montaldo, 219
 Paul G. Pfahler, 219
 Anton J. Ziegler, Jr., 219
 William H. Ahern, 218
 Brewery Workmen No. 7: (608)
 Henry Jenichen, 203
 Mike Gulio, 203
 Elmer Schaffer, 202
 Brewery Drivers No. 227: (650)
 Martin Christen, 163
 John S. Horn, 163
 George D. Peverley, 162
 Albert Kozlosky, 162

SAN FRANCISCO—(Cont'd)

Building Material Drivers No. 216: (150)
 J. E. Moore, 75
 Dan Dougherty, 75
 Bus Drivers No. 1225: (239)
 T. O. Hensley, 239
 Candy and Confectionery Workers No. 24: (119)
 David Dunham, 60
 Earl J. Piercy, 59
 Cannery Workers No. 21106: (177)
 Florence Johnsrud, 89
 Elmo Martinez, 88
 Carpenters No. 22: (1429)
 Joseph C. Stuart, 1429
 Carpenters No. 483: (924)
 Lewis F. Stone, 924
 Carpenters No. 2164: (275)
 A. Watchman, 69
 J. L. Hogg, 69
 C. H. Wilson, 69
 James Baird, 68
 Cemetery Employees No. 10634: (53)
 Jim Symes, 53
 Chauffeurs No. 265: (967)
 George F. Hawkins, 162
 Mark Stokes, 161
 G. J. Carroll, 161
 A. Neudelman, 161
 James C. McBride, 161
 George Kelly, 161
 Circular Distributors No. BB 11: (138)
 Lew C. Blix, 138
 Cleaning and Dye House Workers No. 7: (657)
 William M. Matthews, 657
 Commission Market Drivers No. 280: (78)
 Silvio Giannini, 39
 Joseph M. Casey, 39
 Construction and General Laborers No. 261: (378)
 Pat Devlin, 63
 Harry Lumsden, 63
 Claude McGovern, 63
 Paul F. Hoffman, 63
 Jack Leonard, 63
 John Thomas, 63
 Cooks No. 44: (2617)
 Joe Belardi, 437
 C. T. McDonough, 436
 Joe Bader, 436
 Harvey Rainbow, 436
 Rene Battagliini, 436
 Joe A. Moore, 436
 Cracker Bakers No. 125: (323)
 Joseph L. Parker, 162
 Bessie Parker, 161
 Dairy and Creamery Employees No. 304: (650)
 Albert Brown, 650
 Draftsmen No. 11: (100)
 John J. Casey, 100
 Electrical Workers No. 6: (200)
 Allen Pultz, 67
 Charles J. Foehn, 67
 Joseph Nunan, 66
 Electrical Workers No. B-202: (269)
 L. G. Ellicott, 269
 Film Exchange Employees No. B-17: (31)
 Frances E. Hendricks, 31
 Firefighters No. 541: (21)
 J. J. Lovell, 21
 Fish Cannery Workers of the Pacific: (89)
 Agnes Tuoto, 89
 Garage and Service Station Employees No. 665: (1000)
 Kenneth B. Flagg, 250
 Gordon C. Dawes, 250
 William F. York, 250
 Leon Vorhes, 250
 General Garment Workers No. 352: (188)
 Ted Goldstein, 188
 General Warehousemen No. 860: (475)
 Harold S. Mathews, 80

SAN FRANCISCO—(Cont'd)

Thomas P. White, 79
 Frank C. Bordenave, 79
 Harry Bishop, 79
 Howard L. Burton, 79
 T. Robert Hinks, 79
 Hoisting and Portable Engineers No. 3: (500)
 Victor S. Swanson, 167
 James S. Quinn, 167
 Patrick Clancy, 166
 Hotel and Apartment House Employees No. 283: (1625)
 Forest Seitzinger, 271
 Louis H. Reznick, 271
 Zelma H. Delaney, 271
 Mary E. Moore, 271
 J. Smith Glover, 271
 Aline Henderson, 270
 Ice Wagon Drivers No. 519: (144)
 Lloyd B. Kern, 72
 Joe Davis, 72
 Jewelry Workers No. 36: (200)
 George Allen, 200
 Labor Council: (2)
 Henry S. Foley, 1
 Margaret Werth, 1
 Laundry Workers No. 26: (2100)
 Charles Keegan, 350
 Margie Hackett, 350
 Laurence Palacios, 350
 Earl Young, 350
 Tillie Clifford, 350
 Mae Quirk, 350
 Lithographers No. 17: (650)
 Oscar Witthoff, 325
 Morris B. Dulberg, 325
 Masters, Mates and Pilots No. 90: (1033)
 C. F. May, 1083
 Milk Wagon Drivers No. 226: (1022)
 John A. Biggio, 171
 Carl Barnes, 171
 Frank J. McGovern, Jr., 170
 James Higgins, 170
 J. J. Murray, 170
 Thomas Morrison, 170
 Miscellaneous Employees No. 110: (2366)
 Nick Doris, 395
 Oden Lee, 395
 A. T. Gabriel, 394
 James Dimakes, 394
 Ygnacio Castillon, 394
 Wayne Cantu, 394
 Molders No. 164: (352)
 John J. Gibson, 352
 Motion Picture Projectionists No. 162: (143)
 Floyd M. Billingsley, 50
 Anthony L. Noriega, 49
 Al B. Cohn, 49
 Municipal Park Employees No. 311: (350)
 Andrew J. Gallagher, 350
 Musicians No. 6: (1625)
 A. Jack Haywood, 542
 Clarence H. King, 542
 James G. Dewey, 541
 Newspaper and Periodical Drivers No. 921: (220)
 Marshall Black, 55
 Jack Goldberger, 55
 Fletcher S. Batchelder, 55
 Charles Griff, 55
 Office Employees No. 21320: (100)
 Henrietta Williams, 50
 Charles J. Janigian, 50
 Operating Engineers No. 64: (861)
 Herbert L. Kelley, 431
 Kevin A. Walsh, 430
 Packers and Preserve Workers No. 20989: (300)
 Lawrence T. Bregante, 300
 Painters No. 19: (917)
 Wm. Sutherland, 459
 John Mullane, 458

SAN FRANCISCO—(Cont'd)

Pattern Makers Association: (163)
 Thomas Stoffer, 163
 Photographers and Allied Crafts No. 466: (110)
 J. H. Brenenstul, 55
 Harold P. Perazzo, 55
 Plumbers No. 442: (81)
 John L. Spalding, 81
 Post Office Clerks No. 2: (750)
 Mel D. Bynon, 375
 Herman A. Weirich, 375
 Printing Pressmen No. 24: (590)
 Stephen P. Kane, 295
 Robert L. Reynolds, 295
 Production Machine Operators No. 1327: (858)
 Emmett Campion, 429
 Joseph L. Ferris, 429
 Professional Embalmers No. 9049: (100)
 Phil A. Murphy, 100
 Railway Mail Association: (239)
 Edmond L. Williams, 239
 Retail Cigar and Liquor Clerks No. 1089: (300)
 John Hill, 75
 George W. Johns, 75
 Sidney Kelles, 75
 Harry Lowenstein, 75
 Retail Delivery Drivers No. 278: (625)
 Sidney Simons, 209
 Joseph Fucile, 208
 W. R. Otto, 208
 Retail Fruit and Vegetable Clerks No. 1017: (200)
 Lawrence Cohen, 67
 Allen Brodke, 67
 Henry Savin, 66
 Retail Furniture and Appliance Salesmen No. 1285: (88)
 Thos. Daugherty, 88
 Retail Grocery Clerks No. 648: (1167)
 Anthony B. Crossler, 292
 W. G. Desepte, 292
 Daisy Hayner, 292
 C. H. Jinkerson, 291
 Sailors Union of the Pacific: (3000)
 Harry Lundeborg, 500
 Harry Prevost, 500
 Charles Kindell, 500
 Dick Wilson, 500
 H. D. Sizemore, 500
 John P. Morgan, 500
 Shipfitters and Helpers No. 9: (175)
 William J. Barry, 88
 L. H. Keel, 87
 Sign and Pictorial Painters No. 510: (316)
 Thomas C. Meagher, 316
 Sprinkler Fitters Auxiliary No. 669: (12)
 John Allen, 12
 Street Car and Motor Coach Operators Division No. 1114: (407)
 Edward D. Vandeleur, 407
 Street Carmen No. 1004: (1000)
 S. W. Douglas, 1000
 Street Railway Employees No. 518: (900)
 William J. McHugh, 225
 James J. O'Brien, 225
 Frank A. Rivers, 225
 John J. Sherry, Jr., 225
 Teamsters No. 85: (2292)
 Joseph F. Buckley, 382
 John Doering, 382
 Alfred Allsop, 382
 Dennis Doherty, 382
 Louis Casazza, 382
 John A. Ryan, 382
 Theatrical Employees No. B-18: (173)
 Nell Joyce, 87
 Alvin F. Maass, 86

SAN FRANCISCO—(Cont'd)

Theatrical Janitors No. 9: (100)
 Charles Hardy, 100
 Theatrical Stage Employees No. 16: (116)
 F. B. Williams, 116
 Tobacco Workers No. 210: (51)
 Roy E. Giorgi, 51
 Union Label Section: (2)
 Thomas A. Rotell, 1
 Christine Van Hook, 1
 United Garment Workers No. 131: (542)
 Nellie Casey, 181
 Catherine Barrett, 181
 Mayme Graham, 180
 Waiters No. 30: (4089)
 Fred Oestreich, 1023
 Louis A. Francoeur, 1022
 William H. Bartleson, 1022
 John McKelvey, 1022
 Waitresses No. 48: (3196)
 Gussie Neubert, 533
 Lizzie Bryant, 533
 Betty Winchell, 533
 Minnie Lucey, 533
 Elizabeth Kelly, 532
 Louise Halverson, 532
 Web Pressmen No. 4: (200)
 Clyde E. Bowen, 67
 Thomas Hines, 67
 Daniel C. Murphy, 66
 Window Cleaners No. 44: (217)
 Fred West, 73
 D. Poggi, 72
 E. Garbarino, 72

SAN JOSE

Auto Mechanics No. 1101: (275)
 E. B. Scott, 275
 Barbers No. 252: (150)
 Anthony Agrillo, 150
 Bartenders No. 577: (187)
 Herschell Morgan, 187
 Cannery Workers No. 20852: (2109)
 Angelo Ghirlanda, 352
 Joseph Lamarra, 352
 John Dunn, 352
 Fred Less, 351
 Alvera Querantes, 351
 Don Sanfilippo, 351
 Carpenters No. 316: (305)
 Floyd Day, 305
 Cement Laborers No. 270: (539)
 J. E. Foster, 270
 Wm. Zalabak, 269
 Central Labor Council (Santa Clara Co.): (2)
 James Limbach, 1
 Ray Manbeck, 1
 Cooks, Waiters and Waitresses No. 180: (167)
 Harry Hays, 167
 Dried Fruit and Nut Packers No. 21084: (49)
 Maxine Smiley, 25
 Eunice Cupples, 24
 Fire Fighters No. 374: (22)
 C. D. Havins, 22
 Garage and Service Station Employees No. 556: (200)
 Harry F. Starling, 100
 James Limbach, 100
 Lathers No. 144: (48)
 Robert A. Judson, 48
 Laundry Workers No. 33: (129)
 I. J. Hernandez, 65
 Lola Chantler, 64
 Machinists No. 504: (261)
 Charles T. Slinger, 261
 Moving Picture Projectionists No. 431: (33)
 C. H. Tillson, 17
 R. E. Pinkham, 16
 Painters No. 507: (125)
 Otto E. Sargent, 125
 Plumbers No. 393: (139)
 F. G. Volkers, 139
 Sheet Metal Workers No. 309: (33)
 Walter G. Mathewson, 33

SAN JOSE—(Cont'd)

Teamsters No. 287: (1448)
 Jack Maynard, 242
 George W. Jenott, 242
 Fred Hoffman, 241
 C. P. Edwards, 241
 Jack W. Johnson, 241
 Thomas Brett, 241
 Theatrical Stage Employees No. 134: (42)
 Felix Caserta, 42

SAN MATEO

Bartenders No. 340: (177)
 O. E. Fackrell, 89
 Thomas A. Small, 88
 Beauticians No. 914-A: (33)
 Mae E. Wright, 33
 Carpenters No. 162: (419)
 J. F. Cambiano, 140
 U. S. Simonds, Jr., 140
 George E. Brunner, 139
 Central Labor Council (San Mateo County): (2)
 Richard McAllister, 1
 Ruth M. Bradley, 1
 Hotel and Restaurant Employees No. 267: (208)
 Adrian Schuymer, 208
 Laundry Workers No. 143: (28)
 Ruth M. Bradley, 28
 Printing Pressmen No. 315: (33)
 Richard McAllister, 33
 Stage Employees No. 409: (33)
 Herald Butterfield, 33

SAN PEDRO

Bartenders No. 591: (161)
 L. I. Reynolds, 54
 Marshall Petrie, 54
 William J. Mulligan, 53
 Butchers No. 551: (159)
 Frank Krasnesky, 53
 Lovelle Ott, 53
 Jack Seabury, 53
 Carpenters No. 1140: (183)
 Ronald L. Roberts, 61
 Charles Lockhart, 61
 Patrick Morris, 61
 Central Labor Council (San Pedro and Wilmington): (2)
 A. M. Gruber, 1
 Cecil O. Johnson, 1
 Culinary Alliance No. 754: (508)
 Mary Dean, 170
 Madge McGrath, 169
 James Rockas, 169
 Lumber and Sawmill Workers No. 2607: (825)
 Ben Grice, 413
 Jack Dillon, 412
 Machinists No. 1484: (158)
 Charles E. Edwards, 79
 Paul Stonecker, 79
 Operating Engineers No. 235: (267)
 Martin McDonnell, 89
 Walter W. Mahaffey, 89
 M. F. Jacobson, 89
 Painters, Decorators and Paperhangers No. 949: (72)
 A. M. Gruber, 36
 Jack V. Eaton, 36
 Pile Drivers No. 2375: (183)
 H. W. Walker, 61
 C. O. Johnson, 61
 T. M. Murphy, 61
 Port Watchmen No. 137: (149)
 J. D. Stephens II, 50
 T. H. Jacks, 50
 Jesse J. Richardson, 49
 Retail Clerks No. 905: (266)
 S. P. Carney, 89
 Haskell Tidwell, 89
 Edna E. Johnson, 88
 Seine and Line Fishermen's Union: (217)
 Valentino Fiorentino, 217

SAN PEDRO—(Cont'd)

Shipyard Laborers No. 802: (283)
 L. McClain, 95
 R. Peacock, 94
 J. M. Walker, 94
 Truck Drivers No. 692: (1669)
 Harold Waterbury, 557
 Leonard M. Ravenscroft, 556
 Louis J. Meyers, 556
 Waitresses No. 512: (195)
 Joy Johnson, 65
 Betty Martin, 65
 Edna N. Burke, 65
 Women's Label League No. 467: (2)
 Anna Glass, 1
 Mayme Bebo, 1

SAN RAFAEL

Barbers No. 582: (33)
 Emil C. Long, 33
 Bartenders and Culinary Workers No. 126: (249)
 F. O. Byerly, 125
 Grace Patterson, 124

SANTA ANA

Beet Sugar Workers No. 20748: (221)
 W. B. Casey, 74
 S. L. Sittin, 74
 A. E. Crumrine, 73
 Central Labor Council (Orange County): (2)
 James J. Bardwell, 1
 Sam Westheimer, 1
 Fire Fighters No. 509: (27)
 R. S. Finch, 14
 C. N. Turner, 13
 Hod Carriers No. 652: (126)
 Ralph C. Conzelman, 63
 James J. Bardwell, 63
 Stage Employees No. 504: (50)
 R. F. Adams, 25
 A. V. Narath, 25

SANTA BARBARA

Building Service Employees No. 185: (36)
 Richard L. Byers, 36
 Carpenters No. 1062: (279)
 Armond Gauthier, 93
 J. Smedley, 93
 Arthur F. Biofield, 93
 Central Labor Council: (2)
 Loleta Grande, 1
 Fred E. Draper, 1
 Chauffeurs, Teamsters and Helpers No. 914: (241)
 A. C. Frowiss, 241
 Construction and General Laborers No. 591: (123)
 Fred E. Draper, 123
 Culinary Alliance No. 498: (300)
 Loleta Grande, 100
 Bee Tumber, 100
 Joseph Curren, 100
 Electrical Workers No. 413: (50)
 James A. Mozingo, 25
 Roy A. Brockman, 25
 Fire Fighters No. 525: (38)
 G. P. McGree, 38
 Meat Cutters No. 556: (89)
 D. K. McDougal, 89
 Stage Employees No. 442: (33)
 L. C. Smith, 33

SANTA CRUZ

Butchers No. 266: (117)
 Kaspar Bauer, 117
 Central Labor Council: (2)
 Rex Stoffer, 1
 H. C. Sutherland, 1
 Construction and General Laborers No. 283: (100)
 Orin T. Howard, 50
 H. C. Sutherland, 50

SANTA MONICA

Barbers No. 573: (17)
 Harold W. Puckett, 17
 Carpenters No. 1400: (124)
 Albert Wallis, 62
 E. E. Coomler, 62
 Central Labor Council: (2)
 C. G. O'Brien, 1
 Clarence Shaw, 1
 Culinary Workers and Bartenders No. 814: (316)
 Robert Halwagner, 64
 Al Mason, 63
 George Anderson, 63
 Frank Keenan, 63
 Joe Dempsey, 63
 Electrical Workers No. 1154: (50)
 Charles E. Warrens, 25
 Harry Foard, 25
 Meat Cutters No. 587: (185)
 Charlie Lowry, 62
 Paul W. Hansen, 62
 George Veix, Sr., 61
 Painters No. 821: (61)
 Fred W. Johnson, 61
 Plumbers No. 545: (15)
 Frank J. McEntee, 8
 Charles Trainor, 7
 Retail Clerks No. 1442: (28)
 Frank Baker, 14
 O. I. Clappitt, 14
 Women's Union Label League No. 649: (2)
 Mrs. P. C. Payne, 1
 Helen Sherman, 1

SANTA PAULA

Carpenters No. 2015: (11)
 Fred Trombley, 6
 George Biggers, 5

SANTA ROSA

Bartenders and Culinary Workers No. 770: (158)
 Al Finan, 53
 Roy Faught, 53
 Angelo Lombardi, 52
 Central Labor Council: (2)
 Roy Faught, 1
 Al Finan, 1
 Moving Picture Machine Operators No. 420: (31)
 Al Garcia, 31
 Musicians No. 292: (198)
 Frank Emenegger, 198

STOCKTON

Barbers No. 312: (62)
 Fred N. Harding, 62
 Bartenders No. 47: (269)
 Frank T. Quirk, 269
 Building Service Employees No. 24: (100)
 Marion Clark, 100
 Cannery Workers No. 20676: (792)
 Gus Schneider, 396
 Lena Lema, 396
 Central Labor Council: (2)
 R. T. Drummond, 1
 J. I. Chase, 1
 Chauffeurs-Teamsters No. 439: (1115)
 W. J. Conboy, 558
 C. C. Allen, 557
 Electrical Workers No. 591: (60)
 Amos H. Feely, 60
 Fire Fighters No. 456: (33)
 W. C. Fox, 33
 Laundry Workers No. 177: (11)
 Robert S. Mathers, 11
 Machinists No. 364: (275)
 J. I. Chase, 138
 H. A. Felton, 137

STOCKTON—(Cont'd)

Moving Picture Projectionists No. 428: (33)
 J. W. Southwick, 33
 Operating Engineers No. 508: (94)
 J. C. Fitzgerald, 94
 Paper Makers No. 320: (50)
 R. T. Drummond, 50
 Printing Pressmen No. 132: (50)
 Jack A. Fitzgerald, 50
 Stove Mounters No. 69: (31)
 Joseph Lewis, 31

TERMINAL ISLAND

Fish Cannery Workers No. 20147: (1944)
 Harry A. Bray, 389
 Andrea U. Gomez, 389
 James Waugh, 389
 Boyce Guilford, 389
 Martin Fransone, 388
 Seine and Line Fishermen's Union: (356)
 Kinzo Wakayama, 356

VALLEJO

Beauticians No. 335-A: (53)
 Sarah A. Foss, 53
 Boilermakers No. 148: (122)
 Charles F. Daley, 122
 Central Labor Council: (2)
 Charles F. Daley, 1
 Frank C. Chesebro, 1
 Culinary Workers No. 560: (228)
 Robert A. Crosby, 228
 Electrical Workers No. B-180: (161)
 Andrew Low, 161
 Hod Carriers No. 326: (252)
 Earl Long, 84
 E. L. Cereda, 84
 James Broton, 84
 Painters No. 376: (40)
 Carl Forsberg, 40
 Sheet Metal Workers No. 221: (71)
 Paul R. Everson, 36
 H. M. Stark, 35
 Teamsters-Chauffeurs No. 490: (269)
 F. C. Chesebro, 269
 Theatrical Stage Employees No. 241: (28)
 Truman Enlow, 28

VAN NUYS

Barbers No. 837: (50)
 James R. Moore, 50
 Carpenters No. 1913: (74)
 Frank Boyce, 37
 A. J. McCleary, 37

VENTURA

Central Labor Union: (2)
 George Biggers, 1
 Charles J. Pulaski, 1
 Culinary Workers and Bartenders No. 663: (59)
 Ida Hill, 59
 Electrical Workers No. B-952: (36)
 J. J. Sousa, 18
 Claude D. Munger, Sr., 18
 Laborers No. 585: (262)
 David B. King, 88
 C. C. Hansen, 87
 Henry W. Dawn, 87
 Plumbers No. 484: (33)
 L. H. Munger, 17
 Charles J. Pulaski, 16
 Teamsters No. 186: (203)
 Charles R. Jones, 203

VISALIA

Hod Carriers No. 1060: (75)
James M. Griffis, 38
Tom Godeker, 37
Moving Picture Machine Op-
erators No. 605: (42)
Albert M. Cox, 42

WATSONVILLE

Central Labor Council: (2)
George Hogg, 1
Culinary Alliance and Bar-
tenders No. 345: (114)
Hazel K. Robinson, 57
Andrew J. Smith, 57

WESTWOOD

Lumber and Sawmill Workers
No. 2836: (1168)
W. K. Merrill, 390
William C. Corbett, 389
George W. Becker, 389
Office Employees No. 21697:
(81)
Joyce E. Merrill, 81

At the conclusion of the reading of the report of the Committee on Credentials, on motion the report was unanimously adopted.

APPOINTMENT OF COMMITTEES

President Haggerty announced the appointment of the following delegates as members of the Convention committees:

Committee on Constitution—Clarence H. King, Musicians No. 6, San Francisco; Mae Stoneman, Waitresses and Cafeteria Workers No. 639, Los Angeles; Lawrence Palacios, Laundry Workers No. 26, San Francisco; James Waugh, Fish Cannery Workers No. 20147, Terminal Island; M. B. Kunz, Laborers No. 185, Sacramento; Edw. T. Pierce, Federated Trades and Labor Council, San Diego.

Committee on Credentials—James H. Blackburn, Painters No. 256, Long Beach; C. J. Hyans, American Guild of Variety Artists, Hollywood; George D. Peverley, Brewery Drivers No. 227, San Francisco; George Veix, Butchers No. 587, Santa Monica; E. F. Nelson, Theatrical Stage Employees No. 122, San Diego; Al Green, Hod Carriers No. 1130, Modesto; J. P. Green, Studio Carpenters No. 946, Hollywood; W. K. Merrill, Lumber and Sawmill Workers No. 2836, Westwood.

Committee on Grievances—Joseph P. Cambiano, Carpenters No. 162, San Mateo; Burt B. Currigan, Building Material and Dump Truck Drivers No. 420, Los Angeles; A. M. Gruber, Central Labor Council, San Pedro; A. O. May, Chauffeurs, Teamsters, Helpers No. 467, San Bernardino; Robert L. Ennis, Bookbinders No. 35, Sacramento; Martin Christen, Brewery Wagon Drivers No. 227, San Francisco; J. P. Poteet, Teamsters, Chauffeurs and Helpers No. 542, San Diego.

Committee on Label Investigation—Thos. A. Rotell, Union Label Section, San Francisco; Rose Pesotta, International Ladies' Garment Workers No. 96, Los Angeles; Christine Van Hook, Union Label Section, San Francisco; Charles E. Edmonds, Machinists No. 1235, Long Beach; Edna Burke, Waitresses No. 512, San Pedro; Emma Damon, Women's Label League No. 36, Los Angeles; C. L. Seaman, Painters No. 1346, Inglewood; Anne Petersen, United Garment Workers No. 125, Los Angeles; Louise Hooker, Central Labor Council, Pasadena.

Committee on Labels and Boycotts—J. W. Van Hook, Waiters' Alliance No. 17, Los Angeles; William T. O'Rear, Central Labor Council, Fresno; E. E. Mecham, Electrical Workers No. 418, Pasadena; Harry Prevost, Sailors' Union of the Pacific, San Francisco; M. F. Jacobsen, Operating Engineers No. 235,

San Pedro; William H. Ahern, Bottlers No. 293, San Francisco.

Committee on Legislation—Harry Sherman, Central Labor Council, Los Angeles; Captain C. T. May, Masters, Mates and Pilots No. 90, San Francisco; Jack Leonard, Construction and General Laborers No. 261, San Francisco; Gerald C. Henry, Cannery Workers No. 20905, Oakland; Bee Tumber, Culinary Alliance No. 498, Santa Barbara; John F. Shelley, Bakery Wagon Drivers No. 484, San Francisco; Charles Kindell, Sailors' Union of the Pacific, San Francisco.

Committee on Officers' Reports—James H. Quinn, Hoisting and Portable Engineers No. 3, San Francisco; Daniel Dougherty, Building Material Drivers No. 216, San Francisco; Ed H. Dowell, Theatrical Stage Employees No. 122, San Diego; C. T. Lehmann, Carpenters No. 25, Los Angeles; Pat Somerset, Screen Actors' Guild, Hollywood.

Committee on Rules and Order—Thomas P. White, General Warehousemen No. 860, San Francisco; Loleta Grande, Culinary Alliance No. 498, Santa Barbara; John J. Gibson, Molders No. 164, San Francisco; F. T. Shipman, Painters, Decorators and Paperhangers No. 1034, Eureka; E. V. Blackwell, Boilermakers No. 92, Los Angeles.

Resolution Committee—J. W. Buzzell, Central Labor Council, Los Angeles; John L. Spalding, Plumbers No. 442, San Francisco; George C. Bentson, Central Labor Council, Long Beach; Daniel C. Murphy, Web Pressmen No. 4, San Francisco; J. L. R. Marsh, Federated Trades Council, Sacramento; Nathan Saper, Studio Transportation Drivers No. 399, Hollywood; J. Earl Cook, Sheet Metal Workers No. 216, Oakland.

Appointment of Special Committee

In addition to the appointment of the regular constituted Committees of the Federation, President Haggerty requested of, and received from the Convention, unanimous approval of the appointment of the following committee:

Labor and the Defense Program—John S. Horn, Brewery Wagon Drivers No. 227, San Francisco; Amos H. Feeley, Electrical Workers No. 591, Stockton; Ralph McMullen, Plumbers No. 78, Los Angeles; L. H. Keel, Shipfitters and Helpers No. 9, San Francisco; C. R. Van Winkle, Carpenters No. 946, Hollywood; Harold B. McMurray, Machinists No. 311, Los Angeles; Lewis F. Stone, Carpenters No. 483, San Francisco; W. I. Welton, Imperial Valley Central Labor Council; J. K. Wallace, Musicians No. 47, Los Angeles.

At 5:10 p. m., the Convention adjourned to meet at 9:00 a. m., Tuesday.

SECOND DAY**Tuesday, September 24**

The Convention was called to order at 9:35 a. m.

INVOCATION

The invocation for the day was pronounced by the Rev. Howard McConnell, of the First Christian Church of Santa Monica, who was introduced by President Haggerty. The invocation was as follows:

"Our Father, we thank Thee when Thou didst tell this human race of ours a great message of life and brotherhood that Thou sent a carpenter into this world. We pray this morning that the spirit of brotherhood, that deep inner spirit of realization of human life and its destiny and its meaning which he interpreted in brotherhood may be felt throughout this whole Convention. Bless the sessions of this day, business session, the administrations that are made, bless the delegates who are here and their families and loved ones, and bless the progress and development of Labor within our beloved country, these United States, and we ask this in the name of our beloved fellow man, the Carpenter."

ADDRESSES**R. G. Wagenet**

President Haggerty introduced the Director of the Department of Employment of California, R. G. Wagenet, who delivered a most interesting and informative address on the workings of his department. Mr. Wagenet closed his remarks with a request for co-operation from workers throughout the State that the law may be a real protection to the economic and social structure.

Hugo Ernst

Presented to the Convention by President Haggerty was Hugo Ernst, now General Secretary-Treasurer of the Culinary Alliance, who expressed his pleasure at being introduced as a guest after having served as a delegate for approximately thirty years. Brother Ernst discussed the conditions and problems met in his trips throughout the country and closed his remarks by extending fraternal greetings from his organization.

Honorable Jack B. Tenney

President Haggerty introduced, and complimented the labor record of the Honorable Jack B. Tenney, Assemblyman from the Forty-sixth District, who outlined the worldwide conditions vitally affecting the future of Organized Labor and emphasized the necessity of constant vigilance to prevent subversive elements from destroying Labor's gains. In closing, Brother Tenney stated the ideals and traditions of American democracy will remain safe as long as the voice of the Ameri-

can Federation of Labor expresses its democratic principles.

D. W. Tracy

Dan Tracy, Assistant Secretary of the Department of Labor, was presented to the Convention by the President. Mr. Tracy, representing Madam Frances Perkins, stated, in part:

"I welcome this opportunity of appearing before the officers and delegates of this splendid Convention. It affords me great pleasure to bring to you this morning the greetings and sincere best wishes of the United States Department of Labor and hope for you a successful, constructive Convention of the California State Federation of Labor. . . . In these times of national emergency, conditions make the work of the Department more important than ever. We are undertaking in this country a defense program. It is purely a defense program. We are not a nation at war. We are not a nation preparing for war, but as a nation we do intend to be prepared for any emergency that may arise. . . .

"Never before in the history of the Organized Labor Movement have the men and women of Organized Labor faced a greater responsibility to our country, our families and our organizations. We appreciate and understand the duty we owe and we intend to discharge that duty with fidelity and patriotism. Labor has a most important place in our program of defense. Without the wholehearted, sincere coöperation of Labor, this program of defense will be ineffective. Our great humanitarian President has every confidence in Labor's coöperation and we shall not fail him.

"All of the finer things of American life that have resulted from our high types of civilization are today imperiled. Our culture, our freedom of thought, our freedom of religion, our freedom of assembly and of organization are today in danger of destruction. Our decent standards of living and the privilege of owning a home and carving from the future security in old age and safety for our loved ones, face the supreme test. No group of American people would suffer more from the collapse of democratic principles and forms of government than would the laboring people of our country.

"We have only to consider the plight of Labor in those parts of Europe controlled by dictators, to realize the truth of this statement. . . .

"Under the pressure of events, our Nation is hammering out policies on defense. Workers—as individuals and through their unions—have rallied behind the Defense Program. American workers have always done their share in defending America; they are vigorously doing it today. In a real sense, all

workers in the country—whether in arsenals or airplane building or shipyards, in mining or construction, in factories or on the farms—are contributing to the National Defense. This program can be used in the public interest as a vehicle to reduce unemployment and otherwise strengthen the human fiber of our Nation. . . .

"There is nothing in our present emergency to justify making the workers of our Nation toil for longer hours now limited by statute and by contract between the employer and the Labor unions brought about through collective bargaining. There is nothing in our present emergency to justify a lowering of standards of employment. Minimum wages should not be reduced. There is nothing to justify a retreat from any of our social objectives.

"The President of the United States has stated to the public and to the Congress of the United States that even in the emergency now confronting us it is his desire that there be no sacrifice of the social gains made by Labor and that adequate consideration must be given to Labor.

"I desire to compliment the officers and members of this organization for the part which they have played in bringing about this new social and economic improvement for the benefit of the workers. America will always be indebted to Organized Labor for the part it has played in achieving national appreciation of the working man.

"It will further be remembered that through these union organizations our government was and is constantly reminded that our national security and happiness are coincident with the security and happiness of every American regardless of station.

"In conclusion, I want to congratulate and commend the American Federation of Labor, and all of its affiliates in the State of California, on the progress that they have made for the benefit of the toilers within this State. Your progress has been keenly noted and observed by the workers of practically every other state in the Union, and it is my hope that you will continue to progress and advance the social and economic welfare of those of which you have the honor of representing."

Charles H. Cunningham

Dr. Charles H. Cunningham, Manager of the Los Angeles office of the Social Security Board, was introduced by President Haggerty. His remarks concerning the activities and effects of social legislation were received with appreciation by the Convention.

L. J. Matthews and Dr. Walter F. Dexter

In addition to previously listed speakers, President Haggerty introduced to the Convention L. J. Matthews, representing the Employment Insurance Commission, and Dr. Walter F. Dexter, Director of Education in the State of California.

SUPPLEMENTAL REPORT OF THE COMMITTEE ON CREDENTIALS

The Chair recognized Chairman Blackburn of the Committee on Credentials, who presented the following supplemental report of that particular committee:

EL CERRITO

Operative Potters No. 165: (10)
Frank Hull, 10
Replacing Charles J. Janigian

EUREKA

Federated Trades Council: (2)
Wm. McCormick Delegate for
Charles A. Kelly, 1

GLENDALE

Central Labor Council: (2)
Lyle Shrader, 1

HOLLYWOOD

Painters No. 5: (254)
Hugh J. Campbell, 85
Robert Richardson, 84

KINGSBURG

Cannery Workers No. 20889: (83)
Theresa DeCosta, 83

LOS ANGELES

Dairy Employees and Helpers No. 737: (105)
Henry Vander Haar, 35
Replacing Donald D. Woodard

Electrical Workers No. B-83: (350)
J. E. MacDonald, 87
George E. Ellicott, 87

Elevator Constructors No. 18: (132)
E. D. Boyd, 132

Garage Employees No. 770: (267)
Preston H. Horner, 267

Lumber and Sawmill Workers No. 2788: (882)

Harry N. Sweet, 221
Frank J. Beaver, 221
Emory L. Smith, 220
Nick Cordil, 220

Metal Polishers No. 67: (83)
E. E. Lindsley, 83

Milk Drivers and Dairy Employees No. 93: (2913)
E. Brock, 486
Replacing W. T. Blaney

Miscellaneous Foremen and Superintendents of
Public Works No. 17894: (101)
L. A. Parker, 51
Otto H. Wolff, 50

Painters No. 1348: (53)
Sam Adel, 27

A. Boyarsky, 26

Van, Storage, Transfer Drivers No. 389: (547)

H. L. Dougan, 110
Charles M. Jones, 109
Ted Merrill, 109
R. R. McKinzie, 109

OAKLAND

Cemetery Employees No. 20372: (28)

Howard H. Reed, 28

Replacing Jim Symes

Ice Wagon Drivers No. 610: (114)

Wm. H. Lithgow, 114

RICHMOND

Cannery Workers No. 20794: (100)
Harry L. Holbrook, 100

SANTA BARBARA

Chauffeurs, Teamsters and Helpers No. 914: (241)
A. C. Frowiss, 241

SANTA MONICA

Women's Union Label League No. 649: (2)
Mrs. P. C. Payne, 1
Helen Sherman, 1

VAN NUYS

Carpenters No. 1913: (74)
A. J. McCleary, 37

VENTURA

Teamsters No. 186: (203)
Charles R. Jones, 203

WESTWOOD

Office Employees No. 21697: (81)
Joyce E. Merrill, 81

It was moved that the committee's report be adopted. The motion was unanimously concurred in.

COMMITTEE ON RULES AND ORDER

Thomas P. White, Chairman of the Committee on Rules and Order, gave the following report:

Santa Monica, Sept. 24, 1940.

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

Your Committee on Rules and Order of Business submits the following as rules and order of procedure for this Convention:

1. The sessions of the Convention shall be from 9:30 a. m. to 12 m. and from 2 p. m. to 5 p. m. No night sessions shall be held unless 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 who is 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 while the point of order is decided, after which, if in order, the delegate 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 motions in order shall be as follows: (a) to adjourn, (b) to refer, (c) the previous question, (d) to postpone indefinitely, (e) to postpone to a stated time, (f) to divide or amend. These motions shall take precedence in the order named.

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

10. A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; and such motion 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 second day of the Convention at 5 p. m., except by unanimous consent of the delegates present. The committees 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 Robert's Rules of Order.

To facilitate the business of this Convention, your committee earnestly recommends compliance with the adopted rules.

Respectfully submitted,

THOMAS WHITE

JOHN J. GIBSON

F. T. SHIPMAN

LOLETA GRANDE

E. V. BLACKWELL

Committee on Rules and Order
of Business.

A motion was made the Convention adjourn until 9:30 a. m. Wednesday, which motion was concurred in, and at 11:40 a. m. adjournment was taken.

INTRODUCTION OF RESOLUTIONS

The following Resolutions were submitted for consideration by the Convention:

Opposing Increase in Unemployment Insurance Tax

Resolution No. 1—Presented by W. C. Brooks of Laundry Workers Union No. 86, Fresno. (Copies of same proposal received from other unions.)

Whereas, Workers now employed in California industries are forced to pay the Unemployment Insurance tax on any amount under, or in excess of, \$300; and

Whereas, Such workers are not eligible for Unemployment Insurance unless they earn a minimum of \$300 in any one year; and

Whereas, There is now a move under way by certain groups and individuals to increase the above mentioned earned \$300; and

Whereas, Any increase in earned income for seasonal, agricultural, or low-wage paying industry would work a hardship on employees therein; now, therefore, be it

Resolved, That the California State Federation of Labor, duly assembled in this Forty-first Convention, go on record as being opposed to increasing the minimum amount of yearly wages on which unemployment insurance is now paid.

Referred to Committee on Resolutions.
For final action, see page 158.

Organization of Firemen Under A. F. of L.

Resolution No. 2—Presented by Fire Fighters Union No. 55, Oakland.

Whereas, There is a growing trend upon the part of certain organizations in this State to prevent the organization of the firemen under the American Federation of Labor; and

Whereas, This action is effectively preventing organizations being formed by firemen and is seriously disrupting existing organizations; therefore, be it

Resolved, That this Convention go on record as condemning such practices and that all affiliates of this Federation take proper action wherever necessary to assist in the organizing of locals in their vicinity and to assist in preventing their disruption.

Referred to Committee on Resolutions.
For final action, see page 158.

Oral Civil Service Examinations

Resolution No. 3—Presented by Fire Fighters Union No. 55, Oakland.

Whereas, The system of conducting oral examinations for Civil Service Employees is a direct threat to the whole system of employment and promotion on a basis of merit; and

Whereas, In many cases, as many credits are allowed for a ten-minute oral examination as are allowed for a ten- or twelve-hour written test; and

Whereas, The oral system of examination permits examiners to exercise their own personal opinion as to the fitness of the examinee for the position; and

Whereas, There is no redress for the person undergoing the examination for any injustices that might be committed against him because of the fact that there are no written records kept for the questions and answers given during the examination; therefore, be it

Resolved, That the California State Federation of Labor go on record as opposed to oral examinations being used as a medium for rating candidates in Civil Service examinations; and be it further

Resolved, That the California State Federation of Labor sponsor legislation limiting the use of oral examinations to qualifying tests only with no ratings allowed.

Referred to Committee on Legislation.
For final action, see page 145.

Shortening of Hours for Firemen

Resolution No. 4—Presented by Fire Fighters Union No. 55, Oakland.

Whereas, The hours of work of members of organized labor have been materially reduced during the past twenty years; and

Whereas, This reduction in the hours of the labor members has resulted in an improvement in the health and morale of the working class as a whole; and

Whereas, There are many firemen in the State of California who are working eighty-four or more hours a week; and

Whereas, Many of these firemen are now affiliated with organized labor and thus entitled to their support; therefore, be it

Resolved, That the California State Federation of Labor do go on record in favor of shortening the hours of labor of all firemen; and be it further

Resolved, That the Legislative Committee of this Federation do prepare proper legislation to be presented before the next Legislature of this State in order to bring about a 72-hour maximum work week for firemen.

Referred to Committee on Legislation.
For final action, see page 145.

Retirement Systems for Fire Fighters

Resolution No. 5—Presented by Fire Fighters Union No. 55, Oakland.

Whereas, The work of the firemen is peculiar in that it is different from that of any other vocation; and

Whereas, Fire fighters spend years of their lives training to be efficient in their vocation; and

Whereas, In the event of separation from the service due to ill health, injuries or the infirmities of age and other causes, the training the firemen may have received during the years of his service are absolutely useless to him when attempting to cope with workers in other lines of endeavor; and

Whereas, This often results in men who have spent years in the public service being forced to depend upon charity, due to their inability to secure a place in other fields of employment for which they have no qualifications due to their long service as fire fighters; and

Whereas, Statistics show that the working life of a fireman in the metropolitan areas is shorter than those employed in any other vocation; therefore, be it

Resolved, That this Convention go on record in favor of a retirement plan that will permit firemen who because of the infirmities of age or disability are no longer able to function as such; and be it further

Resolved, That the Legislative Committee of this Federation do prepare and present legislation to the next session of the Legislature to enable firemen to retire after twenty-five years of active service.

Referred to Committee on Legislation.
For final action, see page 145.

Enactment of a State Labor Relations Act

Resolution No. 6—Presented by Central Labor Council, Vallejo. (Copies of same proposal received from other unions.)

Whereas, Considering that the National Labor Relations Act is a controversial issue in many union labor circles, the Act beyond question remains an asset to the labor movement; and

Whereas, The American Federation of Labor has made a greater gain in membership during the existence of the Act than any same period preceding the Act; and

Whereas, It cannot be successfully denied that the National Labor Relations Board is largely responsible for this increase in membership; and

Whereas, The NLRB has brought civil liberties and unionization to rural and low wage paying communities engaged in interstate commerce where previous to the Act the workers in those communities were bound by industrial bondage; and

Whereas, There is an ever-increasing need and demand for a California State Law covering intra-state commerce based upon the NLRA; and

Whereas, Many locally operated business establishments employ hundreds of unorganized workers who desire union membership, and these workers are entitled to lawful protection in accord with their brothers and sisters employed in inter-state commerce industries; now, therefore, be it

Resolved, That the California State Federation of Labor, duly assembled in this Forty-first Convention, do instruct the Executive Board of the California State Federation of Labor to take the necessary procedure of enacting into a State Act comparable to the National Labor Relations Act.

Referred to Committee on Legislation.
For final action, see page 145.

Opposing Increase in Per Capita Tax

Resolution No. 7 — Presented by W. C. Brooks of Laundry Workers Union No. 86, Fresno. (Copies of same proposal received from other unions.)

Whereas, The Western Office of the American Federation of Labor was established in San Francisco during the early part of 1939, or thereabouts; and

Whereas, The Western Office of the American Federation of Labor, under the direction of Meyer L. Lewis, has assumed the organizing responsibilities—to a great extent—which were formerly carried on by the California State Federation of Labor; and

Whereas, Meyer L. Lewis, Director of the Western Office of the A. F. of L., has accomplished many worthwhile results by way of organizing the unorganized in many industries, and improving working conditions of the workers; and

Whereas, The organizational work now being conducted by Meyer L. Lewis should have a tendency to reduce the operating ex-

penses of the California State Federation of Labor; and

Whereas, The per capita tax of the California State Federation of Labor has been increased in conventions duly assembled in recent years; and

Whereas, It is now questioned by many local unions that the increases accomplished the desired results relative to defense and organization; and

Whereas, The California State Federation of Labor is a legislative body and every method should be extended to cause all local unions, large or small, to affiliate with the State body, it being alleged the raise in per capita tax resulted in many local unions discontinuing affiliation with the California State Federation of Labor; therefore, be it

Resolved, That the California State Federation of Labor, duly assembled in this Forty-first Convention, at Santa Monica, oppose any increase in per capita tax during this Convention.

Referred to Committee on Resolutions.
For final action, see page 158.

Women Bartenders

Resolution No. 8—Presented by Leslie D. Smith of Central Labor Council, San Bernardino. (Copies of same proposal received from other unions.)

Whereas, Hotel and Restaurant Employees International Alliance and Bartenders International League of America, Fresno, California, Bartenders Union Local No. 566, is an organization of persons engaged in the mixing, serving and selling of alcoholic liquors in connection with the liquor industry; and

Whereas, The said industry is recognized by the Constitution of the State of California as a legitimate industry; and

Whereas, The said industry is constantly under attack from persons and organizations inimical thereto; and

Whereas, The said Bartenders Union Local No. 566 of Fresno, California, is desirous of aiding and assisting in driving all abuses of whatsoever nature from the said liquor industry and in having the said industry conform to the best usages possible; and

Whereas, The mixing and pouring of drinks containing distilled liquor from behind a bar or counter by women is contrary to good practice and usage; now, therefore, be it

Resolved, By the State Federation of Labor in regular Convention assembled at the City of Santa Monica, on the 23rd day of September, 1940, that the said Convention authorizes and instructs its officers to arrange to have introduced at the next session of the Legislature of the State of California, and to work for the passage of the same, an amendment to the laws of California preventing the use of women behind the bar or counter for the purpose of pouring or mixing distilled liquor in any licensed liquor establishment, provided that such prohibitions do not apply to any licensee or to the wife of licensee.

Referred to Committee on Legislation.
For final action, see page 161.

Opposing Lengthening of Work Week

Resolution No. 9—Presented by Walter I. Welden of Imperial Valley Central Labor Council, El Centro. (Copies of same proposal received from other unions.)

Whereas, The American Federation of Labor has placed itself on record as favoring immediate action on the American Defense Program; and

Whereas, There are ten million people unemployed in this country; and

Whereas, Thousands of men stand in line each day at airplane and other factories seeking employment; and

Whereas, There is an attempt to abolish legal standards limiting the present work week before our millions of unemployed are put to work; therefore, be it

Resolved, That the California State Federation of Labor go on record as being opposed to any legislation lengthening the present work week on National Defense production until our millions of unemployed workers have been put to work.

Referred to Committee on Legislation.
For final action, see page 145.

Proposing Enactment of State Law

Comparable to "Norris-LaGuardia Act"

Resolution No. 10—Presented by San Mateo Central Labor Council. (Copies of same proposal received from other unions.)

Whereas, Injunctions are one of the oldest tools that are used by non-union employers against unions; and

Whereas, A continuance of granting injunctions against labor unions without sufficient reason is a challenge to the present and future labor movement; and

Whereas, The Federal Anti-Injunction Act, commonly called "Norris-LaGuardia Act," outlines certain action that must be carried out before an injunction can be granted by the courts in certain inter-state commerce industries; and

Whereas, Section 7, in part, of the "Norris-LaGuardia Act" reads as follows:

No court of the United States shall have jurisdiction to issue a temporary or permanent injunction in any case involving or growing out of a labor dispute, as herein defined, except after hearing the testimony of witnesses in open court (with opportunity for cross-examination) in support of the allegations of a complaint made under oath, and testimony in opposition thereto, if offered, and except after findings of fact by the court, to the effect—

(a) That unlawful acts have been threatened and will be committed unless restrained or have been committed and will be continued unless restrained, but no injunction or temporary restraining order shall be issued on account of any threat or unlawful act excepting against the person or persons, association, or organization making the threat or committing the unlawful act or actually authorizing or ratifying the same after actual knowledge thereof;

(b) That substantial and irreparable injury to complainant's property will follow;

(c) That as to each item of relief granted greater injury will be inflicted upon complainant by the denial of relief than will be inflicted upon defendants by the granting of relief;

(d) That complainant has no adequate remedy at law; and

(e) That the public officers charged with the duty to protect complainant's property are unable or unwilling to furnish adequate protection; and

Whereas, The Federal Anti-Injunction Act is a deterrent on the part of employers in requesting the courts to issue injunctions; and

Whereas, One of the greatest needs of organized labor in California having members employed in intra-state commerce is an anti-injunction act based upon the Federal Anti-Injunction Act; therefore, be it

Resolved, That the California State Federation of Labor, duly assembled in this Forty-first Convention do instruct the Executive Board of the California State Federation of Labor to take the necessary procedure of enacting into law an act comparable to the "Norris-LaGuardia Act" as herein briefly described.

Referred to Committee on Legislation.
For final action, see page 145.

Endorsement of State Proposition No. 8

Resolution No. 11—Presented by Charles W. Real of Teamsters Union No. 70, Oakland, California.

Whereas, The California State Legislature has approved an amendment to the Constitution (Assembly Constitution Amendment 45), which will be known as Proposition No. 8; and

Whereas, Proposition No. 8 provides for a Fish and Game Commission of five members, having "staggered" terms, appointed by the Governor, with approval of the State Senate, and will result in a more efficient and "non-political" administration of fish and game in California; and

Whereas, The California State Federation of Labor has always advocated a sound program of conservation of all natural resources, including fish and game; now, therefore, be it

Resolved, That the California State Federation of Labor, meeting in their annual State Convention at Santa Monica, hereby approve and endorse Proposition No. 8, and in the interest of sound conservation, recommend a "Yes" vote on No. 8.

Referred to Committee on Legislation.
For final action, see page 145.

Legislation Compelling Spotters to Confront Accused

Resolution No. 12—Presented by Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1004, San Francisco.

Whereas, Many grave injustices are worked on employees in public service and other corporations through the use of anonymous spotters whose uncorroborated testimony often serves to effect the discharge of innocent men; and

Whereas, The basis of all democratic systems of justice require that a man accused of wrong doing be confronted with his accuser if he so requests, that the latter be afforded the opportunity to prove his innocence; therefore, be it

Resolved, That in order to remedy this condition, the California State Federation of Labor have suitable legislation drafted for introduction at the next session of the State Legislature making it mandatory for so-called spotters to personally confront those whom they accuse of wrong doing; and be it further

Resolved, That copies of this resolution be forwarded to the San Francisco Labor Council and the California State Federation of Labor for approval by their respective bodies.

Referred to Committee on Legislation.
For final action, see page 145.

Barring Communist Party From Ballot

Resolution No. 13 — Presented by C. D. Gibbon of Steamfitters Union No. 342, Oakland.

Whereas, The Organized Labor Movement is active in its opposition to Communism and the infiltration of Communism into our communities, State and Nation; and

Whereas, The California State Federation of Labor believes that the Communist Party in California does not represent a party, but a form of government, whose avowed purpose is the overthrow of our form of Government by force and violence, and whose party objectives are contrary to, and opposed to the fundamental principles of the California State Federation of Labor; now, therefore, be it

Resolved, That we, the Delegates to the Forty-first Annual Convention of the California State Federation of Labor, in regular session assembled, do hereby petition the Legislature of the State of California to enact such law or laws as may be necessary to outlaw the Communist Party as a political party and to prohibit it from appearing upon any ballot in this State; and be it further

Resolved, That a copy of this resolution be forwarded forthwith to the Senators and members of the Assembly of the State of California and be forwarded to the American Federation of Labor for its consideration at the National Convention in New Orleans.

Referred to Committee on Legislation.
For final action, see page 145.

Liens on "For Hire" Vehicles

Resolution No. 14 — Presented by David Schwartz and A. G. Costa of Chauffeurs Union No. 265, San Francisco.

Whereas, Assembly Bill 422, Chapter 723, Section 7, Section 690.7, reads:

Two horses, two oxen, or two mules, and their harness, and one cart or wagon, one dray or truck, one coupe, one hack or carriage, for one or two horses, by the use of which a cartman, drayman, truckman, huckster, peddler, hackman, teamster or other laborer habitually earns his living; and one horse with vehicle and harness or other equipment used by a physician, surgeon, constable or minister of the gospel, in the legitimate practice of his profession or business; with food for such oxen, horses or mules for one month, are exempt from lien or attachment, similar to the protection given to mechanics' tools; and

Whereas, There are no longer any hacks, or hackmen, being replaced by "for hire" vehicles, such as limousines, sightseeing buses and taxi cabs; now, therefore, be it

Resolved, That our legislative representative offer at the next session of the Legislature the amendment to said bill striking out the words "hack and hackman" and inserting "for hire vehicles and chauffeur."

Referred to Committee on Legislation.
For final action, see page 146.

Requiring State Bookbinding Be Kept Within the State

Resolution No. 15—Presented by August Halling and Bette Bell of Bookbinders and Bindery Women's Union No. 31-125, San Francisco.

Whereas, It has been drawn to the attention of the Conference of California International Brotherhood of Bookbinders Unions that some California libraries and schools have been sending their books out of the State to be rebound; and

Whereas, An ever-increasing burden of taxation is being placed upon the citizenry of California to maintain public institutions, libraries, schools, relief and other State, county and municipal agencies; and

Whereas, Workers in California are called upon either directly or indirectly to bear a large portion of this burden and must have employment to meet this demand; and

Whereas, There are several firms within the State specializing in this type of library and school binding and rebinding whose services have been satisfactory in the past; and

Whereas, The keeping of this work within the State will be contributing to the general welfare of the State by providing work for the employees of these binderies whose tax payments, along with those of their employers, help to maintain public institutions; therefore, be it

Resolved, That the California State Federation of Labor in convention assembled endorse the spirit of this resolution; and be it further

Resolved, That the Law and Legislative Committee of the California State Federation of Labor, in cooperation with the Conference of the California International Brotherhood of Bookbinders Unions, do everything within their power to have placed upon the statute books of the State of California at the next session of the Legislature a law requiring all bookbinding for the State and its political subdivisions, be kept within the State whenever possible.

Referred to Committee on Legislation.
For final action, see page 152.

Condemning Civil Service Commission Abuses

Resolution No. 16—Presented by Oliver E. Burns of Electrotypers Union No. 137, Los Angeles.

Whereas, The Honorable Secretary of Labor has appointed a special committee to gather information as to why the United States Civil Service Commission demands rigorous health examinations and an arbitrary age limit as applied to the skilled me-

chanics of the Allied Printing Trades employed in the Government Printing Office, Washington, D. C.; and

Whereas, It is a fact that a few years ago no health certificate was required, or no age limit was necessary to secure employment in the Government Printing Office; and

Whereas, There is no restriction placed by commercial employers of the printing trade when they hire craftsmen; and

Whereas, The Los Angeles Central Labor Council and the Los Angeles Allied Printing Trades Council have passed Resolutions protesting the rigorous requirements demanded by the United States Civil Service Commission; and

Whereas, Such requirements are discriminatory inasmuch as older persons are barred from employment; although from long experience they have skill and ability; and

Whereas, It is a fact that Electrotypers are not required to lift heavy weights, and to bar them and other allied craftsmen from obtaining work does not spread employment; therefore, be it

Resolved, That the California State Federation of Labor go on record as condemning the abuse of power as exercised by the United States Civil Service Commission to the end that the Honorable Secretary of Labor may be able to remove the restrictions now imposed on Allied Printing Trades craftsmen so that they may be employed for ability instead of health certificates.

Referred to Committee on Resolutions.
For final action, see page 156.

Selection of Convention City

Resolution No. 17—Presented by John V. McGinnis of Bricklayers and Masons Union No. 2, Los Angeles.

Whereas, In the present manner of selecting the Convention city of the California State Federation of Labor, it is possible to name a city which is not capable of accommodating this fast-growing organization; and

Whereas, The selection of the Convention city requires careful study, so that the delegates are housed at reasonable rates, and that the Convention hall is also suitable; therefore, be it

Resolved, That the selection of the Convention city be left in the hands of the Executive Board of the California State Federation of Labor, and they be instructed to select a city that can house and accommodate the delegates.

Referred to Committee on Constitution.
For final action, see page 153.

Prevailing Wage Law for State Printing

Resolution No. 18—Presented by Charles S. Hall of Pressmen and Assistants Union (Printing Pressmen) No. 78, Los Angeles.

Whereas, There is on the statute books of the State of California a law known as the Prevailing Wage Law, requiring that as a condition of receiving construction contracts from the State, or any of its political subdivisions, the contractor must submit proof

that he will pay the prevailing wage scale on the work to be produced; and

Whereas, Different County Councils, and many attorneys have ruled that the printing trades did not come under the prevailing wage law, and therefore, the printing industry was not subject to its provisions, resulting in great masses of public printing contracts being let to print shops having no floor to wages, making it possible for them to undermine the price structure in the industry; therefore, be it

Resolved, That the California State Federation of Labor Convention, in session assembled, in Santa Monica, September 23 to 27, 1940, resolve to do everything in their power to have the coming session of the California Legislature so amend the prevailing wage law as to make its provisions applicable to printing done for the State and its political subdivisions.

Referred to Committee on Legislation.
For final action, see page 152.

One Week Waiting Period for Unemployment Insurance

Resolution No. 19—Presented by Charles A. Kelly, President, and Albin J. Gruhn, Secretary, of Eureka Federated Trades and Labor Council, Eureka.

Whereas, The California Unemployment Insurance Act was enacted into law in order that workers and their families suffering from unemployment might have means of support until finding new employment; and

Whereas, The California Unemployment Insurance reserve fund has developed a large surplus due to the fact that tax collections have been much greater than unemployment insurance payments; and

Whereas, The present waiting period for unemployment insurance seriously handicaps the average unemployed worker and his family; therefore, be it

Resolved, That the California State Federation of Labor in Convention go on record as urging the establishment of a one week waiting period for unemployment insurance.

Referred to Committee on Resolutions.
For final action, see page 158.

Revising Workmen's Compensation Act

Resolution No. 20—Presented by Walter I. Welden of Imperial Valley Central Labor Council, El Centro, and Joseph L. Ferris and Emmett Campion, Machinists No. 1327, San Francisco.

Whereas, The California Workmen's Compensation Insurance and Safety Laws and laws relating to the rights of employees wherein Division 4, Part 2, Chapter 2, Article 3, Code 4652 of that part of the Act known as the Labor Code, states: "Irrespective of the length of the period of disability, payment is recoverable for the disability suffered during the first seven days after the employee leaves work as a result of the injury"; and

Whereas, An employee becoming involved in an injury or accident covered by the California Workmen's Compensation Insurance

and Safety Laws and laws relating to the rights of employees under Division 4, Part 2, Chapter 2, Article 3, Code 4652 of the Labor Code, the employee must wait a period of at least fourteen days before some compensation or remuneration is received to aid in his or her subsistence or his or her family's subsistence; and

Whereas, The greater majority of the working people do not earn or have not the means to subsist over a period of seven days in a manner deemed necessary to uphold their moral, physical, and mental attitude; therefore be it

Resolved, By the California State Federation of Labor Convention assembled in Santa Monica, September 23, 1940, that Division 4, Part 2, Chapter 2, Article 3, Code 4652 of the Labor Code of the California Workmen's Compensation Insurance and Safety Laws and laws relating to the Rights of Employees be revised and the Labor Code amended to read: "Irrespective of the length of the period of disability, disability payment is recoverable for the disability suffered for any day or major fraction thereof after the employee leaves work as a result of the injury."

Referred to Committee on Legislation.
For final action, see page 152.

State Tax on Coin-Operated Music Machines

Resolution No. 21—Presented by A. L. Noriega, Secretary of California State Theatrical Federation, California.

Whereas, Many musicians in the State of California have lost their means of livelihood through the introduction and widespread use of coin-operated music machines; and

Whereas, These machines are not taxed adequately by the State of California, resulting in the loss of many thousands of dollars annually to the State of California; therefore, be it

Resolved, That this Convention of the California State Federation of Labor does unanimously endorse the principle of a state tax that will tax all coin-operated music machines, wherever installed, not less than \$100 per annum, and does hereby instruct its officers to have the proper bill drawn for the same to be introduced at the next session of the Legislature of the State of California.

Referred to Committee on Legislation.
For final action, see page 152.

Alien Refugees

Resolution No. 22—Presented by A. L. Noriega, Secretary of California State Theatrical Federation.

Whereas, Alien refugees, brought into the United States, are being placed on jobs in industry replacing members of Organized Labor; and

Whereas, This tends to create more unemployment and a demoralized condition in Labor's ranks; therefore, be it

Resolved, That this Convention of the California State Federation of Labor go on record as being opposed to said condition and that

the Secretary of the Federation draft and present a copy of this resolution before the California State Federation of Labor condemning the placing of alien refugees on jobs filled by citizens of the United States of America.

Referred to Committee on Resolutions.
For final action, see page 158.

Support of State Textbook Budget

Resolution No. 23—Presented by Robert L. Ennis and J. L. R. Marsh of Federated Trades Council, Sacramento.

Whereas, There was enacted in California in 1912 a constitutional amendment which was intended to provide free State textbooks to all pupils in the elementary schools; and

Whereas, It has never been possible to comply with this constitutional act, due to insufficient funds; and

Whereas, The State Department of Education is now preparing a budget to present at the next session of the Legislature, which, if passed, will provide the children of California with additional books; therefore, be it

Resolved, By this Convention, that the Legislative Agent of the California State Federation of Labor at the next session of the State Legislature be instructed to lend every effort and support at his command for the passage of the proposed textbook budget, which will mean additional work for our members in the State Printing Office, and an increased number of needed books for the elementary schools.

Referred to Committee on Legislation.
For final action, see page 152.

Opposing Increase of Automobile Taxes

Resolution No. 24—Presented by Charles W. Real of Teamsters Union No. 70, Oakland, and George W. Stokel of Chauffeurs and Teamsters No. 150, Sacramento.

Whereas, At every regular session of our State Legislature many bills are submitted which, if passed, would increase the cost of motor vehicle registration, operators' licenses, vehicle and gasoline taxes; and

Whereas, Present fees and taxes are adequate for new construction and maintenance of our State highway system and the operation of Department of Motor Vehicles; and

Whereas, Any increased cost would work a hardship upon the thousands of Union men and women who own and operate a motor vehicle either as a means of earning a living, for transportation to and from their work, or for pleasure; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled in Santa Monica, California, the week of September 23, 1940, hereby instructs its Legislative Representatives to oppose any increase in the present automobile property tax, gasoline tax, registration, license, or other fees now required by law.

Referred to Committee on Legislation.
For final action, see page 152.

Resolution No. 25—Expunged from records of Convention.

Unfair Attitude of Montgomery Ward

Resolution No. 26—Presented by Robert Black of Molders Union No. 374, Los Angeles. (Copies of same proposal received from other unions.)

Whereas, The two great chain and mail order concerns, namely, Sears, Roebuck and Company and Montgomery Ward Company, constitute mighty economic forces in the United States owing to the colossal volume and diversity of commodities sold; and

Whereas, Obviously owing to the tremendous amount of goods purchased and distributed by these concerns they wield a considerable influence upon labor; and

Whereas, The expressed attitude of the Montgomery Ward Company now is and has been that it has no interest in labor controversies; and

Whereas, This means the policy of this company is to completely ignore the protests of Organized Labor against unfair products, and it is now handling many unfair lines of merchandise to the detriment of Organized Labor; therefore, be it

Resolved, By the California State Federation of Labor in Convention assembled this 23rd day of September, 1940, that the policy of the Montgomery Ward Company with respect to purchasing and distributing merchandise unfair to Organized Labor and disregarding their products, be condemned and the company notified to this effect; and be it further

Resolved, That a resolution be presented to the coming American Federation of Labor Convention by the California State Federation of Labor covering the subject matter in this resolution, and requesting its adoption; and be it further

Resolved, That unless the Montgomery Ward Company decides to discontinue its present unfair attitude toward Organized Labor, that the California State Federation of Labor participate in a movement to launch a nationwide campaign on the part of Organized Labor against this company.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Amendment to Workmen's Compensation Act

Resolution No. 27—Presented by Ben Simmons, Bert Walton, S. J. Green, C. R. Van Winkle, E. J. Roberts and B. Stone of United Brotherhood of Carpenters and Joiners of America, Union No. 946, Hollywood.

Whereas, Owing to the activities of several compensation insurance carriers it is becoming increasingly difficult for many of the workers who are 45 years of age and upward to secure work; and

Whereas, Several public and governmental bodies have recently lowered the age limits for examination and employment; and

Whereas, It is admitted by many employers that men of mature years do not have as many accidents as the younger men, because they do not take the risks; therefore, be it

Resolved, That the incoming Executive Board of this Federation be instructed to prepare the necessary amendments to the Workmen's Compensation Act to the end that the right to employment shall not be jeopardized in any manner owing to age; and be it further

Resolved, That the said Executive Board be urged to secure this relief for our elder members at the next regular session of the State Legislature.

Referred to Committee on Legislation.
For final action, see page 152.

Compensation of Average Earnings of Injured Employees

Resolution No. 28—Presented by Jack Leonard, of Construction and General Laborers Union No. 261, San Francisco.

Whereas, A section of the Workmen's Compensation, Insurance and Safety Laws of California has been amended by the State Legislature in 1933 changing the method of computing average earnings of an injured employee to such an extent that such amendment has been taken advantage of by the insurance carriers of the State of California to the detriment of the injured employee; and

Whereas, Said amendment has therefore resulted in a great loss of compensation payments to the injured working men and women of the State of California; and

Whereas, During the year 1939, a committee of representatives from various labor organizations met with the Industrial Accident Commission, requesting that said Commission declare a policy to be observed in decisions affecting average earnings of injured employees so that the earnings upon which weekly disability indemnity payments would be based, would be either upon the actual earnings of the employee at the time of the injury, or upon the injured employee's capacity to earn; and

Whereas, The request of the said committee was submitted to the Industrial Accident Commission and to its Legal Department; and

Whereas, The attorney for the said Commission has declared that it would be legal for the above mentioned policy to be adopted and put in operation; and

Whereas, No further action has been taken upon the said matter by the said Industrial Accident Commission; now, therefore, be it

Resolved, That the California State Federation of Labor, through its proper channels, immediately request that the Industrial Accident Commission of the State of California adopt the policy above described in so far as the computation of average earnings of injured employees is concerned.

Referred to Committee on Resolutions.
For final action, see page 158.

Selection of Medical Experts in Compensation Cases

Resolution No. 29—Presented by Jack Leonard, of Construction and General Laborers Union No. 261, San Francisco.

Whereas, It is the policy of the Industrial

Accident Commission in cases where medical reports have been filed by both the injured working man and the employer, or insurance carrier, where said reports disagree, to appoint what is known as a special medical examiner; and

Whereas, It does appear that in a great many instances, the special medical examiner selected by the Medical Department of the Industrial Accident Commission is a physician or surgeon frequently employed by insurance carriers or employers; and

Whereas, It has been the experience of those who represent injured working men in hearings before the Industrial Accident Commission, that most of these reports of examinations made by the above described physicians are against the interest of the injured employee and in favor of the insurance carrier; now, therefore, be it

Resolved, That the California State Federation of Labor, through its proper officers or committees, request the members of the Industrial Accident Commission in the matter of the selection of an independent medical examiner to direct its Medical Director to select only such medical experts who have no connection with or employment by either the State Compensation Insurance Fund or the independent insurance carriers.

Referred to Committee on Resolutions.
For final action, see page 156.

Investigation of Industrial Accident Commission

Resolution No. 30.—Presented by Jack Leonard of Construction and General Laborers Union No. 261, San Francisco.

Whereas, The Industrial Accident Commission of California was created for the purpose of insuring prompt, adequate medical treatment and just compensation payments for injured employees; and

Whereas, The Commission sits as a court of law in making its awards and findings; and

Whereas, Many injured employees are being denied adequate, competent medical treatment, and also in many cases unjustifiable delays occur in making awards to injured employees, thereby causing great loss and suffering; and

Whereas, Many of the awards issued by the Commission receive only perfunctory consideration by the Commission, the Commission failing to give such cases adequate study and consideration; and

Whereas, The Commission has adopted a so-called unit rule whereby the votes of the two other commissioners may be taken and such vote thereafter registered, recorded and certified as the vote of the three commissioners; and

Whereas, It appears that the two commissioners who do vote on the awards and decisions of the Commission do so as a perfunctory matter without first reviewing the law and facts and considering the findings and awards which are prepared by subordinate employees of the Commission; and

Whereas, There has also been an extensive

delegation of the authority of the Commission to subordinates, all of which procedure is of questionable legality; and all of which has caused a breaking down of the standards and efficiency of the Commission and the justice of awards; therefore, be it

Resolved, That this Convention of the California State Federation of Labor hereby protests against these conditions and demands that Governor Culbert L. Olson, as the Chief Executive of this State, appoint an impartial committee, to include representatives of Labor, to make a thorough investigation of the Industrial Accident Commission Act to the end that the Workers' Compensation Act may be justly and efficiently enforced.

Referred to Committee on Resolutions.
For final action, see page 160.

Investigation of State Compensation Insurance Fund

Resolution No. 31.—Presented by Jack Leonard of Construction and General Laborers Union No. 261, San Francisco.

Whereas, In addition to being subsidized by the State of California, the State Compensation Insurance Fund has been given the tremendous advantage of monopoly of the compensation insurance of the State of California and the political subdivisions thereof; and

Whereas, Notwithstanding that it has these advantages over all competing private insurance companies, the State Compensation Insurance Fund has inaugurated a procedure under which certain of its employees deliberately work and connive to prevent injured workmen and women from receiving medical treatment and compensation to which they are lawfully entitled; and

Whereas, The State Compensation Insurance Fund is also employing doctors who are prejudiced against injured employees and also in many cases incompetent to determine the character of injury and the proper treatment therefor; and

Whereas, Grave injustice has been done to injured working men and women who have been compelled to submit to examination and treatment by these biased and incompetent doctors; therefore, be it

Resolved, By the California State Federation of Labor in Convention assembled this 23rd day of September, 1940, that we hereby direct the officers of the Federation to request an investigation of these conditions by a committee representing the State Legislature; and, be it further

Resolved, That we request all Central Labor Councils to adopt similar resolutions and to assist in having terminated these abhorrent conditions.

Referred to Committee on Resolutions.
For final action, see page 168.

Policy of Determining Industrial Accident Disability Claims

Resolution No. 32.—Presented by Jack Leonard of Construction and General Laborers Union No. 261, San Francisco.

Whereas, It appears from the examination of a great number of cases heretofore and now pending before the Industrial Accident Commission of the State of California that men who have received serious injuries are stopped from collecting compensation by reason of the report of physicians employed by insurance carriers who charge the disability of the injured employee to arthritis; and

Whereas, It does appear from the said records that in very nearly all instances the injured employee, prior to the accident was not affected by or with arthritis; and

Whereas, It appears further that in many instances in actions pending before the Industrial Accident Commission it is the policy of the Commission to charge by apportionment as high as 75 per cent of the disability to disease and 25 per cent to injury, solely upon the report of the doctors employed by the insurance carriers; and

Whereas, It appears also from the said records that the injured employees charged with having arthritis have been well and capable of performing the duties incumbent upon their occupations prior to the injury; and

Whereas, Invariably in this type of cases the physicians of the insurance carriers are compelled to admit that if the injury had not occurred the injured employee would not be disabled; now, therefore, be it

Resolved, That the California State Federation of Labor, in convention assembled, is of the opinion that the Commission should inaugurate a policy which should require its referees to adhere to and follow strictly, that where the claim made is that the disability is caused by or contributed to by a preëxisting condition or disease, that the burden be upon the insurance carrier or employer making such contention to prove the same and that it should be presumed in the absence of any evidence to the contrary that the disability was caused by injury and was not due to any particular pre-existing disease.

Referred to Committee on Resolutions.
For final action, see page 156.

Policy of Payment in Compensation Cases

Resolution No. 33—Presented by A. P. Devlin, of Construction and General Laborers Union No. 261, San Francisco.

Whereas, It has been the practice of the Industrial Accident Commission in making awards for payment of disability indemnity for a portion of a week to base such payments upon seven days in each week; and

Whereas, It has been the practice of the said Commission, in figuring average earnings of an injured employee, to base his wages upon a five-day week; now, therefore, be it

Resolved, That the California State Federation of Labor, through its proper officers or committees, contact the members of the Industrial Accident Commission with the end in view of having the said Commission adopt a policy in this regard whereby the payment of compensation for a portion of a week be

based upon a five-day period instead of a seven-day period.

Referred to Committee on Resolutions.
For final action, see page 156.

Method of Certifying Industrial Accident Awards

Resolution No. 34—Presented by John Thomas, of Construction and General Laborers Union No. 261, San Francisco.

Whereas, It is provided by the Workmen's Compensation, Insurance and Safety Laws of the State of California that when an employer or insurance company has been directed by an award of the Commission to furnish an injured employee with medical treatment and has been ordered to pay weekly compensation and who persistently refuses to do so, the said injured employee may apply for a certified copy of the said award or order and file the same with the County Clerk of the county in which the insurance company or employer may have property and thereupon obtain a judgment of the Superior Court which shall entitle him to an execution to be levied upon the property of the employer or insurance carrier; and

Whereas, It is now the policy of the members of the Industrial Accident Commission to require a written request to be made for such certified copy; and

Whereas, It is further the policy of the said Industrial Accident Commission to wait for a period of forty-eight hours before preparing and delivering such certified copy; and

Whereas, This delay in delivering such certified copy frequently results in giving the recalcitrant employer or insurance carrier opportunity for filing dilatory proceedings before the said Commission; now, therefore, be it

Resolved, That the California State Federation of Labor, through its proper officers or committees, demand that it be the policy of the Industrial Accident Commission hereafter where it does appear that there has been great delay in caring for the injured employee, to issue immediately upon application by the injured employee, a certified copy of the order or award without notice to the employer or insurance carrier guilty of delay in complying with the said award or order.

Referred to Committee on Resolutions.
For final action, see page 159.

Disability Indemnity Payments in Industrial Accident Cases

Resolution No. 35—Presented by Paul Hoffman, of Construction and General Laborers Union No. 261, San Francisco.

Whereas, The occupational disease of dermatitis is quite prevalent among employees of several of the unions and more particularly with painters, plasterers, hod carriers, laborers and cement workers; and

Whereas, Working men who happen to be affected with this type of occupational disease are frequently instructed by physicians that it will be impossible for them to carry on their regular occupation and that it will

be necessary, therefore, for them to adjust themselves to work of another type; and

Whereas, It has heretofore been the policy of the Industrial Accident Commission of the State of California to grant an employee disability indemnity payments and medical treatment until such time as he is apparently cured and thereafter if a recurrence of the occupational disease is noted to dismiss the employee without further help by reason of the fact that he has been told that he should not engage in the same occupation; and

Whereas, It has been reported that the members of the Industrial Accident Commission, as constituted at the present time, feel that there should be a change in such policy to the extent that when an employee suffers a recurrence of an occupational dermatitis and has been instructed that he can not and should not follow the same occupation that then, and in that event, the disability ensuing after a recurrence of the condition should be considered a permanent disability and should be rated to the extent that the injured working man be granted disability indemnity payments for one year immediately succeeding the recurrence; and

Whereas, The adoption of such a policy would give the working man suffering from such an occupational disease the opportunity to live comfortably for at least one year while he was endeavoring to adjust himself to some other occupation; now, therefore, be it

Resolved, By the California State Federation of Labor, that through its officers or committees, the members of the Industrial Accident Commission be requested to put into immediate operation the policy hereinabove described.

Referred to Committee on Resolutions.
For final action, see page 158.

Opposing Present WPA Operations

Resolution No. 36—Presented by Jack Leonard of Construction and General Laborers Union No. 261, San Francisco.

Whereas, The American Federation of Labor Movement, and particularly the various Building Trades Crafts, have become increasingly concerned by the invasion of WPA in the National Defense Construction Program; and

Whereas, The extension of WPA into the field of constructing military objectives can only react against Organized Labor competitively, and the National Defense Program as well, by reason of slow, antiquated and costly methods utilized by the WPA; and

Whereas, Organized Labor will undoubtedly bear the brunt of supplying young men who are being called upon to defend our country, which men, if dependent upon WPA ill-advised "experiments" for their shelter and other facilities while in training, can only suffer hardship and the possibility of illness and lowering of their morals, with consequent delay to their military training; and

Whereas, An immediate comparison of WPA "futile" methods can be ascertained presently at Camp Ord in Monterey County

where the WPA has been working for months without productive results to date and the adjoining Camp Clayton (sometimes erroneously called Camp Ord) now being built by the efficient and proven methods of private industry and which project (Camp Clayton) will be ready for occupancy within ninety days; now, therefore, be it

Resolved, That this California State Federation of Labor Convention go on record as being opposed to the use of WPA clients in the National Defense Program, where speed and efficiency are prime requisites, and urges that the best and properly trained A. F. of L. workers be utilized instead, so that our nation can obtain satisfactory results without costly delay and extraordinary expenditures which must be incurred if WPA is allowed to function as it has in the past; and be it further

Resolved, That this Convention vigorously urge and emphatically go on record as opposing conditions and operations of WPA generally, which methods can only serve to undermine Union wages and conditions by the so-called "security" wages, which are injurious and inimical to the cause and policy of the A. F. of L. Labor Movement and which, if allowed to continue indefinitely, can only serve to break down Union conditions established after almost a century of arduous toil; and be it further

Resolved, That copies of this Resolution be sent to the President of the United States, the Chairman of the National Defense Board and to the officers of the Building Trades Department of the American Federation of Labor.

Referred to Committee on Resolutions.
For final action, see page 160.

Attorney's Fees in Contested Compensation Cases

Resolution No. 37—Presented by Harry Lumsden, Construction and General Laborers Union No. 261, San Francisco.

Whereas, In contested matters heard and determined by the members of the Industrial Accident Commission of California where findings and award issue in favor of the injured employee and where the employee is represented by an attorney, it has been the custom of the said Commission to order the injured employee to pay the attorney his fee out of the moneys provided for in the award; and

Whereas, The Commission would be much more equitable if it required the employer or the insurance carrier to fix such attorney's fees and pay the same in addition to the amount of compensation allowed by reason of the fact that the refusal of the insurance carrier or the employer has brought about litigation; now, therefore, be it

Resolved, By the California State Federation of Labor that it is the consensus of this Convention that at the coming session of the Legislation to be held during the early part of 1941 the legislative representative of the California State Federation of Labor prepare and present a bill to provide for the payment

by an employer or insurance carrier, in the event an award is made in favor of an injured employee, of a reasonable attorney's fee to applicant in addition to such award of compensation.

Referred to Committee on Legislation.
For final action, see page 152.

Notification Before Terminating Indemnity Awards

Resolution No. 38—Presented by Pat Devlin, Construction General Laborers Union No. 261, San Francisco.

Whereas, It has been the practice in the past for the State Compensation Insurance Fund, employers and private insurance companies, without any order from the Industrial Accident Commission of the State of California, where an award has been made in favor of the injured employee, and directing the payment of weekly disability indemnity indefinitely, to stop the payments directed by the Commission without notice either to the Commission or to the injured employee; now, therefore, be it

Resolved, By this Convention, that the California State Federation of Labor, through its proper committees or officers, prepare proper legislation to be introduced at the coming session of the Legislature wherein it shall be provided that no employer or insurance carrier may avoid the payment of continuing weekly disability indemnity payments, after an award has been made by the members of the Industrial Accident Commission, until a petition to terminate said liability for payment of disability indemnity has been filed and served upon the injured employee and heard by the Industrial Accident Commission, except that the Commission may, upon good cause, shown by such employer or insurance carrier, suspend such award pending final determination by it of such petition to terminate liability.

Referred to Committee on Legislation.
For final action, see page 152.

Forwarding Demand for United Brick and Clay Workers' Label

Resolution No. 39—Presented by M. F. Brooks and John O. Grisson, United Brick and Clay Workers Union No. 616, Pomona, California.

Whereas, The union label of the United Brick and Clay Workers of America is the only label recognized by the American Federation of Labor on ceramic floor and colored wall tile; and

Whereas, Local No. 616, United Brick and Clay Workers of America, are the only labor in the State of California now producing 100 per cent union made tile; therefore, be it

Resolved, That the Delegates of this Annual Convention of the California State Federation of Labor call this to the attention of their membership, with a request that they make a special effort to forward the demand for the label of the United Brick and Clay Workers of America and give this matter all possible publicity; and be it further

Resolved, That the California State Federation of Labor in the Forty-first Annual Convention, assembled in the city of Santa Monica, hereby instruct the United Brick and Clay Workers of America, Local No. 616, to prepare the necessary copies for the purpose of carrying out the intent and purpose of this Resolution.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Favoring Legislation for Organization of Municipal Employees

Resolution No. 40—Presented by Executive Board of Local Union 595, International Brotherhood of Electrical Workers, Oakland.

Whereas, The principle of collective bargaining and the right of all workers to affiliate with organizations of their own choosing has now become recognized as fundamentally sound; and

Whereas, There is no logical reasoning that such rights should not apply to employees of cities, counties, state and other political subdivisions to an equal extent to that which they apply to employees in private employment; and

Whereas, Because of existing legal restrictions whereby legitimate agreements cannot be entered into between organizations or Local Unions of existing labor organizations representing a majority of the employees of, and a city, county, state or other political subdivision; and

Whereas, The California State Association of Electrical Workers, the Joint Executive Conference of Southern California, and the Joint Executive Conference of Northern California have gone on record as favoring legislation which would make such agreements possible; now, therefore, be it

Resolved, That this Convention of the California State Federation of Labor go on record as favoring such legislation and offering to the bodies actively engaged in furthering such legislation their wholehearted support, both morally and financially.

Referred to Committee on Resolutions.
For final action, see page 158.

Amending Workmen's Compensation Act

Resolution No. 41—Presented by W. S. Hawkins, Studio Carpenters Union No. 946, Los Angeles.

Resolved, That the Committee on Legislation of the California State Federation of Labor is directed by this Convention to present to the appropriate legislative committee of the State of California, at its next session, the following amendments to the Workmen's Compensation Act:

(a) That in the event the employer or insurance carrier shall fail to pay any installment of compensation, within ten days after it shall become due and payable, under the terms of the Workmen's Compensation Act, where no formal award has been made, the said employer or insurance carrier shall be required to pay a penalty in an amount equal to 10 per cent of such payment. Said sum

shall be paid at the same time, but in addition to the payment so that the employee will receive the installation due him, plus 10 per cent at the time such payment is made where payment is not made within said ten-day period.

In the event said payment is not made within twenty days after it shall become due, then an amount equal to 20 per cent of such payment shall be added to the unpaid installation and shall be payable at the same time and in addition to such installment.

(b) In the event any payment of compensation which was due and payable under the terms of an award, shall not be paid within ten days after it becomes due, there shall be added to such unpaid compensation an amount equal to 20 per cent thereof, and such additional 20 per cent shall be in addition to such compensation, and payable at the same time.

In the event such payment of compensation is not made within twenty days after it shall have become due, then there shall be added a sum equal to 20 per cent of the amount of such unpaid compensation, which shall be likewise payable in addition to and at the same time as such compensation.

(c) In the event an application for rehearing shall be filed within the time allowed by law, such application shall stay the imposition of the additional penalty provided for in subdivisions (a) and (b), but in the event such rehearing shall be denied, then and in that event said penalty shall be due and payable in the same manner as though such application shall not have been made.

Further, in the event that a petition is filed for a writ of review and such writ of review is denied, then and in that event such penalty payments, as hereinabove provided, shall become due and payable.

In the event the employer or insurance carrier shall file a good and sufficient surety bond, pending a petition for rehearing or writ of review, the same shall operate as a stay, but shall not avoid the imposition of the penalties hereinabove provided.

(d) All payments of compensation shall be required to be made by bank check upon a bank within the State of California. No insurance carrier shall make such payments by draft, either upon a bank outside of the State of California or otherwise.

Referred to Committee on Legislation.
For final action, see page 152.

Increasing Building Contractors' License Fee

Resolution No. 42—Presented by James H. Blackburn and E. B. Webb, Painters Union No. 256, Long Beach.

Whereas, The present Building Contractors' License fee in the State of California is so low that many unscrupulous people have no difficulty in obtaining them; and

Whereas, By having a license to build or construct, either as a general building contractor or as a subcontractor, in any of the various crafts that come under this law, these

same unscrupulous people do obtain contracts from our unsuspecting citizenry to build or construct buildings, proceed to hire labor and purchase materials without paying for either; and

Whereas, When the owner takes possession and pays the contractor, he very often finds many liabilities still due and payable by process of the law, on labor and materials which he must necessarily pay again; and

Whereas, Under the present laws the owner has no redress on the contractor; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled in Santa Monica, California, September 23-27, 1940, do hereby instruct its Secretary-Treasurer to draw up, or cause to have drawn up legally, a revision of this law, wherein in addition to the fee paid for a Contractor's License, a bond of at least \$500 shall be furnished to insure redress to all concerned; and be it further

Resolved, That the License Fee be raised from the present \$10 to \$100, and renewals from the present \$5.00 to \$50 and that the Secretary-Treasurer use all means possible to have this enacted into law at the next regular legislative session of the State Legislature of the State of California.

Referred to Committee on Legislation.
For final action, see page 152.

Urging Congressional Investigation of "United States Merchant Marine Association"

Resolution No. 43—Presented by Captain C. F. May, National Organization of Masters, Mates and Pilots of America, West Coast, San Francisco and San Pedro, California.

Whereas, It is evident that due to their importance to the life of the nation, the Unions in transportation industries are particularly vulnerable to attack by forces opposed to unions and collective bargaining; and

Whereas, Such an attack has already begun against the Masters, Mates and Pilots organization; and

Whereas, High ranking Navy officers and men holding high and important offices in both financial and industrial institutions of great prominence have appeared as sponsors for an organization named "United States Merchant Marine Association"; and

Whereas, This association has for its object the breaking up of the Unions in the marine transportation industry; and

Whereas, This organization is now engaged in distributing false and misleading propaganda to the public about our merchant marine, its personnel and organizations; therefore be it

Resolved, That the Forty-first Annual Convention of the California State Federation of Labor go on record as condemning the action of the United States Merchant Marine Association and petition the President of the United States and Congress to inaugurate a Congressional investigation; and be it further

Resolved, That the delegate from the California State Federation of Labor Convention to the next American Federation of Labor convention be instructed to submit this or a similar resolution in order that the American Federation of Labor Executive Committee give all possible aid so that a Congressional investigation of the United States Merchant Marine Association and its sponsors be immediately undertaken.

Referred to Committee on Resolutions.
For final action, see page 168.

Supporting Amendments to Motorboat Act

Resolution No. 44—Presented by Captain C. F. May, National Organization of Masters, Mates and Pilots of America, West Coast Local Union No. 90, San Francisco and San Pedro, California.

Whereas, The National Organization of Masters, Mates and Pilots of America sponsored amendments to the Motorboat Act of June 9, 1910, in order to adequately protect life and property; and

Whereas, This act was amended April 25, 1940, but not to adequately protect life and property; and

Whereas, It is extremely necessary that this Act be further amended to comply with National Defense; therefore, be it

Resolved, That this Convention go on record to support the National Organization of Masters, Mates and Pilots of America in sponsoring further amendments to the Motorboat Act; and be it further

Resolved, That the delegate from this Convention to the next American Federation of Labor convention submit this or a similar resolution for the purpose of instructing the National Executive Committee of the American Federation of Labor and its Legislative Committee to support the amendments as submitted by the National Organization of Masters, Mates and Pilots of America.

Referred to Committee on Resolutions.
For final action, see page 168.

Favoring U. S. Senate Bill 3268

Resolution No. 45—Presented by Captain C. F. May, National Organization of Masters, Mates and Pilots of America, West Coast Local No. 90, San Francisco and San Pedro, California.

Whereas, Masters, Mates and Pilots of America are sponsoring Senate Bill 3268 to amend Section 4438 of the Revised Statutes of the United States for the better protection of life and property, as follows:

"Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that section 4438 of the Revised Statutes, as amended, is amended by adding at the end thereof the following new paragraph:

"Any ocean or coastwise vessel, propelled by machinery and required to be manned by licensed officers when being navigated, when not under way, but in service and not in a laid-up status, shall have on board at all times a licensed deck officer in charge of the deck

department and a licensed engineer officer in charge of the engine department. Nothing in this paragraph shall be construed to apply to any motorboat, as defined in the first section of the Motorboat Act of April 25, 1940. Any officer authorized to enforce the navigation laws shall enforce the provisions of this paragraph"; therefore, be it

Resolved, That the Forty-first Annual Convention of the California State Federation go on record in favor of such bill; and be it further

Resolved, That the delegate from this Convention to the American Federation of Labor convention submit this or a similar resolution to instruct the incoming Executive Committee and Legislative Committee of the American Federation of Labor to give all possible aid for the passage of this amendment.

Referred to Committee on Resolutions.
For final action, see page 168.

Old Age Discrimination on Government Subsidized Ships

Resolution No. 46—Presented by Captain C. F. May, National Organization of Masters, Mates and Pilots of America, West Coast Local No. 90, San Francisco and San Pedro, California.

Whereas, It is the practice in private and government shipping departments to discriminate against old age; and

Whereas, The United States Government, through the medium of the United States Maritime Commission, is subsidizing private shipowners, which subsidy is derived from the American tax payers; and

Whereas, Deck officers over forty years of age who are taxpayers of the United States, on becoming unemployed, have difficulties in obtaining reemployment on account of their age; and

Whereas, This system of discrimination cannot keep him a contented and satisfied citizen of the United States; and

Whereas, Happiness can only be secured by giving all men an equal opportunity to work and live the American way; and

Whereas, There is in general, little correlation between age and ability, because both experience and superannuation are functions of age, the result of such conflict is usually dependent upon the individual involved, and

Whereas, That ability, not age, must be maintained as the criterion for employment. Not only is ability a more realistic basis, but age can be arbitrarily used as a weapon of discrimination against members of various labor organizations; now, therefore, be it

Resolved, That the incoming Executive Council of the California State Federation of Labor petition the President, Congress and United States Maritime Commission to take steps to enact legislation that this discrimination, especially on subsidized vessels, be discontinued; and be it further

Resolved, That the delegate from this Convention to the next American Federation of Labor convention submit this or a similar resolution so that the incoming Executive Com-

mittee of the American Federation of Labor be instructed by the Convention to do likewise.

Referred to Committee on Legislation.
For final action, see page 152.

Providing Exemptions for Judgment Debtor

Resolution No. 47—Presented by C. J. Hyans, American Guild of Variety Artists, Hollywood.

Whereas, Section 690, and its subdivisions, of the Code of Civil Procedure of the State of California, provides that certain properties of a judgment debtor necessary for him to maintain himself in his trade, calling, or profession, and to enable himself to support his family are exempt from execution; and

Whereas, Said Section of the Code of Civil Procedure does not exempt the wardrobe of an entertainer used by him in earning a livelihood, and the uniform of a waitress used by her in her work as such waitress; therefore, be it

Resolved, By this Convention of the California State Federation of Labor, that the legislative representative of the Federation be instructed and he is hereby instructed to have prepared and introduced at the next session of the Legislature the appropriate legislation to bring about the amendment to Section 690 to the end that the properties above mentioned may be, by law, exempt from execution.

Referred to Committee on Legislation.
For final action, see page 152.

Legislation Exempting Liens on Certain Personal Property

Resolution No. 48—Presented by C. J. Hyans, American Guild of Variety Artists, Hollywood, California.

Whereas, Section 1861 of the Civil Code of the State of California provides that hotel, inn, boarding house and lodging house keepers have lien upon the baggage and other personal property of guests or lodgers; and

Whereas, Section 1861-a of the Civil Code of the State of California provides for a similar lien for keepers of furnished apartments or bungalow courts; and

Whereas, These provisions of the law have often times been taken advantage of by unscrupulous landlords and hotel keepers to unjustly exact sums of money from their roomers or lodgers; and

Whereas, These provisions of the law are un-American and contrary to the spirit of our laws which makes certain properties exempt from levy of execution; now, therefore, be it

Resolved, By this Convention of the California State Federation of Labor that the legislative representative of the State Federation of Labor be instructed and he is hereby instructed to have prepared and introduced at the next session of the Legislature appropriate legislation to exempt from such liens

any property which is by law exempt from execution.

Referred to Committee on Legislation.
For final action, see page 152.

Unemployment Insurance for Agricultural Workers

Resolution No. 49—Fred Tibbs, Cannery Workers Union No. 20905, Oakland, California.

Whereas, Agricultural Workers are among the worst sufferers from unemployment by virtue of the seasonal nature of their work; and

Whereas, The wages of Agricultural Workers are so low that it is impossible for them to accumulate a reserve while employed, to tide them over periods of unemployment and, in fact, many of them are barely able to subsist on wages paid during this period of employment; and

Whereas, To the penalties of seasonal work and low wages the Legislature of California and the National Congress have added the further penalty of denial of the benefits of Unemployment Insurance by excluding agricultural workers from the protection of the Act; and

Whereas, The chief beneficiaries of such exclusion are the large-scale industrialized farms, field packers and shippers; therefore, be it

Resolved, That the legislative representative be instructed to prepare appropriate legislation to accomplish this end and strive for its adoption at the next session of the Legislature; and be it further

Resolved, That the delegate to the national convention of the American Federation of Labor be instructed to introduce at the next convention a similar resolution to extend the coverage of unemployment insurance and seek its adoption.

Referred to Committee on Legislation.
For final action, see page 152.

Lowering Minimum Requirements of Unemployment Reserves Act

Resolution No. 50—Presented by Fred Tibbs, Cannery Workers Union No. 20905, Oakland, California.

Whereas, On December 1, 1939, the minimum requirements of the Unemployment Reserves Act for benefits under the Act was increased from \$156 to \$300; and

Whereas, This change deprived many workers engaged in the canning and packing of fruits and vegetables, and a large number of workers in other industries from its benefits; and

Whereas, These workers so deprived of their benefits have contributed their share to the maintenance of this insurance fund; and

Whereas, Instead of insurance these workers are obliged to seek relief when unemployed; and

Whereas, As herein shown, the application of this change has been to defeat the very purpose of unemployment insurance; therefore, be it

Resolved, That this Convention of the California State Federation of Labor go on record as opposed to this or similar changes in the Act which deprive workers of its benefits and instructs its legislative representative to prepare appropriate legislation to reduce the \$300 minimum for a base period and seek its adoption at the next session of the Legislature.

Referred to Committee on Legislation.
For final action, see page 152.

Supervision of Private Employment Agencies

Resolution No. 51—Presented by Henrietta Williams, Office Employees Union No. 21320, San Francisco, California.

Whereas, The majority of office workers find it necessary to seek employment through the services of private employment agencies; and

Whereas, Said private agencies commonly charge exorbitant rates for their services; and

Whereas, State supervision and control of said agencies is under existing circumstances totally inadequate; therefore, be it

Resolved, That we appeal to the Legislature of the State of California to enact legislation providing for strict state supervision of private employment agencies, and for restriction upon the amount of fees chargeable for their services; and be it further

Resolved, That each union affiliated with the California State Federation of Labor be urged to conduct a vigorous campaign looking toward the enactment of such legislation by the Legislature of this State.

Referred to Committee on Legislation.
For final action, see page 152.

Supporting Higher Wages for Mare Island Navy Yard Employees

Resolution No. 52—Presented by C. L. Cereda, Hod Carriers, Building and Common Laborers Union No. 326, City of Vallejo, California.

Whereas, A Wage Board hearing was recently held at Mare Island, California, to consider wages of all federal employees in classes 1, 2, 3 and 4-a; and

Whereas, Committees of the various crafts coming under these classes presented data according to the procedure laid down by the Secretary of the Navy and the National Wage Board; and

Whereas, These committees representing nearly 70 per cent of the Navy Yard personnel presented wage data on a comparable work basis showing that an upward revision was in order; and

Whereas, Although this increase ranged from 10 cents an hour on up, the local Fact Finding Board recommended an increase of only three-tenths to eight-tenths of a cent an hour; and

Whereas, The cost of living in the vicinity of the Navy Yard has been greatly increased by the national emergency, and there has been very little increase in wages; and

Whereas, The need for a continuous fight must be waged in order to realize the fruits

of our work in the preliminary wage hearing; and

Whereas, The California State Federation of Labor has always been active in seeking an upward revision of wages; therefore, be it

Resolved, That the California State Federation of Labor in convention at Santa Monica, September, 1940, go on record as supporting us in our fight for higher wages by requesting the American Federation of Labor to press the National Wage Board to bring in a recommendation for an upward revision of wages; and be it further

Resolved, That copies of this resolution be sent to the American Federation of Labor, Secretary of the Navy, National Wage Board Review, and the representatives in Congress from the State of California.

Referred to Committee on Resolutions.
For final action, see page 168.

Legislation Amending Cement and Mortar Trades Compensation Laws

Resolution No. 53—Presented by R. J. Simmons, Cement Finishers Union No. 627, Los Angeles, California.

Whereas, It being a well known fact that cement poisoning is becoming more and more prevalent among men working at the cement and mortar trades, owing to the use of quick-setting materials and ingredients; therefore, be it

Resolved, That the California State Federation of Labor, here assembled, father a move for immediate legislation tending to correct and amend the existing laws, so as to give relief to our members who become afflicted with cement poisoning a second time and are classed by insurance companies as a hazardous risk, which automatically bars them from employment. Any person placed in this position should have a settlement from the insurance companies which will give him an opportunity to seek other employment; and be it further

Resolved, That this matter be referred to all locals to impress on their members the importance of taking necessary action.

Referred to Committee on Resolutions.
For final action, see page 159.

Protesting Industrial Accident Commission Practice of Informal Ratings

Resolution No. 54—Presented by Fred West, Window Cleaners Union No. 44, San Francisco, California.

Whereas, For many years past, the Industrial Accident Commission has indulged in the practice of issuing so-called informal ratings in cases where injury results in a permanent disability; and

Whereas, Such informal ratings are usually made upon reports of doctors employed by the insurance carriers or employers; and

Whereas, Such awards usually result in allowing an injured employee, compensation at a rate far less than he is entitled to, and are deceptive and unjust; now, therefore, be it

Resolved, That this Convention of the California State Federation of Labor make vig-

orous protest to the Industrial Accident Commission to the end that this practice may be discontinued; and be it further

Resolved, That copies of this resolution be mailed to the Industrial Accident Commission and Culbert L. Olson, Governor of the State of California.

Referred to Committee on Resolutions.
For final action, see page 168.

Introduction of "Foley Bill" Before Legislature

Resolution No. 55—Presented by Charles J. Janigian, Office Employees Union No. 21320, San Francisco, and Agnes Tuoto, Fish Cannery Workers of the Pacific, San Francisco, California.

Whereas, At the instance of the California State Federation of Labor there was introduced at the last session of the Legislature a bill providing for a comprehensive revision of the Workmen's Compensation Act, to the end that the inequities inherent in the Act be eliminated and that the provisions thereof be liberalized, said bill being commonly known as the Foley Bill; and

Whereas, Portions of the said Foley Bill, having to do with increase in death benefits and the raising of minimum compensation rates, were passed after said provisions having been previously amended; and

Whereas, The provisions contained in the said Foley Bill are such as are necessary to give to the injured worker benefits which the law intended they should have; therefore, be it

Resolved, That this Convention of the California State Federation of Labor assembled at Santa Monica, California, on this 23rd day of September, 1940, recommend that the legislative representative of the California State Federation of Labor be instructed and directed to cause to be introduced at the coming session of the Legislature said Foley Bill and to press its adoption.

Referred to Committee on Legislation.
For final action, see page 152.

Protesting Encroachment of WPA in National Defense Construction Work

Resolution No. 56—Presented by G. H. Weise, Carpenters Union No. 2046, Martinez, California.

Whereas, The resources of the Construction Industry of the eleven Western States are prepared to quickly complete urgent units of the National Defense Program in these states and also in Alaska, the Pacific Islands and the Panama Canal Zone; and

Whereas, The performance of private enterprise in constructing these projects in swift, effective and economical, at costs which are usually below the estimates and expectations of National Defense and military officials; and

Whereas, The extension of WPA projects into the field of constructing armories, camps, airports, highways and other military projects by crude, inefficient and extravagant methods is, upon the basis of WPA's record of extrava-

gant cost, slow progress and inefficient administration, certain to conflict with the National Defense Program and cause great disappointment and lowering of the morale among the young men who are called upon by the United States Government to prepare to defend their country when these facilities are urgently needed for their immediate training and housing; and

Whereas, The independent, self-supporting workmen who are regularly employed in the construction industry are being forced to compete with a substandard relief wage scale and the substandard methods and inefficiency of WPA workmen in National Defense construction; and

Whereas, Unemployment is rapidly disappearing in the ranks of skilled constructive workers in the Western States; and

Whereas, If the facilities of private industry are used for National Defense construction under the contract method, WPA clients may be transferred in large numbers from the charity status of relief to an independent, self-supporting status as employees of private enterprise; therefore, be it

Resolved, That this Forty-first Convention of the California State Federation of Labor hereby petitions the National Defense Commission, Federal, State, and all local public officials, and the American Federation of Labor, to immediately protest the unwarranted extension of WPA activities into the construction of airports, highways, camps, cantonments and military projects upon an inefficient, extravagant, slow and backward schedule; and be it further

Resolved, That it is the judgment of this group that if WPA is permitted to continue taking over important National Defense projects, the young men who are conscripted into military service will suffer unnecessary hardships and exposure, and serious interference and delay in their military training, and that the real defense of our nation will be seriously jeopardized and delayed with tragic consequences, as it was in France; and be it further

Resolved, That we sound this note of warning now, so that all those public officials responsible for our national security may be advised of the grave consequences of continuing such an inefficient system; and be it further

Resolved, That the performance of private enterprise in completing National Defense projects in record-breaking time at costs below those estimated by military officials demands the consideration of National Defense officials for the use of the facilities of the private construction industry and all of its great organization of expert personnel and modern, efficient machinery in producing our National Defense facilities in the shortest possible time at the lowest ultimate cost; and be it further

Resolved, That copies of this resolution be given to the press, Federal, State and local public officials, the professional and trade associations of the construction industry, builders exchanges, chambers of commerce and

other civic bodies, colleges of architecture and engineering, with the request that the principles stated herein be given their most careful consideration and active support.

Referred to Committee on Resolutions.
For final action, see page 160.

New Vice-Presidential District

Resolution No. 57—Presented by A. S. Hale and L. J. Smith, Bartenders and Culinary Workers Union No. 658, Chico, California.

Whereas, Great numbers of new members of the American Federation of Labor have been taken into the organization in Northern California during the past few years, both by initiation and transfers; and

Whereas, The counties in Northern California are large and the membership is scattered over a large territory which takes much time to properly cover; and

Whereas, This area has thousands of prospective members for our organization; that large numbers could be taken into the ranks of the locals; that there is great need for a smaller district that could be properly looked after and the different officers of the various locals could obtain assistance from a central office located in the near vicinity; therefore, be it

Resolved, That a new Vice-Presidential District of the California State Federation of Labor be created out of the following counties of Northern California: Butte, Glenn, Plumas, Lassen, Tehama, Shasta, Siskiyou and Modoc; and be it further

Resolved, That a Vice-President for this new District be elected at the 1940 Convention of the California State Federation of Labor being held in Santa Monica, California, the week commencing Monday, September 23, 1940.

Referred to Committee on Constitution.
For final action, see page 153.

Establishing Rating for State Institution Barbers

Resolution No. 58—Presented by George F. Bronner and G. P. Mangum, Ventura Central Labor Union, Ventura, California.

Whereas, Considerable barbering is done at the various state institutions in the State of California, by employees classified under the State Civil Service Act as hospital attendants; and

Whereas, Four employees classified as hospital attendants at the Camarillo State Hospital perform their full duties daily, excepting their regular day off, in the capacity of institution barbers; and

Whereas, State laws governing barbering and sanitation should be observed in these institutions; therefore, be it

Resolved, That action be taken by the California State Federation of Labor in convention at Santa Monica, California, September 23, 1940, to adopt means and instruct its officers to prevail upon the State Personnel Board to establish the rating of Institution Barber, to apply to all state institutions where full

time work is put in by employees at the barbering trade; and be it further

Resolved, That a minimum and maximum pay scale be established in conformity with the State Civil Service Act of the State of California, "like pay for like work," based upon comparison of wages paid in private employment.

Referred to Committee on Resolutions.
For final action, see page 169.

Proposing International Union for Cannery and Fruit Preserving Workers

Resolution No. 59—Presented by Fred Tibbs, Cannery Workers Union No. 20905, Oakland, California.

Whereas, The canning and processing of fruits and vegetables is one of the major industries in the United States, employing many thousands of workers; and

Whereas, Through an intensive campaign extending over the past three years, Federal Chartered Locals representing over sixty thousand workers have been firmly established in this major industry; and

Whereas, These Federal Chartered Unions have perfected their organizations; established a National Council of Cannery and Process Workers; dispelled the dual union threat; and have aided in the formation of other Unions in this jurisdiction; and

Whereas, During the past three years these Federal Chartered Unions have paid in per capita tax to the American Federation of Labor approximately \$225,000, which in a similar period, spent directly in the industry through an International, would stabilize and perfect existing organizations, expand organizational efforts to the betterment of Cannery Workers and all Organized Labor and further the interests of the American Federation of Labor; and

Whereas, The American Federation of Labor had, in its 1934 convention, directed the Executive Council to issue charters for National or International Unions in mass production and miscellaneous industries; and

Whereas, This industrial type of trade unionism is the only type under which the workers in this industry can be solidly organized and best served; therefore, be it

Resolved, By this Forty-first Annual Convention of the California State Federation of Labor that it recommends to the American Federation of Labor the establishment of an International Union for workers engaged in the canning and processing of fruits and vegetables; and be it further

Resolved, That the delegates from this Federation to the next American Federation of Labor convention be instructed to introduce such a resolution to this national convention; and be it further

Resolved, That copies of this resolution be sent to President William Green and other members of the Executive Council of the American Federation of Labor.

Referred to Committee on Resolutions.
For final action, see page 162.

Opposing Restrictions on Sale of Liquor and Beer

Resolution No. 60—Presented by John F. Quinn, Bartenders Union No. 52, Oakland, California.

Whereas, The sale of liquors and beers is legal in the State of California and creates employment and prosperity for our crafts; and

Whereas, A certain political group in Fresno has sent circulars out trying to get a six-day week which would be detrimental to us, the employee, and a forerunner for Local Option, and eventually a dry State; therefore, be it

Resolved, That this Forty-first Convention, assembled in Santa Monica, go on record as opposing any movement to restrict the sale of liquor and beer, other than prescribed by our State Board of Equalization laws at present.

Referred to Committee on Resolutions.
For final action, see page 189.

Giving Assistance to Dried Fruit and Nut Packers' Local 21084

Resolution No. 61—Presented by Eunice Cupples and Maxine Smiley of Dried Fruit and Nut Packers Union No. 21084, San Jose.

Whereas, Dried Fruit and Nut Packers Local No. 21084 of Santa Clara and San Benito counties was formed under the direction of the California State Federation of Labor in August, 1937:

Whereas, This local continued to grow and function up until April, 1939; and

Whereas, At that time the Secretary and President did sell Local No. 21084 out to the C. I. O.; and

Whereas, Since that time many of the members desiring to remain with the American Federation of Labor have put up a splendid fight to keep Local No. 21084 in the ranks of the American Federation of Labor; and

Whereas, In August, 1939, the C. I. O. petitioned the National Labor Relations Board for certification of an election. At this time the National Labor Relations Board has granted the request that an election be held some time in the near future; therefore, be it

Resolved, That the California State Federation of Labor in Convention in Santa Monica, California, this 23rd day of September, does hereby go on record as giving every assistance and publicizing their cooperation in this fight against the C. I. O. in the coming election, so that in the end this Local may retain its place in the American Federation of Labor.

Referred to Committee on Resolutions.
For final action, see page 163.

Amendment to State Insurance Bill

Resolution No. 62—Presented by Joseph L. Ferris and Emmett Campion of Machinists Union No. 1327.

Resolved, That a Ways and Means Committee be formed to organize a plan of campaign whereby an amendment to the State Insurance Bill be adopted, thereby eliminating the existing waiting period of one week be-

fore a victim of an industrial accident can claim compensation, thus penalizing the victim of one full week before compensation can be claimed, to immediate compensation on report of injury from the date of report; be it further

Resolved, That after this Ways and Means Committee is formed that immediate action be taken to open a campaign to obtain the necessary signatures to have this amendment placed on the ballot at the next general election.

Referred to Committee on Legislation.
For final action, see page 152.

Support for Six-Hour Day, Thirty-Hour Week Movement

Resolution No. 63—Presented by Henrietta Williams, of Office Employees Union No. 21320, San Francisco.

Whereas, During the three past decades the United States has witnessed a tremendous increase in the efficient production of goods and services due to the supplementing of manpower by machines which has resulted in loss of employment for millions of our citizens; and

Whereas, During the same three decades the social and economic progress of our country has not been sufficient to offset the trend toward unemployment; and

Whereas, It is conceded we are facing one of the most critical problems ever to confront the American people; which must be overcome if we are to endure as a democratic nation; and

Whereas, The lead to the solution of this problem has been taken by the American Federation of Labor at its 1939 Convention when it went on record as favoring a six-hour day and thirty-hour week as a practical means of solving the national unemployment problem; therefore, be it

Resolved, That we do hereby lend our support to the six-hour day, thirty-hour week movement as the only practical solution to the unemployment problem yet devised; and, be it further

Resolved, That the American Federation of Labor be informed of this action and that copies of this resolution be sent to State Federations of Labor, Central Labor Councils, Building Trades Councils, Metal Trades Councils and all Office Employees Unions throughout the Western Division of the American Federation of Labor.

Referred to Committee on Resolutions.
For final action, see page 169.

Legislation for Safety of Window Washers

Resolution No. 64—Presented by Fred West of Window Washers Union No. 44, San Francisco.

Whereas, Window Washers throughout this State are forced to perform work under great hazards and without proper protection, in that windows are not equipped with the necessary safety devices; and

Whereas, This has resulted in injuries and death to many of our fellow workers; and

Whereas, At the last session of the State Legislature, the California State Federation of Labor introduced and vigorously backed a Window Washers' Safety Bill, but which was refused passage because of the hostile anti-Labor opposition against the bill; and

Whereas, The safety of the Window Washers demands that appropriate legislation be enacted as speedily as possible; now, therefore, be it

Resolved, That this Forty-first Annual Convention of the State Federation of Labor go on record favoring the adoption of such legislation and that it instruct its Legislative Representative to again prepare and cause to be introduced legislation similar to that which was introduced at the last session of the California Legislature for the safety of our brother Window Washers.

Referred to Committee on Legislation.
For final action, see page 152.

Urging Support for Organization of Cement, Lime and Allied Products Plants

Resolution No. 65—Presented by Jules Medoff and Frank M. Collins, of Cement Workers Union No. 48, Riverside.

Whereas, There are in California certain cement, lime, gypsum and allied products plants that are still unorganized; and

Whereas, These same unorganized cement, lime, gypsum and allied products plants are materially jeopardizing the interests of the workers in the organized plants by accepting lower wages and less desirable working conditions; and

Whereas, The United Cement, Lime & Gypsum Workers International Union is now endeavoring to organize the workers in these unorganized cement, lime, gypsum and allied products plants; therefore, be it

Resolved, By the Forty-first Annual Convention of the California State Federation of Labor, assembled in Santa Monica, California, the week of September 23, 1940, that it go on record as assuring the United Cement, Lime and Gypsum Workers International Union of its full support, coöperation and assistance in organizing the workers of the cement, lime, gypsum and allied products plants in California which are at present unorganized.

Referred to Committee on Resolutions.
For final action, see page 169.

Unemployment Insurance for Seasonal Workers

Resolution No. 66—Presented by Geo. W. Becker and W. C. Corbett of Lumber and Sawmill Workers Union No. 2836, Westwood.

Whereas, The Unemployment Insurance Fund has more than the necessary amount in the reserve fund to cover unemployment insurance for those eligible who are laid off during the winter season, especially those in lumber and woods operations, also other basic industries; and

Whereas, There are many employees who cannot afford to carry hospitalization offered, for themselves and family, at the rate of \$2.00

per month and as high as \$5.00 per month for family coverage; and

Whereas, These employees in case of injury or sickness off the job, are not protected by any form of insurance for themselves or family; therefore, be it

Resolved, That the California State Federation of Labor go on record favoring an amendment to the California State Unemployment Compensation Act at the next session of the State Legislature, requesting that all such employees as mentioned in the previous paragraphs be permitted to draw on their unemployment insurance.

Referred to Committee on Legislation.
For final action, see page 152.

Proposing Vice-Presidential District

Resolution No. 67—Presented by Jules Medoff and C. W. Mitchell and Frank M. Collins, of Central Labor Council, Riverside, and Cement Workers Union No. 48, Riverside.

Whereas, Section 2 of Article IV of the State Federation's Constitution now provides that there shall be two Vice-Presidents from District No. 3, comprised of Los Angeles City proper, Pomona, Whittier, and San Bernardino and Riverside counties; and

Whereas, San Bernardino and Riverside counties are remotely situated in the geographical setup of the California State Federation of Labor, wherein this territory is presumed to be presided over by Vice-Presidents residing in the Los Angeles vicinity; and

Whereas, The rural counties of Riverside and San Bernardino have sorely been in need of organization work among the canneries, the citrus packing houses and field workers in the past two years and not once has there been concrete evidence shown where the two representative Vice-Presidents of this district have assisted in or tried to organize any activity for the betterment of this situation; and

Whereas, The present Vice-Presidents from District No. 3, in their report to the Convention at the Oakland Convention in 1939 made no mention of activities in Riverside County whatsoever and was so meager and vague of conditions in San Bernardino County that it is impossible to see how their report of their stewardship in 1940 since the 1939 Convention can be much improved due to the fact that they have made themselves conspicuous by their absence from the counties of San Bernardino and Riverside; and

Whereas, The Resolutions Committee of the 1939 Convention of the State Federation of Labor made the following recommendations to the Convention, which were adopted, "It (committee) further recommended that the entire subject matter of Resolution 127 be given study by the Executive Council to the end of making provision for taking care of the outlying areas in various districts"; and

Whereas, No apparent effort has been made by the Executive Council to comply with the

wishes of the 1939 Convention in this respect; now, therefore, be it

Resolved, By the Forty-first Annual Convention of the California State Federation of Labor, assembled in Santa Monica, California, the week of September 23, 1940, that Section 2 of Article IV of its Constitution be amended to provide a Vice-President from, and exclusively for, the counties of Riverside and San Bernardino, such officer to be a member of a local union in and reside in one of these two named counties, and such officer to be nominated and elected in full accordance with the election laws as provided in the Constitution of the Federation.

Referred to Committee on Constitution.
For final action, see page 153.

"California Employers' Association"

Resolution No. 68—Presented by Freda Roberts of Contra Costa County Central Labor Council, Martinez.

Whereas, There exists in the State of California an organization known as the "California Employers' Association," which claims its purpose is to improve the relationship between employer and employee; and

Whereas, Our experience has shown that the said "California Employers' Association" has, from time to time, taken definite stands on the employer side, and has been partly responsible for misleading statements which have caused increased friction between employer and employee; and

Whereas, We believe it is the best interest of Organized Labor to avoid all phases of negotiations with said "California Employers' Association"; therefore, be it

Resolved, That the California State Federation of Labor in session in Santa Monica, California, September 23, 1940, hereby instructs all Unions affiliated with the Federation to refrain from negotiating contracts with the said "California Employers' Association."

Referred to Committee on Resolutions.
For final action, see page 159.

Construction of Modern Highways

Resolution No. 69—Presented by C. T. Lehmann of Carpenters Union No. 25, Los Angeles.

Whereas, During the past twenty years more than five hundred million dollars has been spent on roads and highways in the State of California; and

Whereas, Most of that vast sum was used in rural districts in connecting the many cities in this State while modern highway construction was falling far behind in the larger centers of population where traffic is the heaviest; and

Whereas, There is immediate need for additional modern divided and/or elevated through highways in the metropolitan areas such as the Nineteenth Avenue Park-Presidio Boulevard connection to the Golden Gate Bridge, the San Francisco and Alameda counties connections to the San Francisco Bay Bridge, and in Los Angeles the Arroyo

Seco Parkway, the Cahuenga Parkway, and the Hollywood Parkway from Cahuenga Pass to, and across, Los Angeles connecting with new or existing highways; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled the week of September 23, 1940, in Santa Monica, California, urges the construction of additional through highways, motorways, or parkways like or similar to those mentioned above, in any metropolitan districts where traffic conditions warrant.

Referred to Committee on Resolutions.
For final action, see page 170.

Tips and Gratuities as Wages

Resolution No. 70—Presented by Bee Tumbler of Culinary Alliance Union No. 498, Santa Barbara.

Whereas, Workers engaged in service occupations frequently receive tips and gratuities from persons other than their employers, exclusive of wages paid by said employers; and

Whereas, Said tips and gratuities are a token of appreciation from an individual to the service workers, and should not be considered as a part of the service worker's wages; and

Whereas, Sections 11 (a) 2 and 11 (a) 4 of the California Unemployment Insurance Act describe tips and gratuities in part as wages upon which contributions to the Unemployment Trust Fund are payable; and

Whereas, Said Sections 11(a) 2 and 11 (a) 4 not only are impossible for the California Employment Commission to administer efficiently, but also result in the breakdown of wage scales in the service occupations; and

Whereas, Employers in the service occupations generally have expressed their opposition to considering tips and gratuities as wages; now, therefore, be it

Resolved, That the California State Federation of Labor, in convention assembled at Santa Monica, California, September, 1940, does hereby request the California Legislature meeting January 1, 1941, to repeal Section 11 (a) 2 of the California Unemployment Insurance Act; and to repeal that portion of Section 11 (a) 4 of the California Unemployment Insurance Act which relates to the definition of tips and gratuities as wages.

Referred to Committee on Legislation.
For final action, see page 152.

Retail Automobile Salesmen's Unions

Resolution No. 71—Presented by John P. Philpott of Automobile Salesmen's Union, R. C. I. P. A., No. 1095, Oakland.

Whereas, The members of Automobile Salesmen's Union No. 1095 of Alameda County are now enjoying, for the fourth consecutive year, the blessings of 100 per cent unionization through the A. F. of L.; and

Whereas, The vastly improved working conditions gained by these workers since their organization are becoming increasingly difficult to defend due to the widespread lack of organization of Automobile Salesmen in other sections of the State of California; and

Whereas, Our experience has shown that the employees in this branch of one of the Nation's largest industries are forced, due to lack of organization and the resultant capitalistic exploitation of workers, to suffer most deplorable conditions of employment; therefore, be it

Resolved, That the Forty-first Annual Convention of the California State Federation of Labor hereby instructs the Executive Council of the Federation to use every means at its command to encourage, build and protect Local Unions of Retail Automobile Salesmen in those sections of the State of California which now lack such organization.

Referred to Committee on Resolutions.
For final action, see page 156.

Endorsing Reëlection of Franklin D. Roosevelt

Resolution No. 72—Presented by Ralph A. McMullen, Arthur L. Riese and Chauncey W. Brown, of Plumbers Union No. 78, Los Angeles.

Whereas, The approaching Presidential election is the gravest that has ever confronted the American people; and

Whereas, The administration of Franklin Delano Roosevelt, since its inauguration in March, 1933, down to the present day, has sought to improve the conditions of the workingman and woman of our country by acts and policies advancing the standards of labor and guaranteeing the right to bargain collectively (among which acts we may mention: Section 7-A of the old N. R. A.; the Wagner Labor Act; the Walsh-Healy Act; the Social Security Act; the Wages and Hours Act; and the National Labor Relations Board); and

Whereas, All of these efforts to benefit Organized Labor and bestow upon the organized workingman a greater share of the wealth which he produces have been championed personally and vigorously by Franklin Delano Roosevelt; and

Whereas, Franklin Delano Roosevelt has not only protected the rights of Organized Labor, but has pursued a policy consistently dedicated to the benefit of the underprivileged third of this nation by furnishing adequate Federal Relief—by the Federal Housing Act; by Public Work Projects—by the control of Public Utilities, and other democratic means of causing the distribution of this nation's wealth to become more fair, equitable, humane; and

Whereas, The Roosevelt Administration has succeeded to a great extent in eliminating the vicious practices of employers in hiring labor spies, installing private arsenals, and importing professional strikebreakers; and

Whereas, Through these benefits Organizer Labor has attained the greatest membership of all time, rising from the meager two million to which it had declined by the end of the Hoover Administration to a present membership of more than eight million, a rate of increase which is the most rapid in the

entire history of the American Labor Movement; and

Whereas, The City of Los Angeles, once a well-known stronghold of the reactionary open shop, has under the Roosevelt Administration become a genuine union town; and

Whereas, Innumerable enemies of Organized Labor hope to use the present world crisis as an excuse for a fascist slavery in the interest of wealth; and

Whereas, The destruction of the rights of Labor in Europe and Asia presents a menace to Organized American Labor unprecedented in history, and causes Organized Labor in this democracy to be even more aware of the necessity of taking a definite stand on the solemn issues which confront us; and

Whereas, In the election of 1932 and 1936 Organized Labor almost unanimously supported Franklin Delano Roosevelt; and

Whereas, In turn, Roosevelt has never betrayed the faith that we have placed in him but has proven himself rather in every way to be worthy of our trust; therefore, be it

Resolved, That we, the delegates to the California State Federation of Labor, take this occasion to pledge our unequivocal loyalty and active support to Franklin D. Roosevelt, the greatest friend Labor has ever had in the White House; and be it further

Resolved, That in order to coördinate and give the greatest effectiveness to Labor's momentous effort to retain Franklin D. Roosevelt as the President of the United States, this organization participate in the official Labor for Roosevelt Campaign Committee of the State of California.

Referred to Committee on Resolutions.
For final action, see page 157.

Revoking Licenses of Detective Agencies

Resolution No. 73—Presented by J. D. Stephens II of Port Watchmen Local Union No. 137, San Pedro.

Whereas, There are various agencies such as Pinkerton, Bodel, and other agencies detrimental to Organized Labor, employed by various employers in the State of California; and

Whereas, These agencies have been proven enemies of Organized Labor by the LaFollette Civil Liberties Committee of the United States Senate; and

Whereas, The Pinkerton Agency has been outlawed from working for any United States Government Agency by a Federal law of 1893 because of its brutality in the Homestead Massacre; and

Whereas, It is especially detrimental to waterfront unions and other crafts employed directly or indirectly by the shipping industry as various waterfront employers hire Pinkerton men as dock and ship watchmen; and

Whereas, Legislative action has been taken in states such as Minnesota and New York revoking the State licenses of the Pinkerton Agency; and

Whereas, Such action, if taken in the State of California, would greatly benefit all Organized Labor in this State, not only by creating

more employment for Union members, but by counteracting labor espionage and other antiunion activities; now, therefore, be it

Resolved, That the legislative officers of the California State Federation of Labor be empowered and instructed to use every effort at their command to have legislation enacted in this State empowering the Governor to revoke the license of agencies such as Pinkerton.

Referred to Committee on Legislation.
For final action, see page 152.

Endorsing Action of California School Employees

Resolution No. 74—Presented by O. C. Bristow of Carpenters Local Union No. 36, Oakland.

Whereas, The present trend of all industry and many political subdivisions is to provide old age security for their employees; and

Whereas, The majority of the non-teaching employees of the California Public Schools are not included in any plan for old age security; and

Whereas, Several of the larger school districts are giving this matter their serious consideration; therefore, be it

Resolved, That the Forty-first Convention of the California State Federation of Labor heartily endorses the actions of the California School Employees in their endeavor to obtain old age security and sincerely commends to the various school boards and school trustees the opportunity to place their non-teaching employees under the provisions of the California State Employees' Retirement System as provided by Assembly Bill No. 2526.

Referred to Committee on Resolutions.
For final action, see page 170.

Requesting Coöperation in Selection of Site for Andrew Furuseth Monument

Resolution No. 75—Presented by Harry Prevost of Sailors Union of the Pacific, San Francisco.

Whereas, The memory of Andrew Furuseth will be enshrined ever in the minds and hearts of all members of Organized Labor for his unselfish and devoted service to the cause of trade-unionism and for his many accomplishments in freeing seamen from medieval and oppressive working conditions; and

Whereas, Andrew Furuseth is recognized as the Father of the Seamen's movement of America, and set an example to all union men and women for his many sacrifices and his unselfish devotion and service in the interest of seamen and members of Organized Labor in general, and came to be respected not only by members of Organized Labor, but by the entire public of America as the ideal personification of all that is great and noble in the Labor Movement; and

Whereas, The Sailors Union of the Pacific, in order to immortalize this great leader, of Organized Labor and in token of appreciation for all his valuable services to his members for over fifty years, had constructed a fitting monument with the intention of having

this monument set up in an appropriate public place in the city of San Francisco; and

Whereas, The Sailors Union of the Pacific has requested the Harbor Board of the State of California, the Board of Librarians of the City and County of San Francisco; the Board of Supervisors and the Mayor of the City of San Francisco, for permission to have the monument set up in a desirable site and to date has been refused such permission by all of the above-named agencies; and

Whereas, This attitude on the part of the agencies before mentioned is an insult to the memory of this great man and to Organized Labor in general; now, therefore, be it

Resolved, By this Convention of the California State Federation of Labor, assembled at Santa Monica the 23rd day of September, 1940, that the California State Federation of Labor, through its officials, vigorously protest to the agencies before mentioned, and demand that one or more of the agencies aforementioned make immediately available to the Sailors Union of the Pacific a proper site for the said monument; and be it further

Resolved, That copies of this resolution be mailed to the Mayor of the City and County of San Francisco, to the President of the Board of Supervisors of San Francisco, to the State Board of Harbor Commissioners, and the Board of Librarians of the City and County of San Francisco.

Referred to Committee on Resolutions.
For final action, see page 160.

Opposing Concentration of Government Awards

Resolution No. 76—Presented by Thomas White of General Warehousemen's Union No. 860, San Francisco.

Whereas, It is the obligation of all good citizens and of the Government of our United States to provide a maximum of security against the infringement of our welfare and safety; and

Whereas, These privileges are rapidly becoming involved in the situations abroad; and

Whereas, These situations and their consequent menace are not confined to the Atlantic, but appear also on our other borders; and

Whereas, Good judgment and foresight point out the urgency of providing a supply of labor, trained in producing the requirements necessary to our security, and also of providing plant facilities therefor, at strategic points sufficiently distributed to furnish the supplies with a minimum of risk of destruction in large units and in whatever quarter required; and

Whereas, There has for years existed a condition of unemployment not only in specific areas, but all over the United States, both in the ranks of Union Labor as well as among the unorganized; now, therefore, be it

Resolved, That this California State Federation of Labor Convention, in meeting assembled at Santa Monica, California, this twenty-third day of September, 1940, does hereby oppose the concentration of Government awards to be manufactured in single

large plants or areas to the exclusion and detriment alike of employees and employers in other areas; and be it

Resolved, On the contrary, that it does approve and endorse the principle of allocating to the greatest practicable extent, purchases in those areas nearest to and in volume proportionate to the final consumption; and be it further

Resolved, That these contracts be awarded only to firms operating under union conditions.

Referred to Committee on Resolutions.
For final action, see page 164.

Support of Proposed Legislation

Resolution No. 77—Presented by Agnes Tuoto of Cannery Workers Union of the Pacific, San Francisco.

Whereas, There will be a bill in Sacramento asking for the sardine season to open one month earlier in California waters; and

Whereas, It is to the interest of the fishermen and Fish Cannery Workers Union in Southern California that this bill pass; now, therefore, be it

Resolved, That the legislative representative of the California State Federation of Labor be instructed to support this measure.

Referred to Committee on Legislation.
For final action, see page 152.

Opposition to H. R. Bill No. 10316

Resolution No. 78—Presented by Harry Lundeberg, Harry Prevost, Charles Kindell, H. D. Sizemore, John P. Morgan, of Sailors Union of the Pacific, San Francisco (Headquarters).

Whereas, A bill, H. R. 10316, called the Bradley Bill, has been introduced in the Congress of the United States; and

Whereas, This bill sponsored by the shipowners and the Maritime Commission is one of the most vicious pieces of legislation ever directed against American seamen; and

Whereas, This bill has for its purpose the reestablishment of slave markets under the auspices of the United States Government in the form of government-controlled hiring halls for seamen; and

Whereas, The seamen, after years of bitter struggle have done away with private and Government hiring halls and have, through direct bargaining with the ship owners, established their right to sell their own labor through their own Unions; and

Whereas, This same type of legislation has been attempted before, and has been defeated by the Sailors Union of the Pacific; now, therefore, be it

Resolved, That the Forty-first Convention of the California State Federation of Labor go on record giving the Sailors Union of the Pacific 100 per cent support in their fight against the passage of H. R. 10316; and be it further

Resolved, That this Convention instruct its delegate to the National Convention of the American Federation of Labor to introduce

this resolution to that body for its endorsement.

Referred to Committee on Resolutions.
For final action, see page 160.

Opposition to Senate Bill No. 4299

Resolution No. 79—Presented by Harry Lundeberg, Harry Prevost, Charles Kindell, H. D. Sizemore, John P. Morgan, of Sailors Union of the Pacific, San Francisco.

Whereas, The United States Maritime Commission was created by the Merchant Marine Act of 1936 under the present administration for the specific purpose of rebuilding the American Merchant Marine; and

Whereas, Ever since the establishment of the Maritime Commission it has gone out of its scope and deliberately attempted to introduce legislation against the interests of the Seamen, and its policy up to the present has been towards regimenting the Seamen; and

Whereas, The Maritime Commission has also established so-called training schools and training ships on the Atlantic and Pacific seaboards for the specific purpose of training seamen for the American Merchant Marine; and

Whereas, The Sailors Union of the Pacific has constantly and bitterly fought the establishment of these training ships for the reason that they are breeding grounds for scabs, who can be used against Union seamen in the event of a strike; and

Whereas, There is absolutely no necessity for training American seamen, due to the fact that today there are thousands upon thousands of American seamen unemployed because the Maritime Commission has permitted the ship owners to sell American ships by the hundreds to foreign countries, thus selling the American Merchant Marine short; and

Whereas, The Maritime Commission, in co-operation with the State Administration in California, have signified their intentions of establishing a training ship in the port of Hueneme for the purpose of training "greenhorns" to become seamen, while thousands of skilled, trained American seamen are "on the beach" unemployed; and

Whereas, At the present time S. Bill 4299 has been introduced in the United States Senate by Senator Overton of Louisiana which has for its purpose the building and establishing of more training ships and schools to train "landlubbers" to become seamen; and

Whereas, This looks like a deliberate plan is being concocted to train thousands of "landlubbers" for the Merchant Marine Service, so that in time the anti-labor bureaus in Washington, in coöperation with the shipowners, will be able to replace the present-day Union seamen with Maritime Commission trainees, and does break up the strong Seamen's Union movement which now exists; now, therefore, be it

Resolved, That the Forty-first Convention of the California State Federation of Labor go on record backing up the Sailors Union of the Pacific in the fight against Senate Bill 4299; and be it further

Resolved, That the California State Federation of Labor go on record opposing the establishment of a training ship for seamen in the port of Hueneme, California; and be it further

Resolved, That the California State Federation of Labor go on record to back up the Sailors Union of the Pacific in their fight against the attempts of the National Administration to regiment the American seamen through the United States Maritime Commission.

Referred to Committee on Resolutions.
For final action, see page 160.

Condemning Discriminatory Legislation

Resolution No. 80—Presented by Valentino Florentino of Seine and Line-Fisherman's Union, San Pedro.

Whereas, During the past year definite attempts have been made by certain anti-Labor interests to pass laws barring aliens from sailing and fishing in American vessels, regardless of the fact that these aliens have been admitted legally to the United States under proper quota regulations by the Government, and these attempts are largely due to the increasing war hysteria due to present world conditions; and

Whereas, Certain groups are attempting to justify their attacks on labor and eliminate bona fide Labor Unions under the guise of National Defense; and

Whereas, At the present time there are bills pending in Congress and in the State Legislature of California barring aliens who are non-citizens from sailing and fishing; and

Whereas, These same alien seamen and fishermen are bona fide Union men, belonging to the American Federation of Labor, and are also loyal Americans; now, therefore, be it

Resolved, That this Forty-first Convention of the California State Federation of Labor go on record condemning this un-American type of legislation, and instruct its officials to give all possible support of this State Federation of Labor to defeat those bills, and protect the non-citizen aliens who are affected by said laws.

Referred to Committee on Resolutions.
For final action, see page 164.

Opposing Law Closing Areas to Fishermen

Resolution No. 81—Presented by James Waugh of Fish Cannery Workers Union No. 20147, Terminal Island.

Whereas, There is in effect now a law which closes to commercial fishing long stretches of the California coast line owned by private individuals; and

Whereas, In the past numerous bills have come up sponsored by various special interests and designed to close long stretches of our shore line and public waters belonging to the people of the State of California to commercial fishermen; and

Whereas, These laws do not promote conservation of fish in any degree, but do result in unemployment to fishermen and cannery workers and through them to many other

workers in the State of California; now, therefore, be it

Resolved, That the closing of areas of the ocean off the coast of the State of California to commercial fishermen be condemned and this Convention go on record as opposing and requesting its delegates to oppose any laws or regulations which may result in closing any areas of the Pacific Ocean to any class of fishermen; be it further

Resolved, That this Convention request the repeal of the above-mentioned law closing the coast line of Santa Barbara and other counties, and instructs its Legislative Agent to work for the repeal thereof.

Referred to Committee on Legislation.
For final action, see page 153.

Requesting Repeal of Certain Sections of State Unemployment Insurance

Resolution No. 82 — Presented by H. B. McMurray, of Machinists Union No. 311, Los Angeles.

Whereas, The California Unemployment Insurance Act provides for a reduction in contribution rates for certain employers beginning January 1, 1941, said reduction being known as "experience rating"; and

Whereas, Allowance of said reductions to employers with the required experience rating may menace the stability of the Unemployment Trust Fund from which Unemployment Insurance benefits are paid to workers of the State; and

Whereas, Certain representatives of employers have taken advantage of provisions of the experience rating clauses in the Unemployment Insurance Act to accuse workers of "chiseling" and vacationing on the Unemployment Trust Fund when said workers actually leave their employment for legitimate cause; and

Whereas, Said employer representatives have, in petitions to the California Employment Commission, left the impression that all workers look upon unemployment insurance as a method of obtaining a living without engaging in gainful occupation; and

Whereas, Said petitions state that employees attempt to "beat the game" and look forward to going back to work when they have drawn their full amount of unemployment insurance, only to vacation again during the next benefit year; and

Whereas, Workers should have the privilege of working where, for whom, and when they please in accordance with the provisions of the United States Constitution, which guarantees life, liberty and the pursuit of happiness; and

Whereas, Actual investigation by the California Department of Employment reveals the fact that so-called "chiseling" and vacationing is held to a minimum through the vigilance of the administrators of the act and the vigilance of representatives of Organized Labor; and

Whereas, The principle of experience rating as contained in the California Unemployment Insurance Act menaces the rights and benefits

to which workers are entitled under the law; now, therefore, be it

Resolved, By the California State Federation of Labor, in Forty-first Annual Convention assembled at Santa Monica, California, September, 1941, hereby requests the California Legislature, meeting January 1, 1941, to repeal Section 39 of the California Unemployment Insurance Act, and to repeal those portions of Sections 40, 41 and 42, which pertain to experience rating, and to repeal any other section or portions of sections of the California Unemployment Insurance Act, which pertain to experience rating.

Referred to Committee on Legislation.
For final action, see page 153.

Legislation Regulating Use of Spray Guns

Resolution No. 83—Presented by C. L. Seaman of Painters Union No. 1346, Inglewood.

Whereas, The use of spray guns in painting presents a distinct hazard and a menace to the health of those using such equipment unless proper safeguards are used to protect such workers; and

Whereas, In many instances, such painting is done under conditions that do actually undermine and affect the health of our fellow workers; now, therefore, be it

Resolved, By this Forty-first Convention of the California State Federation of Labor that the legislative representatives of the State Federation be and are hereby instructed to prepare and present to the State Legislature, at its next regular session, a bill to so regulate the use of such spray guns and other mechanical painting equipment that the same may be used with safety by those who use the same and to the end that such equipment may not be used in a manner which would undermine the health of those who use the same.

Referred to Committee on Legislation.
For final action, see page 153.

Requesting Legislation Providing Eight-Hour Day and Five-Day Week on State Contracts

Resolution No. 84—Presented by Claude E. McGovern of Construction and General Laborers Union No. 261, San Francisco.

Whereas, The eight-hour day and five-day week is the standard of work which has been enacted into law by the Congress of the United States of America whereby all contractors doing work for the Federal Government are required to observe as the maximum hours the eight-hour day and the five-day week; and

Whereas, The Fair Labor Standards Act enacted by the Congress of the United States of America will, in the near future, provide for the maximum work period of forty hours per week; and

Whereas, It is the policy of the American Federation of Labor to reduce the hours of work whenever possible to the end that workers may have more leisure hours and there would be less unemployment; and

Whereas, Under the present State laws contractors doing work for the State of California are not limited by law to an eight-hour day, five-day week period; now, therefore, be it

Resolved, That this Forty-first Convention of the California State Federation of Labor assembled in Santa Monica the 23rd day of September, 1940, hereby instructs its legislative representative and cause to be prepared and introduced at the next regular session of the Legislature, a bill to provide for the eight-hour day and five-day week by all contractors doing work under contract with the State of California.

Referred to Committee on Legislation.
For final action, see page 153.

Rights of Labor Under Burke-Wadsworth Bill

Resolution No. 85 — Presented by Rene Battaglini, Joseph P. Bader, Joe A. Moore, Harvey Rainbow and Joe Belardi of Cooks Union No. 44, San Francisco.

Whereas, The Burke-Wadsworth peacetime conscription bill has been enacted into law in spite of the opposition of all bodies of Organized Labor; and

Whereas, The provisions of this act are formulated in such a manner that they can be interpreted to the detriment of Labor; therefore, be it

Resolved, That this California State Federation of Labor Convention emphatically declares its determination to defend the rights of Labor under this law, as provided for in the Constitution and Bill of Rights; and be it further

Resolved, That this Convention urge all affiliated organizations to demand the following provisions for the welfare of Labor:

1. Against any class discrimination by draft boards in favor of employers and members of their families;

2. That adequate health facilities are prepared prior to the entry of conscripts into military service.

3. That the families of the conscripted men be protected against all foreclosures and evictions resulting from inability to meet payments;

4. For adequate Federal and State appropriations to be allocated to the families of conscripted men to prevent misery and want;

5. That the law in no way be used to subvert the right of Labor to organize, strike and picket;

6. That employers must recognize unqualified job seniority rights for all conscripted employees.

Referred to Committee on Resolutions.
For final action, see page 164.

Support for Organizing Campaign Among Municipal Employees

Resolution No. 86—Presented by Everett Parrott, of California State Employees of A. F. S. C. & M. E., Union No. 14, Eldridge.

Whereas, For two years, American Federation of State, County and Municipal Employees have been attempting to unionize the employees of the State Department and institutions with a limited degree of success; and

Whereas, The executives of certain State institutions have been arbitrary and discriminatory in their respective attitudes toward

employees desiring to become members of the American Federation of Labor; and

Whereas, The anti-union activities of such executives is considerably at variance with the principles of our democracy, especially in the State of California; and

Whereas, The reactionary attitude of various institutional executives toward Union employees has been called to the attention of Dr. Aaron J. Rosanoff, State Director of Institutions, without results; therefore, be it

Resolved, By the California State Federation of Labor in the Forty-first Annual Convention assembled in Santa Monica, this 23rd day of September, 1940, that the organizing drive of the American Federation of State, County and Municipal Employees be endorsed and that the Executive Council be instructed to render moral support thereto.

Referred to Committee on Resolutions.
For final action, see page 160.

Resolution for Repeal of Burke-Wadsworth Conscription Law

Resolution No. 87—Presented by Frederic A. Kane, of International Jewelry Workers Union No. 23, 424 South Broadway, Los Angeles.

Whereas, Peace-time compulsory conscription has now been put into law through the passage and signing of the Burke-Wadsworth Conscription Bill; and

Whereas, This bill was passed on the false premise that our country is in danger of imminent invasion; and

Whereas, This theory has no foundation in fact as proven by the Senate Naval Affairs Committee "Report No. 1615; Senate; 76th Congress, 3rd Session; Calendar No. 1677," but is a part of a policy aimed to involve our country in war; and

Whereas, It is our belief that the effect of this measure will be to retard the progress and growth of Organized Labor and will tend to nullify our civil rights; and

Whereas, It is within our constitutional rights to campaign for the repeal of any law, including this law, which for the first time in our history introduced peace-time compulsory conscription; therefore, be it

Resolved, That this Convention of the California Federation of Labor go on record for the repeal of peace-time compulsory conscription and instruct its officials to take all legal means available to carry on a campaign for the repeal of the Burke-Wadsworth Conscription Act; and be it further

Resolved, That copies of this resolution be sent to President Roosevelt, William Green, the California Senators and Representatives and to the newspapers.

Referred to Committee on Resolutions.
For final action, see page 164.

Opposition to Involvement in War

Resolution No. 88—Presented by Frederic A. Kane of International Jewelry Workers Union No. 23, Los Angeles.

Whereas, The wars now raging in large portions of the world threaten to engulf our country; and

Whereas, American Labor realizes that its hard won gains and rights can be protected and maintained only if we stay out of the horrible conflagration which is consuming the lives of millions of men, women and children and countless property in a great part of Europe and Asia; and

Whereas, Now, as in the last war, there are great industrialists and financiers who are reaping huge profits from these wars and stand to harvest still more if these wars continue and if America is dragged into them; and

Whereas, The first condition for sound National Defense in our country is the maintenance and extension of Labor's rights and the guarantee that our boys will never again be soldiers in wars over seas; therefore, be it

Resolved, That this Forty-first Annual Convention of the California State Federation of Labor goes on record in opposition to any step leading in the direction of involvement of the United States in the wars now going on beyond the seas; and, be it further

Resolved, That we request President Roosevelt and the Congress to take steps to curb any and all forms of war profiteering in order that this threat to American peace be eliminated; be it further

Resolved, That copies of this resolution be sent to President Roosevelt, the United States Congress and the press.

Referred to Committee on Resolutions.
For final action, see page 164.

Favoring Enactment of H. R. 3113

Resolution No. 89—Presented by Affiliated Postal Groups of California.

Whereas, There is an urgent need for a law granting postal employees the right of appeal from the judgment of officials in cases involving removal from the service, reduction in salary, or other severe disciplinary action; and

Whereas, Injustices may frequently be inflicted upon postal employees in the absence of such protective measure; and

Whereas, The right to be heard before an important tribunal is an inherent right; and

Whereas, We believe it to be unfair and undemocratic to permit one to hear the facts and mete out the punishment without granting the employee the right to be heard; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled at Santa Monica, California, September 23, 1940, go on record as favoring the enactment of the terms of the Pearson Court of Appeals Bill H. R. 3113 by the Congress of the United States.

Referred to Committee on Resolutions.
For final action, see page 160.

Endorsing Longevity Pay for Postal Employees

Resolution No. 90—Presented by Affiliated Postal Groups, California.

Whereas, Senator Mead in the Senate, and Representative Flannery in the House of Representatives of the United States Congress,

have introduced bills to establish a principle of longevity pay for postal employees; and

Whereas, Periodic increases in pay bolsters the morale of the employees and promotes greater efficiency; and

Whereas, The seniority principle embodied in longevity pay bills gives tangible recognition and reward for continuous meritorious service; therefore, be it

Resolved, That the California State Federation of Labor, in Convention assembled at Santa Monica, California, September 23, 1940, do endorse the principles of longevity pay for Postal Employees and urges the Congress of the United States to adopt a system of longevity pay for postal employees.

Referred to Committee on Resolutions.
For final action, see page 157.

Removing Seamen and Marine Hospitalization Restrictions

Resolution No. 91—Presented by D. R. Campbell of Fish Cannery Workers Union of the Pacific, Monterey, California.

Whereas, The fishermen, according to Federal laws, are classed as seamen and have always enjoyed the benefits of marine hospitalization; and

Whereas, This arbitrary ruling by the Comptroller-General has caused untold hardships on fishermen who are now without the protection and benefits of medical service which other seamen are receiving; therefore, be it

Resolved, That this Forty-first Convention of the California State Federation of Labor go on record instructing its officials to vigorously protect this discrimination, and that the officials are hereby directed to bring all their efforts possible to remove these restrictions; and be it further

Resolved, That the delegate to the American Federation Convention be instructed to submit this same resolution to that convention; and be it further

Resolved, That President William Green and the Legislative Committee of the American Federation of Labor be requested to make every attempt to change this decision of the Comptroller-General.

Referred to Committee on Resolutions.
For final action, see page 156.

Prevailing Union Wages for State Employed Cooks

Resolution No. 92 — Presented by C. T. McDonough and Rene Battaglini, of Cooks Union No. 44, San Francisco.

Whereas, The feeding of inmates and personnel of State institutions such as sanatoriums, houses for the blind, penal institutions, etc., is very important in the operation of such institutions; and

Whereas, There are numerous such institutions in the State of California; and

Whereas, Only experienced craftsmen can possibly give satisfactory service in regard to the preparation and efficient and economical handling of foods for such institutions; and

Whereas, There are in the different unions of the Hotel and Restaurant Employees International Union and Bartenders League of America in the State of California, competent, capable craftsmen who would gladly work in those institutions if the compensation offered was more adequate and on a par with union wages paid for similar work by private enterprise; and

Whereas, The State of California does pay the prevailing union scale of wages for work performed by members of other unions employed by the State; and

Whereas, The compensation now paid for cooks in the State institutions is below the average union scale for similar work and further diminished by the practice of the Department of Institutions to make deductions amounting to \$35 per month for board and room from such already low wages; and

Whereas, Such wages are too low to attract competent, capable craftsmen and results in the employment of people poorly equipped by their experience to hold such positions, with resultant wastage and poor preparation of food; and

Whereas, The employment of competent personnel will more than pay for itself through more economical use of food products and better and more satisfactory preparation; therefore, be it

Resolved, That this Convention go on record:

1. To petition the State Department of Finance, the State Department of Institutions and the State Personnel Board to make adequate appropriation to pay the prevailing union wage scale for cooks employed in State institutions.

2. To petition the State Department of Personnel to discontinue the practice of deducting the \$35 for board and room for cooks, pay in full the amount in cash and make the room free and optional, as a preliminary step toward adjustment; and, be it further

Resolved, That this resolution or a similar one covering the points at issue be sent by the Federation officers to the different State departments involved; and, be it further

Resolved, That the Secretary and the officers of the California State Federation of Labor stand instructed to use the influence of the California State Federation of Labor with the different branches of our State Government and if necessary to draft or have legislation drafted, presented and supported to the State Legislature so that the object of this resolution be achieved.

Referred to Committee on Legislation.
For final action, see page 153.

Requesting No Curtailment in WPA Projects

Resolution No. 93—Presented by Rose Pesotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, Economic conditions at this time do not warrant the curtailment of WPA projects; and

Whereas, Employers utilize unemployed workers not on WPA projects to degrade the conditions of workers; and

Whereas, Workers now employed would be seriously affected; therefore, be it

Resolved, That this Convention go on record against any curtailment of the WPA projects and that these workers should not be laid off.

Referred to Committee on Resolutions.
For final action, see page 160.

Racial Discrimination

Resolution No. 94—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, The unity and equality of all races, without regard to race, color, nationality or religion is the very foundation of the Union movement; and

Whereas, Racial, color, national or religious divisions and antagonisms weaken the power of the working class and strengthen the hand of the employers, who deliberately create, foster and intensify such differences in their own interest; therefore, be it

Resolved, That this Convention emphatically reiterate the traditional position of the Labor Movement against any form of racial discrimination, and for the complete equality of all in the Trade Union Movement, regardless of race, creed or color.

Referred to Committee on Resolutions.
For final action, see page 156.

Condemning the Use of Labor Injunctions

Resolution No. 95—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, In every important strike on the Coast, the injunction has been a favorite weapon of the employer against the Unions; and

Whereas, Injunctions have been issued, forbidding every form and phase of strike activity; and

Whereas, These injunctions have been used indiscriminately against all Unions, regardless of their affiliations; therefore, be it

Resolved, That this Convention condemn the use of labor injunctions as a most dangerous weapon in the hands of the employers and a violation of the elementary rights of labor, and demand that the labor injunctions be abolished in the various states and the courts be prohibited from using them in labor disputes.

Referred to Committee on Resolutions.
For final action, see page 157.

Pledging Support of Labor Legislation

Resolution No. 96—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, Labor legislation is beneficial to all workers in their drive to organize the unorganized; and

Whereas, There are reactionary forces in the country at work who are seeking means to nullify and destroy certain acts beneficial to labor; and

Whereas, It is the duty of all progressive labor elements to work for the continuance and betterment of those acts beneficial to labor; therefore, be it

Resolved, That this Convention pledges to lend its strength and resources to combat all forces seeking to destroy or annul through modification those acts beneficial to labor; and be it further

Resolved, That this Convention go on record against adoption of the so-called Smith Amendments, seeking to nullify the Wagner Act.

Referred to Committee on Resolutions.
For final action, see page 169.

Extending Provisions of Walsh-Healy Act

Resolution No. 97—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, Certain concerns which have openly flouted the right of workers to organize and bargain collectively through representatives of their own choosing are permitted to bid on government contracts; and

Whereas, Concerns which violate the law of the land should be prohibited from benefiting from government contracts; and

Whereas, The Walsh-Healy Act has already established the policy of the government to grant contracts to concerns provided they meet specified conditions with respect to wages and hours; therefore, be it

Resolved, That the Walsh-Healy Act be extended to prohibit the granting of government contracts to concerns which have been found to have violated the Federal statute guaranteeing workers the right to organize and bargain collectively.

Referred to Committee on Resolutions.
For final action, see page 156.

Prohibition of Homework in Cotton Garment Industry

Resolution No. 98—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, The International Ladies' Garment Workers Union has established decent standards of labor and adequate wages for its members; and

Whereas, It has become impossible to maintain these decent standards and the existing labor standards set by law unless all garment workers receive the State minimum wage or more; and

Whereas, The Legislature in 1939 enacted a statute which permits the giving out of industrial homework to homeworkers in the garment industry; and

Whereas, Said statute provides that upon public hearing called by the Chief of the Division of Industrial Welfare of the State of California, certain types of industrial homework may be prohibited by order of the Division; and

Whereas, Employment of industrial homeworkers in the garment industry is confined particularly to the manufacture of cotton garments to the detriment of ethical and honorable employers who cannot maintain existing labor standards provided for factory workers by the State minimum wage law and union contracts on a price level in competition with employers of industrial homeworkers; therefore, be it

Resolved, That this Convention request the Director of the Department of Industrial Relations to instruct the Chief of the Division of Industrial Welfare, to proceed as she is authorized under Labor Code Sections 2654, 2655, and 2656, to call such public hearings at the earliest possible date for the purpose of making an order prohibiting industrial homework in the Cotton Garment and Miscellaneous Industry; and be it further

Resolved, That a copy of this resolution be spread on the minutes of this Convention and copies of same be forwarded to the Honorable Culbert L. Olson, Governor of the State of California; George G. Kidwell, Director of the Department of Industrial Relations; Mrs. Margarete L. Clark, Chief of the Division of Industrial Relations; the press, labor unions and employer groups.

Referred to Committee on Resolutions.
For final action, see page 168.

Enforcing the Minimum Wage Law

Resolution No. 99—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, Intelligent and adequate enforcement of the minimum wage law of the State of California is of vital importance to all workers in industry of this State; and

Whereas, Adequate enforcement requires a continuous inspection of plants, establishments, factories, et cetera, together with constant supervision and checking of the pay rolls of such factories; and

Whereas, A sufficiently equipped staff of inspectors and agents is of vital necessity to such adequate enforcement; and

Whereas, Budgets allowed to divisions enforcing minimum wage laws in other industrial states, are far in excess of that allotted to the California Division of Industrial Welfare; therefore, be it

Resolved, That this Convention request the Legislature of the State of California to appropriate a greatly increased budget commensurate with the requirements of the Division of Industrial Welfare for the coming biennium; and be it further

Resolved, That a copy of this resolution be forwarded to each member of the Finance Committee of the Senate and Assembly, to the

press, labor unions and employer groups, and civic groups interested in the maintenance of adequate living standards in keeping with American ideals.

Referred to Committee on Resolutions.
For final action, see page 157.

State Wage and Hour Law

Resolution No. 100—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, The Federal Fair Labor Standards Act applies only to workers employed by interstate transportation and communication systems and industries engaged in the production of goods for shipment in interstate commerce; and

Whereas, The protection of this statute does not, therefore, extend to workers employed in intra-state industries, such as retail establishments and various service industries; and

Whereas, The existing Minimum Wage Law of this State applied only to women and minors in industries with respect to which a Wage Order has been issued by the Industrial Welfare Commission; and

Whereas, There are in the State of California many thousands of employees who are working for low wages and long hours and are without the beneficial protection of legislation forbidding such exploitation; therefore, be it

Resolved, That the California State Federation of Labor go on record in support of a State Wage and Hour Law, supplementing the Federal statute and the State Minimum Wage Law; and be it further

Resolved, That the Federation carry on a widespread campaign for the enactment of such legislation.

Referred to Committee on Resolutions.
For final action, see page 169.

Enforcement of Fair Labor Standards Act

Resolution No. 101—Presented by Rose Pe-sotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, Through the efforts of Organized Labor, the Fair Labor Standards Act was enacted by the Congress of the United States to prevent the use of the channels of interstate commerce to spread and perpetuate labor conditions detrimental to the health, efficiency and well-being of workers, and to wipe out unfair methods of competition; and

Whereas, Largely through the efforts of the thousands of organized clothing workers in this country a minimum wage and maximum hours provision applicable to the apparel industry, setting forth higher standards of pay and granted under the law to workers in unorganized industries, has been made part of the Fair Labor Standards Act; and

Whereas, Through the insidious efforts of the Merchants and Manufacturers Association and other opponents of the war against poverty and insecurity, of which the Wage

and Hour Law is a part, thousands of workers in the garment industry in Southern California have been denied the living wage and decent hours of work guaranteed to them by law; and

Whereas, This open defiance of the law has not been subject to the penalties provided as part of the law; and

Whereas, In times of great national and international stress it is doubly important that the lot of the working man and woman be protected against the inroads of reaction and greed; now, therefore, be it

Resolved, That the California State Federation of Labor, in Convention assembled, call upon the Administrator of the Wage and Hour Division of the United States Department of Labor, entrusted with the enforcement of the Fair Labor Standards Act, to take immediate steps to bring the garment manufacturers of Southern California into compliance with the minimum standards of the law and to bring to the garment workers of California the reality of a living wage and decent hours guaranteed by the law of the land; and be it further

Resolved, That this Convention urge the Congress of the United States to increase the appropriation granted the Wage and Hour Division so that it may more effectively carry on its appointed task; and be it further

Resolved, That this resolution become part of the official proceedings of this Convention and that the Secretary of the Convention be instructed to send copies of this resolution to Madam Frances Perkins, Secretary of Labor, Washington, D. C.; to Colonel Philip B. Fleming, Administrator, Wage and Hour Division, U. S. Department of Labor; to Governor Culbert L. Olson, and to Wesley O. Ash, Regional Director, Wage and Hour Division, San Francisco, California.

Referred to Committee on Resolutions.
For final action, see page 169.

Requesting Legislation to Outlaw Strikebreaking and Spy Agencies

Resolution No. 102 — Presented by Rose Pesotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles; and Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles.

Whereas, The investigation of the LaFollette Civil Liberties Committee in San Francisco and Los Angeles, in regard to strikebreaking and spy agencies in industry disclosed that the Associated Farmers and Chambers of Commerce and the M & M are very active in using strikebreaking and spy agencies; therefore, be it

Resolved, That this Convention go on record in favor of State legislation which will outlaw strikebreaking and spy agencies; and be it further

Resolved, That this Convention instruct the incoming Executive Council to take such immediate steps as are necessary in order that the State Legislature enact such laws.

Referred to Committee on Legislation.
For final action, see page 153.

Formation of a New Vice-Presidential District

Resolution No. 103 — Presented by Raymond V. Westfall of Butte County Central Labor Council, Oroville.

Whereas, The formation of the Vice-Presidential districts of Northern California were formed many years ago when there was not need for more districts; and

Whereas, Organized Labor in Northern California has made such rapid growth that the present Vice-Presidential districts are entirely too large for one Vice-President to properly care for; and

Whereas, The greater part of the chartered locals have voiced their approval of the formation of a new Vice-Presidential district to the California State Federation of Labor; therefore, be it

Resolved, That Article 4, Section 2 of the Constitution of the California State Federation of Labor be amended to read as follows:

"That the State shall be divided into sixteen Vice-Presidential districts with the number of Vice-Presidents for each district to be as follows:

"District Nos. 1 to 14, inclusive, to remain unchanged; District No. 15 (Humboldt, Del Norte, Siskiyou, Modoc, Shasta, Trinity and Mendocino counties), one Vice-President; District No. 16 (Sutter, Butte, Glenn, Plumas, Lassen and Tehama counties), one Vice-President"; and be it further

Resolved, That the 1940 Convention of the California State Federation of Labor, duly assembled at Santa Monica, elect a Vice-President for District No. 16.

Referred to Committee on Constitution.
For final action, see page 153.

Would Aid State Printing Office

Resolution No. 104—Presented by Wm. J. McQuillan, of Printing Pressmen Union No. 60, Sacramento.

Whereas, There was enacted by a vote of the people of the State of California in the year 1912, a law known as the Free Textbook Law; and

Whereas, The purpose of the law is to furnish to the pupils of the elementary grades of our public schools free textbooks in the subjects specified; and

Whereas, For many years the practice of purchasing textbooks from Eastern book publishing combines has become an entrenched evil, literally millions of dollars of tax money of the people of the State of California have been poured into the coffers of such Eastern book publishing combine; and

Whereas, The State Printing Office, which is the finest plant of its kind west of Chicago, fully equipped to produce the highest grade of textbooks at a thorough proven saving of 42 per cent; and

Whereas, This magnificent \$2,500,000 establishment, purchased and maintained by the people of the State of California, for inexpensive production of their own school books and other printing, lies idle in large part much of the time; and

Whereas, The California Legislature is now in its primary stages of launching an investigation into the affairs of the State Board of Education concerning the policy of awarding contracts for printing of textbooks; and

Whereas, Every session of the California State Legislature witnesses the sordid spectacle of a horde of highly paid book trust lobbyists stifling sensible and necessary legislation aimed to greatly increase the production of our own textbooks; and

Whereas, The California State Federation of Labor in past sessions has gone on record as opposed to the practice of counties purchasing books from Eastern book combines at a greater cost than if they were printed and furnished by the State Department of Education; therefore, be it

Resolved, By the California State Federation of Labor, assembled in Santa Monica at its Forty-first Annual Convention, go on record as approving the investigation now being conducted by the California State Legislature concerning the policy of the State Board of Education in awarding contracts for the printing of textbooks; and be it further

Resolved, That the Federation also go on record as requesting the State Department of Education to submit to the Department of Finance of the State of California prior to the next session of the California State Legislature, a full budget covering the furnishing of free textbooks in the elementary grades of our public schools in all subjects covered by the Free Textbook Act of 1912; and be it further

Resolved, That the California State Federation of Labor use all legitimate means at its command to further the intent and purpose of this resolution and request all labor, civic and other interested bodies to do likewise to the end that there will be sufficient funds allocated for the printing and distribution of free textbooks.

Referred to Committee on Resolutions.
For final action, see page 157.

"Labor for Roosevelt" Campaign

Resolution No. 105 — Presented by Lew C. G. Blix and C. C. Garnett, of Circular Distributors No. BB-11, and Bill Posters No. 32, San Francisco and Los Angeles.

Whereas, Innumerable enemies of Organized Labor hope to use the present world crisis as an excuse for a Fascist slavery in the interests of wealth; and

Whereas, The destruction of the rights of labor in Europe and Asia presents a menace to Organized Labor in this Democracy to be even more aware of the necessity of taking a definite stand on the solemn issues which confront us; and

Whereas, In the elections of 1932 and 1936, Organized Labor almost unanimously supported Franklin Delano Roosevelt; and

Whereas, In turn, President Roosevelt has never betrayed the faith that we have placed in him but has proven himself rather in every way to be worthy of our trust; and

Whereas, The delegates to the Los Angeles Central Labor Council at a regular meeting

pledged their unequivocal and active support to Franklin Delano Roosevelt, the greatest friend Labor has ever had in the White House, and at that meeting instructed the delegate from the Council to support the adoption of this resolution at the California State Federation of Labor Convention; therefore, be it

Resolved, That, in order to coördinate and give greater effectiveness to Labor's momentous effort to retain Franklin D. Roosevelt as President of the United States, this organization participate in the official Labor for Roosevelt Campaign Committee of the State of California; and be it further

Resolved, That this resolution be referred to the California State Federation of Labor Convention with the recommendation of the Los Angeles Central Labor Council for favorable action by the Convention.

Referred to Committee on Resolutions.
For final action, see page 157.

Tovrea Packing Company

Resolution No. 106—Presented by Frank Kosky of Amalgamated Meatcutters & Butcher Workmen Union No. 563.

Whereas, The Tovrea Packing Company of Arizona is one of the worst anti-union employers with whom the Amalgamated Meat Cutters and Butcher Workmen of North America have to contend; and

Whereas, This company pays wage scales far below those paid in California, with many men in their plant receiving as little as 35 cents per hour; and

Whereas, This company sells a large percentage of its meat in California, offering unfair competition to all of the fair packing houses who are paying union wages and maintaining union conditions; and

Whereas, This company has consistently followed the policy of going through every one of our picket lines, and has always made it a point to align itself with California meat outlets who are in hot water with our Union; and

Whereas, This company has even refused to obey an order issued by the National Labor Relations Board instructing it to reemploy workers discharged for union activities, although such order was confirmed by the Ninth Circuit Court of Appeals in San Francisco; and

Whereas, Despite the violation of the Wagner Act by the Tovrea Packing Company, it has been successful in getting large contracts from the Federal Government in clear violation of the Walsh-Healy Act; therefore, be it

Resolved, That the Secretary of the California State Federation of Labor be instructed to place the Tovrea Packing Company upon the unfair list of the Federation and that he aid the Meat Cutters in prosecuting a vigorous boycott of this company; and be it further

Resolved, That copies of this resolution be sent to every Senator and Congressman from California and to various purchasing officers of the Federal Government with a request for

an explanation of why contracts are placed with this company in violation of the Walsh-Healy Act.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Pledge to Support Roosevelt

Resolution No. 107—Presented by Harry Sherman, of Central Labor Council, Los Angeles.

Whereas, The approaching Presidential election is the gravest that has ever confronted the American people; and

Whereas, The Administration of Franklin Delano Roosevelt since its inauguration in March, 1933, down to the present day, has sought to improve the conditions of the workingman and woman of our country by acts and policies advancing the standards of Labor and guaranteeing the right to bargain collectively (among which acts we may mention: Section 7-A of the old N. R. A.; the Wagner Labor Act; the Walsh-Healy Act, the Social Security Act; the Wages and Hours Act, and the National Labor Relations Board); and

Whereas, All of these efforts to benefit Organized Labor and bestow upon the organized workingman a greater share of the wealth which he produces have been championed personally and vigorously by Franklin Delano Roosevelt; and

Whereas, Franklin Delano Roosevelt has not only protected the rights of Organized Labor but has pursued a policy consistently dedicated to the benefit of the underprivileged third of this nation by furnishing adequate Federal Relief; by the Federal Housing Act; by Public Work Projects; by the control of Public Utilities, and other democratic means of causing the distribution of this nation's wealth to become more fair, equitable and humane; and

Whereas, The Roosevelt Administration has succeeded to a great extent in eliminating the vicious practices of employers in hiring labor spies, installing private arsenals, and importing professional strikebreakers; and

Whereas, Through these benefits Organized Labor has attained the greatest membership of all time, rising from the meager two million to which it had declined by the end of the Hoover administration to present membership of more than eight million, a rate of increase which is the most rapid in the entire history of the American Labor Movement; and

Whereas, The City of Los Angeles, once a well-known stronghold of the reactionary open-shop, has, under the Roosevelt Administration, become a genuine union town; and

Whereas, Innumerable enemies of Organized Labor hope to use the present world crisis as an excuse for a Fascist slavery in the interests of wealth; and

Whereas, The destruction of the rights of labor in Europe and Asia presents a menace to organized American Labor unprecedented in history, and causes Organized Labor in this democracy to be even more aware of the

necessity of taking a definite stand on the solemn issues which confront us; and

Whereas, In the elections of 1932 and 1936 Organized Labor almost unanimously supported Franklin Delano Roosevelt; and

Whereas, In turn, President Roosevelt has never betrayed the faith that we have placed in him but has proven himself rather in every way to be worthy of our trust; and, therefore, be it

Resolved, That we, the delegates to the Forty-first Annual Convention of the California State Federation of Labor, take this occasion to pledge our unequivocal loyalty and active support to Franklin D. Roosevelt, the greatest friend labor has ever had in the White House; and be it further

Resolved, That in order to coördinate and give the greatest effectiveness to Labor's momentous effort to retain Franklin D. Roosevelt as the President of the United States, this organization participate in the official Labor for Roosevelt Campaign Committee of the State of California.

Referred to Committee on Resolutions.
For final action, see page 157.

Legal Aid to Local Unions

Resolution No. 108 — Presented by G. H. Weise, of Carpenters Union No. 2046, Martinez.

Whereas, An organization has been formed which has drawn various labor organizations into unnecessary difficulties; and

Whereas, This organization has aided in hindering and preventing the exercise of the right of collective bargaining and the constitutional right of free speech; and

Whereas, The California Employers Association has brought labor organizations into the courts of California unnecessarily and without legal right; and

Whereas, It is necessary that legal advice be given to labor organizations to keep them from being hindered in their exercise of their legal rights; now, therefore, be it

Resolved, That the California State Federation of Labor authorize its Legal Department to aid local organizations in their efforts to oppose the California Employers Association.

Referred to Committee on Resolutions.
For final action, see page 157.

Minor Injuries Cause Loss to Worker

Resolution No. 109 — Presented by Harry Lumsden of Laborers Union No. 261, San Francisco.

Whereas, Under the present statutes and rules and regulations of the California Industrial Accident Commission employees are often deprived of wages while being treated and cared for, on receiving minor injuries in the course of their employment which require medical aid and which are not serious enough to cause employees to leave their employment other than for medical aid; and

Whereas, Certain employers have deprived employees of wages while they are on their way to and from a physician's office; and

Whereas, This causes a hardship and loss to the employee and to his family through no fault of his own; now, therefore, be it

Resolved, That the California State Federation of Labor go on record as favoring amendments to the Workmen's Compensation Act to provide that employees shall not be deprived of their wages while being treated and cared for when they receive injuries in the course of their employment which are not serious enough for them to receive full benefits of the Workmen's Compensation Laws.

Referred to Committee on Resolutions.
For final action, see page 156.

Resolution Opposing Use of Sherman Act Against Unions

Resolution No. 110—Presented by Wayne Cantes, Oden Lee, A. T. Gabriel, Ignacio Castillon, of Miscellaneous Employees Union, Local No. 110, San Francisco.

Whereas, The Sherman Anti-Trust Act was enacted to curb monopoly in big business and was never intended as a weapon against Labor; and

Whereas, The projected anti-trust action against twenty-two major oil companies is about to be dropped by Attorney General Jackson because it would "becloud relationships between the government and industry"; and

Whereas, Many locals of the American Federation of Labor are being subjected to prosecution by the misuse of this law; and

Whereas, It is evident that the enemies of Labor are using this law in an attempt to crush Organized Labor; therefore, be it

Resolved, That this Convention of the California Federation of Labor does hereby oppose any application of the Sherman Anti-Trust Act against any Labor union and demands that the administrators of this act adhere to the act's original purpose of controlling monopoly and unfair business practices; and be it further

Resolved, That copies of this resolution be sent to Attorney General Robert H. Jackson, President Franklin D. Roosevelt and all California Congressmen and Senators and the press.

Referred to Committee on Resolutions.
For final action, see page 157.

Effective Publicizing Lists

Resolution No. 111 — Presented by J. I. Chase, of Machinists Union No. 364, Stockton.

Whereas, That in the present development of the Labor Movement in California the most effective strength to Labor, outside of the picket line, is the "We Do Not Patronize" and the "Unfair" lists; and

Whereas, That in order to develop the strength of these means and to make them more effective and also to establish a uniform method in handling these lists in the forty-two Labor Councils affiliated with the California State Federation of Labor; therefore, be it

Resolved, That at the next regular meeting of the Executive Council of the California State Federation of Labor a competent and

interested member be delegated to send out questionnaires to all affiliated State Labor Councils to ascertain the methods used in originating these lists of publicizing and making them effective. It shall also be the work of this investigator to compile these reports and after a comprehensive study, to render a report to the Executive Council with recommendations for a uniform policy to be adopted and that this policy, when approved by the Executive Council, shall be recommended to the various Councils for adoption, and that a reasonable sum of money be allotted from the general fund for stationery supplies, office work and postage.

Referred to Committee on Resolutions.
For final action, see page 157.

Opposes WPA in National Defense Construction

Resolution No. 112—Presented by E. E. Carter, of General Truck Drivers & Helpers Union No. 315, Martinez.

Whereas, The resources of the Construction Industry of the eleven Western States are prepared to quickly complete urgent units of the National Defense Program in these States and also in Alaska, the Pacific Islands and the Panama Canal Zone; and

Whereas, The performance of private enterprise in constructing these projects is swift, effective and economical, at costs which are usually below the estimates and expectations of National Defense and military officials; and

Whereas, The extension of WPA projects into the field of constructing armories, camps, airports, highways and other military projects by crude, inefficient and extravagant methods is, upon the basis of WPA's record of extravagant cost, slow progress and inefficient administration, certain to conflict with the National Defense Program and cause great disappointment and lowering of the morale among the young men who are called upon by the United States Government to prepare to defend their country when these facilities are urgently needed for their immediate training and housing; and

Whereas, The independent, self-supporting workmen who are regularly employed in the construction industry are being forced to compete with a substantial relief wage scale and the substandard methods of inefficiency of WPA workmen in National Defense construction; and

Whereas, Unemployment is rapidly disappearing in the ranks of skilled construction workers in the Western States; and

Whereas, If the facilities of private industry are used for National Defense construction under the contract method, WPA clients may be transferred in large numbers from the charity status of relief to an independent, self-supporting status as employees of private enterprise; now, therefore, be it

Resolved, That this Forty-first Convention of the California State Federation of Labor hereby petitions the National Defense Commission, Federal, State and all local public officials, and the American Federation of La-

bor, to immediately protest the unwarranted extension of WPA activities into the construction of airports, highways, camps, cantonments and military projects upon an inefficient, extravagant, slow and backward schedule.

Referred to Committee on Resolutions.
For final action, see page 164.

Constitutional Amendment

Resolution No. 113—Presented by William McCabe, of Bartenders Union No. 41, San Francisco.

Resolved, Amend Section 3, Article IV, by adding the following:

"Nominees for Vice-President shall be members of a union in the district they are nominated to represent and only delegates representing unions located in said district shall vote for such candidates."

"Any provisions of the Constitution of the California State Federation of Labor in conflict herewith are hereby repealed."

Referred to Committee on Resolutions.
For final action, see page 164.

Amending Unemployment Reserve Act

Resolution No. 114—Presented by Pauline Furth, of Fish Cannery Workers Union of the Pacific, San Diego.

Whereas, The California Legislature, at its Fifty-second Session, amended the Unemployment Insurance Act to provide that unemployment benefits may only be paid to those who have earned a minimum of \$300 during the base period; and

Whereas, Prior to the passage of that amendment the minimum amount required to be earned to entitle one to receive such benefits was \$156; and

Whereas, This amendment has worked untold hardships upon many of our fellow workers, particularly those engaged in the canning and other seasonal industry, who are most in need of such benefits; now, therefore, be it

Resolved, By this Forty-first Annual Convention of the California State Federation of Labor, that the legislative representative of the Federation be, and he is hereby instructed to prepare, and cause to be introduced at the next session of the State Legislature, a bill to amend the Unemployment Reserve Act to provide that earnings of \$156 would be sufficient to entitle one to draw benefits under the provision of the State Unemployment Insurance Act; and be it further

Resolved, That all the benefits of the existing law be retained, and only the section pertaining to the amount necessary to have been earned during the base period be changed.

Referred to Committee on Legislation.
For final action, see page 152.

Unicameral Legislature for California

Resolution No. 115—Presented by Albin J. Gruhn, of Eureka Federated Trades and Labor Council, Eureka.

Whereas, The Eureka Federated Trades and Labor Council has placed itself on record as favoring a unicameral legislature for California; and

Whereas, This action was taken after receipt of a letter from Roy Brewer, President of the Nebraska State Federation of Labor, who expressed his approval of the unicameral legislature now operating in his State; and

Whereas, The unicameral, or one-house system, abolishes the conference committee, wherein Labor oftentimes loses many important pieces of legislation; and

Whereas, The legislators will be more answerable to their constituents in the one-house system than they now are in the two-house system; and

Whereas, The unicameral, or one-house system, would be more economical to the taxpayers, provide sufficient salaries to legislators, and abolish partisanship; therefore, be it

Resolved, That the California State Federation of Labor at its Forty-first Annual Convention place itself on record as favoring a unicameral legislature for California; and be it further

Resolved, That copies of this resolution be sent to all American Federation of Labor Central Bodies in the State of California, requesting their concurrence.

Referred to Committee on Resolutions.
For final action, see page 162.

Request for Legal Assistance in Happyholme Dairy Case

Resolution No. 116—Presented by J. W. Southwick, Paul M. Artigues and Willis B. Clarke of International Association of Theatrical Stage Employees Unions Nos. 428, 430, 599, of Stockton, Eureka, and Fresno.

Whereas, A libel suit was filed October 10, 1938, in Stockton, California, by the Happyholme Dairy of Lodi, California, against the Central Labor Council of Stockton, the Stockton Labor Journal, the Local Teamsters Union of Stockton and the International Teamsters Union and their officers; and

Whereas, The offense alleged in the complaint consisted of the Central Labor Council of Stockton placing the Happyholme Dairy on the "We Don't Patronize" list on September 26, 1938, at the request of the Stockton Teamsters Union, which action was published by the Stockton Labor Journal in its issue of September 30, 1938; and

Whereas, The jury in the case awarded damages against all the defendants mentioned in the amount of \$20,500, which was later reduced by the trial judge to \$12,500; and

Whereas, The defendants in this case have appealed to our Circuit Court of Appeal for a reversal of this decision, and briefs for all the defendants have been filed by their attorneys, answers to which are due from the attorneys of the plaintiffs in the early part of October, 1940, after which a date will be set by the Court of Appeal at Sacramento for argument on the briefs; and

Whereas, The final decision of this case is of extraordinary importance to the entire Labor Movement of California for the reason that if this decision is upheld by the higher courts such precedent would undoubtedly be used as a basis to bring similar suits against

other central labor councils, unions, and labor papers throughout this State; therefore, be it

Resolved, That in the event that our Court of Appeal should fail to bring this case to a favorable ending, so that either a new trial would be ordered or further appeal to the Supreme Court should be made necessary, that in either of these events the incoming Executive Council of the California State Federation of Labor be and hereby is instructed to give its coöperation and assistance by giving such help as may be needed to carry this case to a final favorable decision so far as it may be possible.

Referred to Committee on Resolutions.
For final action, see page 156.

Restricting Temporary Postal Employees

Resolution No. 117—Presented by Affiliated Postal Groups of California.

Whereas, In the United States Post Office Department temporary employees and acting clerks are employed for extended periods of time when emergencies do not exist; and

Whereas, Such a policy is a menace to Civil Service, being an unnecessary evasion of the principles of Civil Service; and

Whereas, The employment of temporary employees and acting clerks, except for the month of December, has lowered the morale of classified substitutes by deterring their appointment to regular positions; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled at Santa Monica, California, September 23-27, 1940, urge the passage of legislation by the Congress of the United States prohibiting the use of temporary employees and acting clerks, except during the month of December, and during any real emergency, provided that such an emergency cannot be said to exist for more than two weeks in any three-month period, and that where it is necessary to increase the force of greater periods than this, that regular civil service appointments be made.

Referred to Committee on Legislation.
For final action, see page 153.

Civil Service for National Cemetery Employees

Resolution No. 118—Presented by Jim Symes of Cemetery Employees Union No. 10634, San Francisco.

Whereas, The United States Government is contemplating the establishment of a national cemetery in San Mateo County, California; and

Whereas, The rate of pay for workmen employed in national cemeteries is far below the wage scale provided for in the working agreement of the Cemetery Employees' Union in this area, and is detrimental to Organized Labor and the Cemetery Employees Union; and

Whereas, All United States Government employees, with the exception of armed forces and cemetery employees are classified in their respective crafts under civil service; and

Whereas, Men working in the national cemeteries should have the protection of civil

service and be classified as cemetery employees and enjoy a wage comparable to that earned by organized cemetery workers; now, therefore, be it

Resolved, That the minimum wage payable under civil service for said national cemetery employees shall be one hundred and fifty dollars (\$150.00) per month, with two weeks' vacation with pay per year; and be it further

Resolved, That the California State Federation of Labor adopt this resolution and communicate with its representatives in Congress in the endeavor to secure the passage of a bill placing all national cemetery workers under civil service; and be it further

Resolved, That the California State Federation of Labor communicate with Central Labor Councils in the State of California requesting them to take like action and communicate with their representatives in Congress, enclosing a copy of the resolution and the endorsement of the same.

Referred to Committee on Legislation.
For final action, see page 153.

State Plumbing Code

Resolution No. 119—Presented by R. F. Woods and Ralph A. McMullen of Sprinkler Fitters and Plumbers, respectively, Unions Nos. 669 and 78, Los Angeles.

Whereas, Installation of inadequate sanitation facilities in various sections of the State has a tendency to injure the health of the citizens, thereby creating a serious threat to the welfare of all; and

Whereas, California has become one of the largest tourist states in the Union, and there are resorts outside of the incorporated areas throughout the State which today are seriously jeopardized by the careless manner in which provisions are made for the disposal of sewage in such places; the bulk of this work at the present time being installed by men who are incompetent to perform work of this nature; and

Whereas, Realizing the responsibility is resting on the plumbing craft of this State to eradicate and regulate such conditions, in order to protect the health of the public, and in accordance with this resolution, the California State Association of Journeymen Plumbers, Steam and Sprinkler Fitters is, at the present time, taking the necessary steps to formulate and draw up a State Plumbing Code which would adequately correct the deplorable conditions herein cited; and

Whereas, The passage of such a State Plumbing Code will be of great benefit to the public at large and will, at the same time, provide for a competent and skilled mechanic a fair opportunity to secure employment in the localities referred to which has heretofore been denied him; therefore, be it

Resolved, That we, the California State Association of Journeymen Plumbers, Steam and Sprinkler Fitters do hereby request the endorsement of the California State Federation of Labor in undertaking the drawing up of a State Plumbing Code and the presentation

of such law for passage to our next State Legislature; be it further

Resolved, That the California State Federation of Labor, in Convention assembled in Santa Monica on September 23, 1940, be in accord with the enactment of a State Plumbing Code; and be it further

Resolved, That the California State Federation of Labor apply its good offices toward proper legislation that this may be accomplished.

Referred to Committee on Legislation.
For final action, see page 153.

Cemetery Employees' Benefits Under the Social Security Act

Resolution No. 120—Presented by Jim Symes of Cemetery Employees Union No. 10634, San Francisco.

Whereas, The National Security Act has exempted all religious, charitable and non-profit institutions from its provisions; and

Whereas, Certain cemeteries come within this exemption and the employees are deprived of the benefits of this act; and

Whereas, All these institutions engaged in the disposal of bodies have as their dominant intent one of profit, and hence should be bound by the provisions of this Act.

Resolved, By the California State Federation of Labor, now in session assembled, that the Secretary of this Federation be instructed to prepare and introduce a measure at the American Federation of Labor Convention directing its Law and Legislative Committee to prepare and introduce a measure to amend the National Security Act so as to include cemetery workers within the benefits and provisions of this Act.

Referred to Committee on Legislation.
For final action, see page 161.

Reclassification of City Employees

Resolution No. 121—Presented by Walter W. Mahaffey of Operating Engineers Union No. 235, San Pedro.

Whereas, A recent survey was made in the City of Los Angeles by the Civil Service Commission covering city employees at a cost to the taxpayers of \$35,000; and

Whereas, This survey in many cases threw out classifications already under civil service and reduced skilled craftsmen to lower brackets; and

Whereas, This reclassification will in all cases reduce not only the wages of employees under civil service, but give employers in private industry a reason for reducing wages; and

Whereas, Hearings are being held before the Civil Service Commission at the present time giving the representatives of labor an opportunity to be heard; therefore, be it

Resolved, That this Forty-first Convention of the California State Federation of Labor instruct its officials to contact unions involved in this reclassification of city employees and

assist them to the end that employees be given their just titles with respect to their craft jurisdiction.

Referred to Committee on Resolutions.
For final action, see page 156.

Secretary-Treasurer's Term of Office

Resolution No. 122—Presented by Art Dougherty of Bartenders Union No. 41, San Francisco.

Whereas, The membership of the California State Federation of Labor has more than doubled in the past four years; and

Whereas, The work of the California State Federation of Labor and that of its only paid executive officer—Secretary-Treasurer—has become increasingly burdensome, due to the increase in membership of the Federation and the Federation taking upon itself duties and rendering services not formerly rendered by it, such as legal and organizational work; and

Whereas, The interests of the Labor Movement will be best served if the Secretary-Treasurer is not required to run for office every year, such frequent elections entailing undue hardship and making it difficult for the making of any long-range programs; now, therefore, be it

Resolved, That Section 14, Article 4, of the Constitution of the California State Federation of Labor be amended to read as follows:

"The term of officers of the Federation, except that of the Secretary-Treasurer, shall be for a period of one year to commence immediately upon the final adjournment of the Convention at which they were elected. The term of office of the Secretary-Treasurer shall be for a period of two years, such election to be held in the even numbered years."

"This section shall become effective immediately upon the passage of the same and shall cover all elections commencing with the Forty-first Convention of the California State Federation of Labor."

Referred to Committee on Constitution.
For final action, see page 153.

Pension for School Employees

Resolution No. 123—Presented by Doris E. Jones of Board of Education Employees Union No. 99, Los Angeles.

Whereas, The State of California and the citizens of Los Angeles School District have provided a retirement system for school employees; and

Whereas, Certain technicalities in the law governing the retirement system need correction; therefore, be it

Resolved, That the California State Federation of Labor approve and endorse legislation which would provide a minimum of \$50 per month retirement for school employees and proportionate retirement for older employees within the retirement system whose contributions and prior service accounts do not permit the payment of full retirement.

Referred to Committee on Legislation.
For final action, see page 161.

School Employees' Merit System

Resolution No. 124—Presented by Doris E. Jones of Board of Education Employees Union No. 99, Los Angeles.

Whereas, The California School Code includes provisions for merit system protection for non-certified personnel of school districts; and

Whereas, There are attempts made to amend this merit system from time to time; and

Whereas, The interests of school employees must be protected against amendments which will destroy the merit system; and

Whereas, There is one correction in the law which should be made, namely, the placing of the chief examiner under the authority of the personnel commission; therefore, be it

Resolved, That the California State Federation of Labor oppose any destructive amendments to the school employees' merit system except an amendment to place the examining function and other personnel authority under the administration of the school district personnel commission.

Referred to Committee on Resolutions.
For final action, see page 169.

Opposes Consolidation of State Departments

Resolution No. 125—Presented by Leonard Graham of Sheet Metal Workers Union No. 108, Los Angeles.

Whereas, The California State Legislature, meeting January 1, 1941, is scheduled to consider a proposed law to combine into one Department the State Relief Administration, the State Department of Social Welfare, the State Department of Employment, and other State social agencies; and

Whereas, Disbursement of direct relief to needy families in no manner is similar to the disbursement of unemployment insurance, which is an earned right to the unemployed individual; and

Whereas, The payment of old age assistance and direct relief are dissimilar in character; and

Whereas, Experimentation in further social advancements in connection with measures already enacted into law would menace the administration of laws already on the statute books; now, therefore, be it

Resolved, That such a combination would be inimical to the interests of Labor, and that the California State Federation of Labor, in Forty-first Annual Convention assembled at Santa Monica, September, 1940, does hereby request the California Legislature to withhold favorable action on any proposals to effect said combination of the State Relief Administration, the State Department of Social Welfare, the State Department of Employment, and other State social agencies; and be it further

Resolved, That said Convention requests the California Legislature to maintain the status quo of said departments.

Referred to Committee on Legislation.
For final action, see page 161.

Increased Pay for Substitute Postal Employees

Resolution No. 126—Presented by Affiliated Postal Groups, California.

Whereas, The substitute employees of the Postal Service are required to work irregular hours, and without a designated salary, and must perform their duties under adverse conditions; therefore, be it

Resolved, By the California State Federation of Labor, assembled in Convention at Santa Monica, California, September 23-27, 1940, that a national law be enacted that the pay of substitute postal employees, after 1,904 hours of actual service as a substitute, including service as special delivery messenger, shall be increased to the hourly rate received by regular employees of the first grade, such hourly rate to be computed by dividing the annual salary of such employees by the number 1,904. And thereafter the rate of pay of such substitute employees shall be increased to the hourly rate of the next higher grade of such regular employees, computed in the same manner, upon the completion of each additional period of 1,904 hours of actual service, until they shall have attained the rate for the highest grade of regular pay or shall have been appointed to a regular position.

Referred to Committee on Legislation.
For final action, see page 161.

Opposing Reducing American Labor Standards

Resolution No. 127—Presented by H. D. Sizemore of Sailors Union of the Pacific, San Francisco.

Whereas, In view of the fact that the atmosphere is surcharged with defense propaganda, the employers of the United States of America, taking full advantage of such state of affairs to break down living standards, cut wages, and lengthen the hours of labor; and

Whereas, The Communists, Fascists, Allied fifth column apparatus, including United States capitalists, seeking to avail themselves of the unique situation, are attempting to capitalize on the present defense propaganda to promote a campaign against Labor; and

Whereas, Said campaign has assumed proportions of a definite character in various industries affecting hours of labor, conditions on jobs, and actual wage standards; therefore, be it

Resolved, That we, members of the American Federation of Labor of the State of California, herein assembled as delegates, do hereby record ourselves as favoring the extension of the various principles, democratic procedure and settlement of labor disputes transpiring within geographical confines of the United States of America; and we most emphatically condemn all measures designed to undermine wage standards of the American working class, or to decrease monetary standards by which wages of the American working class are determined; and be it further

Resolved, That we hereby go on record as being absolutely opposed to any proposals,

whether under the guise of democratic procedure or other methods, propaganda or otherwise, to undermine the historic method of settlement of labor disputes by consultation and argumentation; and be it further

Resolved, That we condemn most emphatically any effort of the United States Government to dissolve, abrogate, or break away from the traditional methods of democratic procedure in the settlement of labor disputes.

Referred to Committee on Resolutions.

For final action, see page 164.

Certain Cemeteries on "We Don't Patronize" List

Resolution No. 128—Presented by James Symes of Mausoleum, Columbarium and Cemetery Employees Union No. 20672, Alameda County and vicinity.

Whereas, The employees of the Mausoleum, Columbarium and Cemetery units belonging to Local 20372 of Alameda County and vicinity have joined together with the Central Labor Council of Alameda County for the purpose of organizing Sunset View Cemetery and Berkeley Crematorium, located at 101 Colusa Street, El Cerrito, Alameda County, California; and

Whereas, Up to and including the present time said Sunset View Cemetery and Berkeley Crematorium has refused and neglected and still refuses and neglects to organize pursuant to suggestions heretofore made by said Local and County Labor units; and

Whereas, By reason of said refusal of said Sunset View Cemetery and Berkeley Crematorium to organize, the Alameda County Central Labor Council has placed the said institution upon the "We Don't Patronize" list; and

Whereas, This is the only cemetery and crematorium that is not organized in Alameda County and the Bay districts; therefore, be it

Resolved, That this California State Federation of Labor Convention pass a similar resolution, placing Sunset View Cemetery and Berkeley Crematorium on its "We Don't Patronize" list and publicize the fact in the California Federation of Labor weekly news letter.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Social Security for Public Employees

Resolution No. 129—Presented by Doris E. Jones of Board of Education Employees Union No. 99, Los Angeles.

Whereas, Public employees have been excluded from the benefits of Social Security Act provisions and thereby are not eligible to participate in the benefits of unemployment compensation or the security of old age annuities; and

Whereas, This is a discrimination against public employees engaged in the same occupations as private employees; therefore, be it

Resolved, That the California State Federation of Labor endorse and approve the inclusion of public employees within the

benefits of the Social Security Act pertaining to unemployment compensation and old age annuities.

Referred to Committee on Resolutions.

For final action, see page 170.

Favoring Rest Bars

Resolution No. 130—Presented by Affiliated Postal Groups, California.

Whereas, There seemingly is a campaign in progress to abolish the use of rest bars in various post offices, even in the peak periods, an effort to speed up the personnel; and

Whereas, The use of rest bars has proven very beneficial to the health and morale of postal clerks in the distribution of mail, as well as of benefit to the Post Office Department; therefore, be it

Resolved, That the California State Federation of Labor, in Convention assembled at Santa Monica, California, September 23-27, 1940, request the United States Post Office department to instruct postmasters to cease the practice of curtailing the use of rest bars.

Referred to Committee on Resolutions.

For final action, see page 156.

Condemning WPA on All Public Work

Resolution No. 131—Presented by Joe Cambiano and others of Carpenters Union No. 162, San Mateo.

Whereas, Organized Labor as represented by the California State Federation of Labor and the Building and Construction Trades Unions has continuously worked for and established hours, wages, and conditions of employment on public buildings, highway and engineering construction and through the prevailing wage law of the State of California, and the Bacon-Davis Law of the Federal Government, and the acceptance of fair wage standards by private employers; and

Whereas, The construction of public schools, city, county and state buildings and other projects such as armories, airport buildings, army, navy and marine corps housing, training, maintenance and repair buildings, constitute a major portion of the volume of building upon which organized building trades craftsmen depend for employment; and

Whereas, The construction of roads, streets, bridges, storm drains, flood-control channels, sewers and water supply systems, airports and other highway and engineering public work have provided another large field for the employment of independent, organized workmen; and

Whereas, The construction of these Federal, State and local public buildings and highway and engineering work is an important factor in the steady employment of building and construction trades workmen; and

Whereas, Throughout California the state, county, city governments and subsidiary boards and commissions are rapidly discontinuing the long-established policy of constructing California public works under their own auspices and transferring most of such projects to the control of the Federal Govern-

ment under the management of the Works Projects Administration; and

Whereas, It is the belief of Organized Labor that if this trend continues the whole public works program of the Federal, State, County and City governments will be transferred to WPA in a short time, completely eliminating organized skilled building and construction workmen from all opportunities upon Federal, State, County and City public works projects; and

Whereas, The present requirements of the National Defense Program requires the patriotic support of all citizens, particularly public officials; and

Whereas, A large volume of National Defense construction is being undertaken in the Pacific area offering an opportunity for those on relief, who are qualified to do construction work, to rehabilitate themselves through employment on an efficient, practical, full-time work basis relieving the taxpayer of the burden of his support by returning to private employment and obtaining for his family and himself the benefits of a satisfying job, higher wages and greater purchasing power, which are not obtainable on a relief wage basis; and

Whereas, The dual financing and management of WPA projects involving local sponsors and the Federal Government have improperly combined the administration of relief and the construction of public works in such a manner as to constitute the misuse of public funds by the application of water and power revenues, gasoline taxes, flood control and sanitary district revenues, school taxes and other State and local revenues, for relief purposes, for which they are not intended, upon such an extravagant, inefficient basis that local officials are endeavoring to shift the responsibility to Federal Government, and Federal officials are endeavoring to place the blame upon local government; and

Whereas, The subterfuge of carrying on a construction program on a relief basis is a false promise because under WPA these projects cost approximately twice what they should, therefore the 25 per cent sponsor's contributions, in fact, represent approximately 50 per cent of contract cost, which is about doubled for WPA projects, reflecting the most callous and selfish use of political expediency, inasmuch as 100 per cent of these costs can come only from public tax revenues whether it be City, County or Federal tax; and

Whereas, The purpose of the Work Projects Administration is to render unemployment relief and not to take over public works construction requiring the best architects, engineers, contractors and skilled craftsmen or become a huge national, State, County and City public works construction agency administered by social workers and supplied with workmen lacking experience in construction; and

Whereas, The volume of WPA construction projects in California now amounts to hundreds of millions of dollars and has shown

a very rapid increase during the current fiscal year; and

Whereas, WPA building and construction projects are operated upon wage levels far below the standards of independent skilled building and construction trades craftsmen, and therefore constitute unfair competition and threaten the wage structure and standards of living of the organized workers; and

Whereas, This policy is depriving thousands of skilled building and construction trades craftsmen of California of employment which they are entitled to, and discriminates against the independent workman through low wage levels, the abolition of the skilled classification which organized building tradesmen have developed, and the requirement that he must be destitute; and

Whereas, The great majority of WPA workmen assigned to construction projects have had very little experience in construction work and are not adapted physically or by experience, or other basic standards for this type of employment; and

Whereas, The California State Federation of Labor represents a great many unions whose membership specializes in building and construction work and through these unions have constantly conducted a program of apprentice training which with the many years of experience of their journeymen members in specialized work has developed a well-trained group of building and construction craftsmen with great skill and efficiency; and

Whereas, It is the policy upon WPA construction projects to reject the efficient methods developed in the private construction industry and revert to the greatest possible extent to hand labor and obsolete extravagant methods which makes the cost of WPA construction projects far greater than when built by the usual methods of competitive contract and Union workmen; and

Whereas, It is the belief of the California State Federation of Labor that local taxpayers are paying at least twice the cost of public work for the privilege and luxury of having them constructed by WPA; and

Whereas, The workmen and families of building and construction trades mechanics and other members of the California State Federation of Labor represent a large part of the population of California and as such through direct and indirect taxes bear a very substantial portion of the tax burden necessary to finance relief which through the WPA program is being used to discriminate against them, they are, therefore, entitled to consideration of their views by all Federal, State and local officials responsible for this system; and

Whereas, It is the belief of Organized Labor that this whole combination is a very serious threat to its members, a very expensive extravagance to the taxpayers and is actually a step backward in our democratic civilization; now, therefore, be it

Resolved, By the Forty-first Convention of the California State Federation of Labor, held at Santa Monica, that a continued and increased effort be made to stop the further

request of WPA grants and the unfair competition by the use of relief labor on building and construction projects in California; and be it further

Resolved, To continue untiringly in effort to correct this abuse by appeal to the officials of the Federal, State, County, municipal and quasi-public agencies in protest against the policy of using public works construction projects as a backbone of a WPA program and the major avenue of relief to unskilled workers from other industries; and be it further

Resolved, That the President of the United States and the Congress take steps through executive order and legislation to correct unfair competition of WPA by requiring that WPA distribute its projects throughout various occupations somewhat in proportion to the origin of the unemployed and their various skills and ability; and be it further

Resolved, That the Governor of California, supervisors of various counties and the mayors and city council of our cities and the members of the various Boards of Education, flood control districts, sanitary districts and other such bodies immediately take steps to reduce the amount of WPA projects and prevent the extent of the enlargement of any such existing projects; and be it further

Resolved, To use such economic measures as be at Labor's discretion by withholding support and use of its skilled, semi-skilled or non-skilled workmen on all relief projects Labor may deem necessary in order to render its protest effective; and be it further

Resolved, To send copies of this Resolution to and request the support and coöperation of the local, State and National offices of the American Institute of Architects, the Associated General Contractors, the American Society of Road Builders, the Chambers of Commerce, and any other groups necessary to appeal to; and be it further

Resolved, To send copies of this Resolution to and request the support of the several Building and Construction Trades Councils and Central Labor Councils of the State of California, the Building and Construction Trades Department and the American Federation of Labor at their 1940 Conventions and to instruct the delegates of the California State Federation of Labor to lend support to this resolution at those conventions; and be it further

Resolved, To request the local Building and Construction Trades and Central Labor Councils to send copies of this resolution to and request the support of all of their respective City, County, State, Federal and quasi-public officials, the press of their respective localities and all possible civic bodies, the colleges of engineering and architecture and professional and trade organizations incidental to the construction industry, to the end that a full and complete protest shall be effectively rendered and the public attention be sufficiently drawn thereto.

Referred to Committee on Labor and the Defense Program.

For final action, see page 163.

Opposing Authority of Organizers

Resolution No. 132—Central Labor Council of Orange County, Santa Ana.

Whereas, The Union Labor movement of Orange County has always operated under difficulties due to the opposition of Labor-hating organizations that are numerous throughout the county, and also employer associations, it is the duty of the Central Labor Union of Orange County to work for and protect the interests of all organized locals; and

Whereas, This Central Body has unstintingly given its time to organizing the unorganized workers, and for over two years has spent several thousand dollars in a campaign to organize the workers of the Val Vita Canning Company and their subsidiary companies of Fullerton, California, and in bringing the workers' interests to a heating point where it was possible to demand conditions for the operators of that plant; and

Whereas, Local organizing committees have a better insight in organizing workers in the vicinity, and when an outside organizer, not familiar with the conditions of this county, presents a Union agreement to a company that is being organized, without giving the said Council the courtesy of inquiring as to conditions in that plant and what has been done to remedy same, such as was done by the western office of the American Federation of Labor in the case of the Val Vita Cannery, Fullerton, California; and

Whereas, Certain officers or organizers of the western office of the American Federation of Labor have tried to negotiate agreements, which have been detrimental to the Central Labor Union of Orange County and left obstacles in the way for further organization of this plant, and it is impossible to continue to make any progress in this said condition for another year as a majority of the people in these plants work only about four months of each year before transferring into packing houses to work; therefore, be it

Resolved, That this Forty-first Convention of the California State Federation of Labor oppose any such authorities given to American Federation of Labor Organizers or State Federation Organizers without first contacting the local authorities in the labor movement and receiving a letter releasing same to organizers; and be it further

Resolved, That the delegate from this Federation to the American Federation of Labor convention bring this to attention at the annual convention of the American Federation of Labor and have same acted upon in the form of a resolution and inserted in the by-laws of both the American Federation of Labor and the California State Federation of Labor.

Referred to Committee on Resolutions.
For final action, see page 169.

Endorsement of Franklin D. Roosevelt

Resolution No. 133—Presented by Louis Levy and Max Segal, Lady Garment Workers No. 84, Los Angeles; and Rose Pesotta and George Weshnak, Lady Garment Workers No. 96, Los Angeles.

Whereas, Organized Labor has a vital stake in the outcome of the 1940 Presidential election; and

Whereas, Labor has always reserved for itself the right to endorse candidates who have supported its programs; and

Whereas, President Franklin D. Roosevelt has fought unceasingly and courageously in behalf of social and labor legislation and, under his guidance, far-reaching measures have been placed on the statute books guaranteeing workers the right to organize and bargain collectively; protecting them by placing a ceiling on hours and a bottom under wages; furnishing them with self-respecting insurance against unemployment and old age; providing them with low-cost housing, and subsidizing social welfare activities of the various state governments; and

Whereas, He has helped to enact legislation curbing the activities of the malefactors of wealth and speculators who plunged this nation into the worst depression in its history; and

Whereas, He has strengthened the foundations of democratic government in the United States by his championship of the principles that government is responsible for the welfare of the people and that human rights come before property rights; and

Whereas, Labor has made greater strides under his leadership than in any other period in its history; and

Whereas, The gains made by Labor are threatened by reactionary interests who now seek to emasculate labor's legislative achievements; and

Whereas, The President has recently reasserted his progressive principles by stating that there is nothing in our present international emergency which justifies the lengthening of the hours of toil or the lowering of standards of employment or any retreat from our social objectives; and

Whereas, President Roosevelt has consistently raised his voice against dictatorship and tyranny and taken the lead in developing a program to make this nation impregnable against attack by any potential aggressor; and

Whereas, His wide experience, his wisdom and his leadership are more than ever required to safeguard, improve and extend the gains made under the New Deal and to steer this nation in the perilous days ahead; and

Whereas, Franklin D. Roosevelt is the greatest friend of labor and humanity who ever occupied the White House; and

Whereas, The people of this country have the unquestioned right to elect a President for as long as they desire in the exercise of their democratic right under the Constitution; therefore, be it

Resolved, That the California State Federation of Labor, consistent with its non-partisan political policy and responsive to the overwhelming sentiment of the workers of this State, endorse Franklin D. Roosevelt for reelection to the Presidency of the United States; and be it further

Resolved, That the Federation call upon all its affiliated organizations and members to give unstinting support to his candidacy.

Referred to Committee on Resolutions.

For final action, see page 157.

Opposing Proposition No. 6

Resolution No. 134—Presented by C. J. Hyans of American Guild of Variety Artists, Hollywood, and Alvin L. Holt, Barbers Union No. 295, Los Angeles.

Whereas, There is to be submitted to the people for approval in the coming November election a proposed constitutional amendment which will appear on the ballot as Proposition No. 6 and which amendment reads as follows:

"Sec. 5a. The superior court shall also have jurisdiction to review by writ, trial de novo, or other means, to the extent and in the manner as may be provided by the Legislature, generally or specially, any order, decision, or determination of any administrative officer, board or commission. Any determination by the superior court on such review shall be subject to appeal in such manner as is now or may hereafter be provided in civil cases. Nothing contained in this section upon the Supreme Court, district courts of appeal, or superior court by the Constitution or authorized by this constitution to be conferred upon such courts by the Legislature, nor shall this section be a limitation on the power to provide for a review or orders, decisions or determinations of the Railroad Commission"; and

Whereas, Said proposed constitutional amendment will authorize the Legislature to enact legislation permitting the court review by "trial de novo or other means" of the decision of any administrative office, board or commission of the State, including the decisions of the Commissioner of Labor and of the Department of Employment, and other governmental agencies operating for the betterment and protection of labor; and

Whereas, The effect of such constitutional amendment and any statute enacted under it which would require and permits a trial de novo of the matters already determined by the officer, board, or commission will be to unduly and unnecessarily hamper and delay the execution of the statutes administered by said administrative officers, boards and commissions, and will permit the substitution of the court's discretion for that of the administrative officer, board or commission on matters purely administrative all contrary to the cause of labor and the fundamental constitutional principle of the separation of powers between the executive, legislative and judicial branches of government; and

Whereas, Said constitutional amendment is further objectionable because it confines

the jurisdiction to review the decision of such administrative officers, boards, and commissions to the Superior Court, thus permitting additional unnecessary and costly delays pending appeals from the decisions of the Superior Court all to the benefit of those having the financial ability to bear the cost of such protracted litigation, appeals and delays, and to the detriment of those not having such ability; now, therefore, be it

Resolved, That the California State Federation of Labor in convention assembled does hereby unanimously voice its opposition to Proposition No. 6, a proposed constitutional amendment which is to be submitted to the people at the coming general election.

Referred to Committee on Resolutions.
For final action, see page 156.

Favors Revision of Permanent Disability Schedule

Resolution No. 135—Presented by Fred West, of Window Cleaners Union No. 44, San Francisco.

Whereas, Permanent disability schedules now in use by the Industrial Accident Commission stand virtually unchanged since 1913, the time of their adoption; and

Whereas, In the light of increased values and higher cost of living the provisions made in said schedules for permanent disability are in the main inadequate; now, therefore, be it

Resolved, That this Convention go on record as favoring the early revision of said permanent disability schedules by the Industrial Accident Commission in the manner provided for by law; be it further

Resolved, That a copy of this resolution be mailed to the Honorable Culbert L. Olson, Governor of the State of California, and to the Industrial Accident Commission of the State of California.

Referred to Committee on Resolutions.
For final action, see page 157.

Would Tighten Safety and Sanitary Laws

Resolution No. 136—Presented by J. W. Buzzell and William F. Jebe, and Thomas Stoffer, of Pattern Makers Associations of Los Angeles and San Francisco.

Whereas, In many lines of manufacture there are many small shops employing from one to four or five men; and

Whereas, Much of this type of industry is in trades where there is a health hazard to the worker; and

Whereas, The present factory safety and sanitary laws of the State of California provide that safety and sanitary devices are required only in shops employing five or more employees, thereby exempting those smaller shops to the detriment of men and women who must work in them; therefore, be it

Resolved, That the legislative agent of the California State Federation of Labor be instructed to introduce at the next session of the California State Legislature, amendments to those sections of the California Labor Code

which regulates safety and sanitary conditions in factories and business establishments, which will require all such factories and business establishments to install safety and sanitary devices where one or more persons are employed. Sections requiring amendments are numbers 2330, 2350, 2351 and 2353.

Referred to Committee on Legislation.
For final action, see page 161.

Opposing Photostat Recording in State

Resolution No. 137—Presented by California State Employees Union No. 14, Eldridge.

Whereas, Over a long period of years the California Federation of Labor has diligently and successfully opposed the introduction of photostat recording; and

Whereas, Each session of the California Legislature for a long period of years has had before it a bill proposing photostat recording; and

Whereas, The passage of such a bill would disemploy large numbers of public employees in the County Recorder's office of the State; and

Whereas, Photostat recording would not be of practical benefit to the citizens of California; therefore, be it

Resolved, That the California State Federation of Labor continue its policy of opposition to any bills in the California State Legislature which proposes to endorse photostat recording.

Referred to Committee on Legislation.
For final action, see page 161.

Approval of Housing Authorities

Resolution No. 138—Presented by C. D. Gibbon, of Steam Fitters Union No. 342, Oakland.

Whereas, There is urgent need for adequate new housing facilities to be constructed in connection with military and naval bases and defense industries; and

Whereas, The United States Housing Authority has demonstrated its ability to finance and supervise the construction of decent, safe and sanitary public housing facilities efficiently and economically; and

Whereas, The labor standards and policies of the United States Housing Authority require payment of prevailing wages and fair labor practices; and

Whereas, Duplication of agencies, effort and personnel is wasteful and confusing and should be avoided, particularly in times of emergency; now, therefore, be it

Resolved, By the California State Federation of Labor, that the record of the United States Housing Authority is approved and the President and Congress of the United States are requested to direct the United States Housing Authority to construct or finance and supervise the construction of all public housing necessary in connection with the national defense emergency.

Referred to Committee on Legislation.
For final action, see page 162.

Employer Would Become Subject to Unemployment Act

Resolution No. 139—Presented by C. D. Gibbon, of Steam Fitters Union No. 342, Oakland.

Whereas, The Unemployment Insurance Act was set up for the benefit and protection of all men and women who labor and not for the few; and

Whereas, It is manifestly unjust that so many of us are deprived of its benefits because we happen to be employed by firms or individuals who have too few employees to become mandatorily subject to the provisions of this law; therefore, be it

Resolved, That by reason of the fact that any employer may, irrespective of the number of his employees, become subject to the provisions of the Unemployment Insurance Act, this California State Federation of Labor does recommend to all Local Unions affiliated that they take such action as may be necessary to see to it that all employers for whom they work do become subject to the aforesaid law.

Referred to Committee on Legislation.
For final action, see page 161.

Would Define Standard Work Week

Resolution No. 140—Presented by Laurence Palacios, of Laundry Workers Union No. 26, San Francisco.

Whereas, A Wage and Hour Law is in existence in the State of California; and

Whereas, Said Wage and Hour Law was passed for the purpose of establishing a fair minimum to workers for a standard work week; and

Whereas, A standard work week, in our opinion, as required by law is not specific as to the number of hours; and

Whereas, The standard work week is not uniform throughout the State of California; and

Whereas, It is the unanimous intent of labor to establish a specific working week throughout California by having said standard week defined as to a certain number of hours, and applicable to all areas and locations in the State of California; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled instruct the Secretary and Executive Council of said Federation to introduce the necessary legislation at the next session of the California Legislature in an attempt to establish a definite and specific standard week applicable to all areas and locations in California.

Referred to Committee on Legislation.
For final action, see page 161.

Would Make Draftees' Jobs Safe

Resolution No. 141—Presented by Laurence Palacios, of Laundry Workers Union No. 26, San Francisco.

Whereas, The National Defense Program has been endorsed and is supported by the American Federation of Labor; and

Whereas, The American Federation of Labor has requested all State Federations to cooperate; and

Whereas, The Conscription Bill is a part of this program which requires the requested cooperation; and

Whereas, Conscription legislation has been passed with the intent of protecting and extending certain security of employment to those men upon their return after being called to the Colors; and

Whereas, Said legislation as passed does not, in our opinion, fully cover this intent; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled in Santa Monica, instruct its incoming Executive Board as well as its officers, to keep suggesting and proposing further legislation, if necessary, to fully reassure all men in private employment that upon return to civil life they will be reinstated to their respective jobs.

Referred to Committee on Legislation.
For final action, see page 161.

To Provide a Vice-President for San Bernardino and Riverside Counties

Resolution No. 142—Presented by Harold S. Roof, Jules Medoff, C. W. Mitchell and Frank M. Collins, of Citrus By-Products Workers Union No. 20831, Corona.

Whereas, Section 2, of Article IV of the State Federation's Constitution now provides that there shall be two Vice-Presidents from District No. 3, comprised of Los Angeles City proper, Pomona, Whittier, and San Bernardino and Riverside counties; and

Whereas, San Bernardino and Riverside counties are remotely situated in the geographical set-up of the California State Federation of Labor, wherein this territory is presumed to be presided over by Vice-Presidents residing in the Los Angeles vicinity; and

Whereas, The rural counties of Riverside and San Bernardino have sorely been in need of organization work among the canneries, the citrus packing houses and field workers the past two years and not once has there been concrete evidence shown where the two representative Vice-Presidents of this district have assisted in or tried to organize any activity for the betterment of this situation; and

Whereas, The present Vice-Presidents from District No. 3, in their report to the Convention at the Oakland Convention in 1939, made no mention of activities in Riverside County whatsoever and was so meager and vague of conditions in San Bernardino County that it is impossible to see how their report of their stewardship in 1940 since the 1939 Convention can be much improved due to the fact that they have made themselves conspicuous by their absence from the counties of San Bernardino and Riverside; and

Whereas, The Resolutions Committee of the 1939 Convention of the State Federation of Labor made the following recommendations to the Convention which were adopted, "It (Committee) further recommended that

the entire subject matter of Resolution 127 be given study by the Executive Council to the end of making provision for taking care of the outlying areas in various districts"; and

Whereas, No apparent effort has been made by the Executive Council to comply with the wishes of the 1939 Convention in this respect; now, therefore, be it

Resolved, By the Forty-first Annual Convention of the California State Federation of Labor, assembled in Santa Monica, California, the week of September 23, 1940, that Section 2 of Article IV of its Constitution be amended to provide a Vice-President from and exclusively for the counties of Riverside and San Bernardino, such officer to be a member of a local Union in and reside in one of these two named counties, and such officer to be nominated and elected in full accordance with the election laws as provided in the Constitution of the Federation.

Referred to Committee on Legislation.
For final action, see page 153.

Cement Workers' Union Label on All Products

Resolution No. 143—Presented by C. E. Puckett and Robert E. McDaniel, of United Cement, Lime and Gypsum Workers Union No. 52, Monolith.

Whereas, Every cement company plant in the State of California is operating under Union conditions; and

Whereas, None of these companies use the Cement Workers International standard Union Label; now, therefore, be it

Resolved, That the California State Federation of Labor, assembled at Santa Monica this 24th day of September, 1940, go on record as requesting all such cement companies to affix or imprint the Cement Workers Union Label on their products; be it further

Resolved, That a copy of this resolution be sent to all Building Trades and Central Labor Councils in the State of California, requesting that their secretaries also send letters to all cement companies making the same request.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Demands Strict Adherence to State Unemployment Security Act Law

Resolution No. 144—Presented by Laurence Palacios, of Laundry Workers Union No. 26, San Francisco.

Whereas, The California State Unemployment Security Commission has been established to assist and extend certain security to all workers of the State of California; and

Whereas, Said Commission is gradually deviating from its original intent and policy by extending certain modifications to the employers and employers' associations by the so-called merit system which is allowing and assisting employers to organize against the benefits to which all workers are entitled under the California Unemployment Security Act; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled instruct its officers to request a conference with the said Commissioners of the California State Unemployment Security Act, for the purpose of attempting to request strict adherence to the Act as originally intended, and to further devise ways and means to amend said Act if necessary so that it will function as originally intended for the protection of the workers.

Referred to Committee on Resolutions.
For final action, see page 169.

Approve State Employees in Labor Code

Resolution No. 145—Presented by California State Employees Union No. 14, Eldridge.

Whereas, Public employees have been excluded from the scope of the California Labor Code; and

Whereas, The protection afforded employees in private enterprise is equally beneficial to employees of the State, counties, cities and school districts; therefore, be it

Resolved, That the California Federation of Labor approve legislation which will include public employees within the benefits of the Labor Code.

Referred to Committee on Legislation.
For final action, see page 161.

To Curb Trade Schools

Resolution No. 146—Presented by C. D. Gibbon, of Steam Fitters Union No. 342, Oakland.

Whereas, Certain privately owned "Trade Schools" are in operation within the State of California which are a distinct and probable menace to our industry; and

Whereas, These "Trade Schools" are responsible for a lot of misleading propaganda and deliberate misrepresentation concerning certain arts and crafts they purport to teach; and

Whereas, These "Trade Schools" are without doubt more interested in the tuition fees received than in the prospects and progress of their enrolled students; and

Whereas, The Federal and State Apprenticeship and Vocational Educational Courses provide all the necessary equipment and competent instructors in every branch of our industry; therefore, be it

Resolved, That this California State Federation of Labor do use every means within their power to curb the activities of these "Trade Schools" by legislative enactment and all other lawful means.

Referred to Committee on Resolutions.
For final action, see page 157.

To Provide More Funds for Labor Commission

Resolution No. 147—Presented by Laurence Palacios, Laundry Workers Union No. 26, San Francisco.

Whereas, It is the unanimous desire of Labor that all State Commissions or Agencies that have been set up for the purpose of pro-

tecting the workers' function in conformity with its laws as intended; and

Whereas, At the present time the State Labor Commission finds itself unable to fully comply with the enforcement of its laws due to the lack of necessary facilities, primarily the necessary personnel, making it impossible as to enforcement as required; therefore, be it

Resolved, That the California State Federation of Labor in convention assembled be instructed to devise ways and means of introducing certain legislation to provide the necessary finance so that said Labor Commission may function properly and comply to the full extent of its laws.

Referred to Committee on Legislation.
For final action, see page 161.

Publicizing Unfair O'Keefe & Merritt Co.

Resolution No. 148—Presented by Kenneth Petro and Wilson Crawford, of Stove Mounters Union No. 68, Los Angeles.

Whereas, For years the American Federation of Labor movement has tried to organize O'Keefe and Merritt Company of Los Angeles, manufacturers of stoves, heaters and refrigerators; and

Whereas, Thousands of dollars have been spent by the Stove Mounters International Union and other craft organizations, the Metal Trades Council of Los Angeles and the Central Labor Council of Los Angeles in an endeavor to force this firm to recognize Organized Labor; and

Whereas, We are of the opinion that more and more dealers are refusing to accept the merchandise manufactured by that company, because of the fact that we have advertised, as much as possible, the unfairness of the firm toward Organized Labor; and

Whereas, Ten Craft Unions, affiliated with the American Federation of Labor, have established a picket line in front of the plant and intend to keep it until the firm agrees to bargain with the representatives of these organizations; therefore, be it

Resolved, That the Secretary of the California State Federation of Labor be instructed by this Convention to send circular letters to all its affiliated local Unions and Central Labor Bodies asking them to refrain from purchasing O'Keefe and Merritt stoves, heaters and refrigerators; and be it further

Resolved, That the respective organizations be prevailed upon to appoint committees to contact dealers in their various districts, cities and towns throughout the State of California.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Endorse and Support Franklin D. Roosevelt

Resolution No. 149—Presented by Al Speede, of Electrical Workers Union No. 40, Los Angeles.

Whereas, The administration of President Franklin D. Roosevelt has done more for the working people of this country in the past seven years than any other administration in our history; and

Whereas, The interests of Organized Labor can be best served by a continuation of the present administration and its Labor policies; and

Whereas, The destruction of the rights of Labor in other countries presents a real menace to the Organized Labor Movement in this country; therefore, be it

Resolved, That the California State Federation of Labor in convention assembled in Santa Monica, take this occasion to pledge its unequivocal loyalty and active support to the candidacy of Franklin Delano Roosevelt for reelection to the office of President of the United States; and be it further

Resolved, That this Federation actively support the official "Labor for Roosevelt" campaign.

Referred to Committee on Resolutions.
For final action, see page 157.

State Ownership Power Distributing System

Resolution No. 150—Presented by J. R. Johnston of Electrical Workers Union No. 595, Oakland.

Whereas, There is under construction in Northern California an immense irrigation and electric power generating project known as the Central Valley Project which is directed, engineered and financed by the Federal Government; and

Whereas, No provision has yet been made for the distribution of this electric energy, and there is a grave danger that the private power monopoly may gain control of this electric power; and

Whereas, President Roosevelt and Secretary of the Interior Harold L. Ickes have continuously urged the State of California to place itself in a position to provide public distribution of water and power from this project in order that the people of this State derive the full benefit; therefore, be it

Resolved, That the California State Federation of Labor in annual Convention in Santa Monica declare itself in favor of the State of California building its own distribution system and selling the power to the various public irrigation systems and municipal power plants at the lowest possible cost; and, be it further

Resolved, That the Legislative Committee of the California State Federation of Labor be instructed to initiate and/or sponsor proper legislation to fulfill the intent of this resolution.

Referred to Committee on Legislation.
For final action, see page 161.

Automatic Sprinkling System for San Francisco Harbor Piers

Resolution No. 151—Presented by C. D. Gibbon of Steam Fitters Union No. 342, Oakland.

Whereas, Within recent years San Francisco's waterfront has experienced several costly fires, but each of these fires would have been checked in its incipency with but little loss if our waterfront piers had been equipped with automatic sprinklers; and

Whereas, These unprotected piers and their sometimes highly inflammable contents constitute a fire hazard liable at any time to develop into a general conflagration and spread inland, and because of this condition they are also a possible hazard to the lives of the workmen employed within them. On April 15, 1938, forty longshoremen working in the hold of a freighter barely escaped the flames when a fire started at Pier 48-B and spread to 48-A; and

Whereas, This condition has been repeatedly called to the attention of those responsible for the lack of proper fire protection in these waterfront piers, but nothing was ever done about it until the Toll Bridge Authority demanded that Piers 24 and 26 be equipped with automatic sprinklers as a matter of protection to the Bay Bridge; and

Whereas, The San Francisco piers and buildings storing at times material and appliances necessary to promotion of the National Defense Program should be protected by the installation of automatic sprinklers to prevent any chance of a major conflagration due to sabotage or any subversive act; and

Whereas, It has long been acknowledged by all the leading fire protection engineers that water is the fire-extinguishing agent with the widest range of applicability and the greatest degree of effectiveness, and that a well designed and properly installed automatic sprinkler system is the most reliable and efficient medium yet devised for utilizing water as an extinguishing agent. That this opinion is well founded is demonstrated by a record of the performance of automatic sprinklers published in the April, 1938 "quarterly" of the National Fire Protection Association. This record shows that automatic sprinklers have been a factor in 61,408 fires in more than two hundred different classifications of sprinklered properties, and have satisfactorily controlled over 96 per cent of them; and

Whereas, Automatic sprinklers are not only a safeguard against the actual physical losses of property and the intangible losses that have always followed San Francisco's costly waterfront fires in the past, but they are also a particularly important factor in safeguarding human life against fire; and

Whereas, The loss of life by fire in the United States is conservatively estimated at about 10,000 annually, but the records of the National Fire Protection Association show that during the past forty years there has never been a loss of life among the regular occupants, employees, or guests in a sprinklered building. The few deaths that have occurred in such buildings were among firemen, and were the result of fatal burns due to flash fires or explosions, where they exposed themselves while in the line of duty; and

Whereas, The alleged excessive cost of automatic sprinkler systems has always been advanced as an excuse for the failure to provide this modern protection for San Francisco's waterfront buildings and the lives

of her workmen. But that other California communities have not found it too expensive to safeguard the lives of their workmen and protect the public's money invested in piers and warehouses is evidenced by the fact that the piers and warehouses of the Port of Oakland, Port of Stockton, the Port of Los Angeles at San Pedro and Wilmington, and the harbor of Redwood City, are equipped with automatic sprinklers; and

Whereas, Also the municipally owned piers in Portland, Ore., the state-owned piers in Seattle, Wash., piers at Bremerton Navy Yard, Wash., and also piers at Tacoma, Wash., and also the piers at New Orleans and New York are equipped throughout with automatic sprinkler protection. And in each of these cities, on account of freezing weather conditions to contend with, automatic sprinkler systems cost far more than in San Francisco. As a matter of fact, sprinkler systems involve no cost whatever, since they pay for themselves out of savings in the fire insurance premiums. Sprinklers save from 50 per cent to 90 per cent of the fire insurance, as well as the indirect losses caused by interruption to business; and

Whereas, The highly inflammable piers on the San Francisco waterfront are not only a hazard to themselves, but they are also a great fire menace to the city. On Saturday, August 24, 1940, the California State Building at Treasure Island burned down with a loss of approximately \$500,000. If it had not been for the heroic work of the San Francisco Fire Department, the fire would have spread over the greater part of Treasure Island, and in this fire there was one fireman killed and twenty-one injured; and

Whereas, We recommend that the piers on the San Francisco waterfront be equipped with modern automatic sprinkler systems at the earliest date possible. If those in authority find it impracticable to provide money for the whole job at once, then they should arrange to equip a few piers each year until the whole waterfront is adequately protected; therefore, be it

Resolved, That the California State Federation of Labor at its Convention in Santa Monica beginning Monday, September 23, indorse this resolution and that the officers be instructed to put forth every effort to have the California State Harbor Commission comply with the requirements of this resolution.

Referred to Committee on Legislation.
For final action, see page 161.

State Law to Outlaw the Communist Party

Resolution No. 152—Presented by C. D. Gibbon of Steam Fitters Union No. 342, Oakland.

Whereas, The Organized Labor Movement is active in its opposition to Communism and the infiltration of Communism into our communities, State and nation; and

Whereas, The California State Association of Plumbers and Steam Fitters believes that the Communist party in California does not represent a party but a form of government,

whose avowed purpose is the overthrow of our form of government by force and violence, and whose party objectives are contrary to and opposed to the fundamental principles of the California State Federation of Labor; now, therefore, be it

Resolved, That we, the delegates of this Convention of the California State Federation of Labor, in regular session assembled, do hereby petition the Legislature of the State of California to enact such law or laws as may be necessary to outlaw the Communist party as a political party and to prohibit it from appearing upon any ballot in this State.

Referred to Committee on Legislation.
For final action, see page 161.

State Gas Safety Law

Resolution No. 153—Presented by G. D. Gibbon of Steam Fitters Union No. 342, Oakland.

Whereas, Natural and also manufactured gas are used very extensively for heating, cooking and lighting purposes throughout the State of California; and

Whereas, Gas installations that have been installed by incompetent persons have resulted in a large number of gas asphyxiation deaths and have also caused serious explosions and fires; and

Whereas, Only a few of the cities in California have adopted local ordinances that attempt to adequately safeguard life and property by requirements that regulate methods and conditions of installation and ventilation to avoid the deadly monoxide poisons and also require installations by trained, skilled, competent workmen; and

Whereas, The adoption by the State of California of a law stipulating uniform requirements for safe gas installations to be made exclusively by competent, experienced, skilled workmen is imperatively necessary as a safeguard to life and property in California; therefore, be it

Resolved, That the officers and members of the California State Federation of Labor are hereby authorized to take such steps as are found necessary to secure the adoption of a State law governing gas installations in California.

Referred to Committee on Legislation.
For final action, see page 161.

Collective Bargaining for City, County and State Employees

Resolution No. 154—Presented by J. R. Johnston of Electrical Workers Union No. 595, Oakland.

Whereas, The principle of collective bargaining and the right of all workers to affiliate with organizations of their own choosing has now become recognized as fundamentally sound; and

Whereas, There is no logical reason for denying such rights to the employees of cities, counties, State and other political subdivisions; and

Whereas, Existing legal restrictions prevent the full exercise of collective bargaining rights

to the workers employed by cities, county, State or other political subdivisions; and

Whereas, The California State Association of Electrical Workers, the Joint Executive Conference of Southern California, the Joint Executive Conference of Northern California, and the California State Federation of Labor have gone on record as favoring legislation which would make such agreements possible; therefore, be it

Resolved, That the California State Federation of Labor in Convention assembled at Santa Monica again go on record as favoring such legislation; and, be it further

Resolved, The Legislative Committee of the State Federation of Labor be instructed to initiate and sponsor such legislation.

Referred to Committee on Legislation.
For final action, see page 161.

Amendment to Unemployment Reserves Act to Cover All Employees and Employers

Resolution No. 155—Presented by Helen Mallory and George Rollis of Culinary Workers Union No. 62, Fresno.

Whereas, The California State Federation of Labor is a federation of labor unions of the State of California affiliated with the American Federation of Labor, all of whose members are affected from time to time by the provisions of the Unemployment Reserves Act of the State of California; and

Whereas, The terms of the said act do not provide for unemployment insurance involving employers having less than four individuals employed during a period of twenty different weeks during any one year; and

Whereas, Large numbers of employees by reason of the above stated exemptions are exempt from the operations of the said act; and

Whereas, Such exemption works to the detriment of a great number of the members of Organized Labor in particular as well as to unorganized labor in general; now, therefore, be it

Resolved, That the California State Federation of Labor, in regular Convention assembled at Santa Monica, California, does hereby direct its legislative representatives to work for the amendment of Section 9, Subdivision (a) of the said statute to provide that the same shall cover all employees and employers, without regard to the number of persons employed; and be it further

Resolved, That the California State Federation of Labor memorialize all unions affiliated to the end that they direct their energies toward securing the aforesaid amendment to the said statute.

Referred to Committee on Legislation.
For final action, see page 161.

Compensation Claim Payments

Resolution No. 156—Presented by C. J. Hyans of Variety Artists, Hollywood.

Whereas, Large numbers of injured employees suffer from extreme want because of

delay in deciding of their cases by the Industrial Accident Commission; and

Whereas, These injured employees are unable to obtain benefits from any State or Federal Relief organization while their cases are pending before the Industrial Accident Commission for decision; and

Whereas, It is the duty of the Industrial Accident Commission to administer the Workmen's Compensation Act to the end that workers injured in the course of their employment may receive just and adequate compensation during the period caused by said injury; therefore, be it

Resolved, That the Honorable Culbert L. Olson, Governor of the State of California, and the Industrial Accident Commission of the State of California, be, and they are hereby requested to make an investigation of this serious condition among the injured employees, who, in addition to suffering from their bodily injuries, suffer extreme want because of the refusal of the insurance companies to pay compensation and the delay on the part of the Industrial Accident Commission in deciding their cases, to the end that the State Relief Administration or other agency advance to such persons sufficient sums to provide maintenance for such persons during the period of the time when their case are either before the Industrial Accident Commission or the courts for decision and that provision be made for the State Relief Administration or State agency advancing such moneys having a lien upon awards of compensation made or judgments rendered in any such proceeding; be it further

Resolved, That a copy of this Resolution be sent to the Honorable Culbert L. Olson, Governor of the State of California, and to the Industrial Accident Commission of the State of California.

Referred to Committee on Resolutions.
For final action, see page 157.

Public School Program

Resolution No. 157—Presented by American Federation of Teachers Union No. 349.

Whereas, The American Federation of Labor stands steadfast behind the American government and its leaders in our present defense program; and

Whereas, American Federation of Labor believes that the defense program is definitely designed to preserve the American way of life; and

Whereas, The American way of life today includes all the social gains made throughout our history; and

Whereas, Our American school system is one of those vitally important social gains which Organized Labor has been active in establishing and extending; therefore, be it

Resolved, That this Convention go on record as standing for the maintenance and development of our California public schools; and that this Convention go on record as opposed to the curtailment of the public school

program which is dedicated to the preservation and advancement of American democracy.

Referred to Committee on Resolutions.
For final action, see page 157.

Retirement Salaries of Teachers

Resolution No. 158—Presented by American Federation of Teachers Union No. 349, Berkeley.

Whereas, The present retirement salary paid public school teachers after thirty years of service to the children of the State is insufficient to cover the necessities of life; and

Whereas, Elderly teachers are inclined to remain on the teaching staffs after attaining eligibility for retirement, due to this financial lack; and

Whereas, The schools are thus deprived of much young, vital teaching strength in our newly prepared teachers because of this; and

Whereas, The American Federation of Labor has always been vitally interested in bettering the public schools; therefore, be it

Resolved, By the California State Federation of Labor, that this Convention go on record as favoring an adequate increase in the retirement salary granted teachers after thirty years of public service.

Referred to Committee on Resolutions.
For final action, see page 157.

Security Benefits for Non-Certified School Employees

Resolution No. 159—Presented by Charles R. Gurney of Building and Construction Trades Council, Oakland.

Whereas, Several thousand non-certificated employees of the California public schools respectfully call to your attention the following facts; and

Whereas, Up to the present time this group of workers, embracing all classes of skilled and unskilled labor, have been overlooked in the various phases of social advancement gained by their fellow workers during the past several years. Federal Social Security has passed them by. California Unemployment Insurance excludes them from its benefits; and

Whereas, Until the enactment of Assembly Bill No. 2526 the red tape of public school operating procedure had so enmeshed the non-certified employees of the various school districts that when old age approached these employees have been dismissed from service with grateful appreciation of the services rendered but without any financial assistance to aid them in their declining years. They have paid tribute during their earning years to assist in the old age security of their fellow workers and have known no security for themselves and their dependents; and

Whereas, Various legislative steps have been taken to remedy this situation only to become entangled with legal complications. With the passage of Assembly Bill No. 2526, the way has been paved to permit the adoption of the provisions of the California State Employees' Retirement System and the ap-

plication of its benefits to the employees of the various political subdivisions of the State who are now without old age retirement security. Several of the larger school districts of the State are now contemplating the adoption of this retirement system but these represent a minority of the public school governing bodies; and

Whereas, The present trend of all industry and many political subdivisions is to provide old age security for their employees; and

Whereas, The majority of the non-teaching employees of the California public schools are not included in any plan for old age security; and

Whereas, Several of the larger school districts are giving this matter their serious consideration; therefore, be it

Resolved, That the California State Federation of Labor heartily endorses the actions of the California school employees in their endeavor to obtain old age security and sincerely commends to the various School Boards and School Trustees the opportunity to place their non-teaching employees under the provisions of the California State Employees' Retirement System as provided by Assembly Bill No. 2526.

Referred to Committee on Resolutions.
For final action, see page 170.

Pensions for Panama Canal Workers

Resolution No. 160—Presented by J. W. Buzzell of Los Angeles Central Labor Council, Los Angeles.

Whereas, The construction of the Panama Canal in the early 1900's not only joined two oceans together, but was the greatest engineering feat of its time; and

Whereas, This great job could not have been completed without engineering and planning, but such engineering and planning would have been of no avail had it not been for the workmen who did the work after the plans were made; and

Whereas, The Army, Navy and Public Health officials and employees who participated in the construction of this project, after their life of usefulness, have been taken care of by the United States Government through pensions and otherwise, but no such recognition has as yet been given by the Congress of the United States to the men who did the actual job, many of whom contracted tropical diseases during their stay in the Canal Zone; and

Whereas, There are approximately fifteen hundred of these men, mechanics of various trades, who are the veterans of this construction job, and who are yet alive; and

Whereas, There is before Congress at the present time Senate Bill No. 1162 and House Bill No. 1674 which, if enacted into law, would provide a pension for these former workers on the Panama Canal and give some recognition to their services in that undertaking; therefore, be it

Resolved, By the California State Federation of Labor in its Convention in Santa Monica, September, 1940, that it go on record

as endorsing the two companion bills above numbered, and lend its support to secure the passage thereof; and be it further

Resolved, By the California State Federation of Labor, that it delegate the representative of this Federation in the coming convention of the American Federation of Labor to introduce it and support it at the convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For final action, see page 160.

Enactment of Law Requiring Employer of One Person to Pay Unemployment Insurance Tax

Resolution No. 161—Presented by W. L. Gray of Central Labor Council, Santa Rosa.

Whereas, Social security and unemployment insurance is a wonderful step in legislation, as far as it goes for certain workers; and

Whereas, Compulsory coverage does not apply to an employer who employs only one person; and

Whereas, These employers of one person are, in a majority of cases, out of work as much as an employee who works for a larger contractor who employs more than one person; and

Whereas, Their need for unemployment insurance is just as great as any other employee; therefore, be it

Resolved, That the Santa Rosa Central Labor Council, regularly assembled this Monday, August 19, 1940, recommend to the Forty-first Convention of the California State Federation of Labor, to be held in Santa Monica in September, 1940, that it work for the enactment of a law whereby the employer who employs one person be required to pay unemployment insurance tax; and be it further

Resolved, That copies of this resolution be sent to the Secretary of the State Federation of Labor, Governor Culbert L. Olson, and Senator Herbert Slater.

Referred to Committee on Legislation.
For final action, see page 161.

Placing Sherwin-Williams Paint Co. on "We Don't Patronize" List

Resolution No. 162—Presented by Jack Kopke, of Paint Makers Union No. 1101, Alameda.

Whereas, The Sherwin-Williams Paint Company has instituted, in the past, court action against the Alameda Central Labor Council, District Council of Painters No. 16 and Paint Makers Union No. 1101; and

Whereas, District Councils of Painters No. 16, No. 33 and No. 8, and Central Labor Councils of Alameda, San Mateo and San Francisco, respectively, after a fair consideration of all pertaining facts, have placed the Sherwin-Williams Paint Company on their official "We Do Not Patronize" lists; and

Whereas, Similar action has been taken by numerous other A. F. of L. organizations throughout the United States; and

Whereas, The non-union status of the Sherwin-Williams Company in California is detri-

mental to the progress and existence of the Paint Makers Union, as well as all organized labor; therefore, be it

Resolved, That the California State Federation of Labor place the Sherwin-Williams Paint Company on its official "We Do Not Patronize" list.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Banning Advertising of "Cut Rate" Prices by Beauty Schools

Resolution No. 163—Presented by Sarah A. Foss, of Hairdressers and Cosmetologists Union No. 335A, Vallejo.

Whereas, Beauty schools advertising cut rate prices, break down the business and conditions of union beauty shops; and

Whereas, Beauty schools should charge a high tuition instead of charging the public for work obtained; now, therefore, be it

Resolved, That said practice should be declared unlawful and banned; and be it further

Resolved, That the California State Federation of Labor, in Convention, endorse this resolution.

Referred to Committee on Resolutions.
For final action, see page 157.

Enactment of Legislation to Provide Cosmetology Inspectors

Resolution No. 164—Presented by Sarah A. Foss, of Hairdressers and Cosmetologists Union No. 335A, Vallejo.

Whereas, The California State Board of Cosmetology has a sufficient fund for adequate examiners and inspectors to examine and inspect all Beauty Shops and Schools of Cosmetology; and

Whereas, There is a definite need for inspectors of the various shops and schools; now, therefore, be it

Resolved, That the proper legislation be introduced to appoint sufficient full-time inspectors under the supervision of the State Cosmetology Examining Board to inspect all beauty shops and schools of cosmetology in the State at regular intervals; and be it further

Resolved, That the California State Federation of Labor, in Convention, endorse this resolution.

Referred to Committee on Resolutions.
For final action, see page 160.

Legislation Prohibiting Licensed Operators from Working in Beauty Schools

Resolution No. 165—Presented by Sarah A. Foss, of Hairdressers and Cosmetologists Union No. 335A, Vallejo.

Whereas, Beauty schools are for the purpose of training beauty operators and not for commercial purposes; and

Whereas, Beauty operators possessing full State licenses should be prohibited from working in beauty schools; now, therefore, be it

Resolved, That the California State Federation of Labor, in Convention, endorse this resolution.

Referred to Committee on Resolutions.
For final action, see page 160.

Enactment of Law Requiring Health Certificates for Cosmetologists

Resolution No. 166—Presented by Sarah A. Foss, of Hairdressers and Cosmetologists Union No. 335A, Vallejo.

Whereas, There is a personal contact between the operators of beauty shops and the students in schools of cosmetology and the patrons of these places; and

Whereas, There is a possibility of the transmission of communicable diseases from the operator or student to the patrons of various places; and

Whereas, There is a simple method of safeguarding the health of the general public; now, therefore, be it

Resolved, That cosmetology inspectors be required to check health certificates; and be it further

Resolved, That the California State Federation of Labor, in Convention, endorse this resolution.

Referred to Committee on Resolutions.
For final action, see page 160.

Removal of Communist Party from Ballots

Resolution No. 167—Presented by C. L. Seaman, of Painters, Decorators and Paperhangers Union No. 1346, Inglewood.

Whereas, The Communist Party is admittedly an affiliate of, and subject to the discipline of, the Third International, which is controlled by Joseph Stalin, Dictator of all the Russias; and

Whereas, Every member of the Communist Party in the United States is in fact and deed a foreign agent of Soviet Russia, working for the creation of revolutionary conditions in the United States in order to overthrow our Constitution and Government by sabotage, force and violence, in order to set up a Soviet Dictatorship of the Proletariat; and

Whereas, Communism despises Democracy and its leaders have decreed that Democracy is "merely another form of the State—one of its varieties" and as such must be crushed and destroyed; and

Whereas, All members of the Communist Party are instructed to join trade unions, to bore from within such unions and work to the end that the principles of organized labor be weakened and the objectives of Labor be made to appear futile and useless to the workers and therefore to prepare them for the revolution, the dictatorship of the proletariat, regimentation and slavery; and

Whereas, The first act of the Communists in Russia was the abolition of trade unions and the establishment of a ruthless regimentation and slavery of the workers, subservient to the Commissars of the Dictator; and

Whereas, Any attempt at collective bargaining, striking and picketing in Soviet Rus-

sia is deemed "counter revolutionary" and is punishable by death; therefore, be it

Resolved, By the Forty-first Annual Convention of the California State Federation of Labor duly assembled in the city of Santa Monica, California, September 23-27, 1940, that the Communist Party constitutes a foreign threat to the democracy, Constitution and institutions of the United States of America, as well as a constant menace to the American Trade Union movement, and that, as such, the Communist Party should be forthwith removed from the official ballots of the State of California and the party outlawed as an enemy of Labor, the United States of America and the State of California; and be it further

Resolved, That copies of this resolution be properly prepared and forwarded to the Governor of California, the Secretary of State and to each member of the Assembly and Senate of the State of California, and that the Executive Board of the State Federation of Labor be instructed to prepare a similar resolution for presentation to the national convention of the American Federation of Labor meeting in New Orleans, Louisiana, in October, 1940.

Referred to Committee on Resolutions.
For final action, see page 159.

Method of Procuring Skilled Workmen

Resolution No. 168—Presented by James A. Blackburn of Painters Union No. 256, Long Beach.

Whereas, Under date of September 6, 1940, the National Defense Advisory Commission outlined its labor policy and among other things said:

Primary among the objectives of the Advisory Commission to the Council of National Defense is the increase in production of materials required by our armed forces and the assurance of adequate future supply of such materials with the least possible disturbance to production of supplies for the civilian population. The scope of our present program entails bringing into production many of our unused resources of agriculture, manufacturing and man power.

This program can be used in the public interest as a vehicle to reduce unemployment and otherwise strengthen the human fiber of our nation. In the selection of plant locations for new production, in the interest of national defense, great weight must be given to this factor.

In order that surplus and unemployed labor may be absorbed in the defense program, all reasonable efforts should be made to avoid hours in excess of 40 per week. However, in emergencies or where the needs of the national defense cannot otherwise be met, exceptions to this standard should be permitted. When the requirements of the defense program make it necessary to work in excess of these hours, or where work is required on Saturdays, Sundays or holidays, overtime should be paid in accordance with the local recognized practices.

All work carried on as part of the defense program should comply with Federal statutory provisions affecting labor wherever such provisions are applicable. This applies to the Walsh-Healy Act, Fair Labor Standards Acts, the National Labor Relations Act, etc. There should also be compliance with State and local statutes affecting labor relations, hours of work, wages, workmen's compensation, safety, sanitation, etc.

The commission reaffirms the principles enunciated by the chief of the ordnance of the United States Army, during the World War, in his order of November 15, 1917, relative to production.

In view of the urgent necessity for a prompt increase in the volume of production . . . vigilance is demanded of all those in any way associated with industry lest the safeguards with which the people of this country have sought to protect labor should be unwisely and unnecessarily broken down. It is a fair assumption that for the most part these safeguards are the mechanisms of efficiency; industrial history proves that reasonable hours, fair working conditions, and a proper wage scale are essential to high production. . . . Every attempt should be made to conserve in every way possible all of our achievements in the way of social betterment. But the pressing argument for maintaining industrial safeguards in the present emergency is that they actually contribute to efficiency.

and

Whereas, One of the easiest ways to break down the labor standards in the skilled trades is to create an unwarranted oversupply of trained specialists; and

Whereas, The training of any number—no matter how great—of specialists for pay-roll jobs will never solve the problem of producing skilled workmen; and

Whereas, So far as production is concerned, the bottleneck is now and ever will be caused by the need of the really skilled workman; and

Whereas, There is now in vogue in California a bona fide apprentice training program set up under the auspices of joint committees comprising equal representation from employer and employee organizations; and

Whereas, There is no other way to produce skilled workmen other than by training apprentices; now, therefore, be it

Resolved, That the California State Federation of Labor in its Forty-first Annual Convention assembled, hereby goes on record as endorsing this method of procuring skilled workmen and urges upon all its affiliated local Unions and Central Councils, the adoption and furtherance of this program.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Providing Competent Supply of Skilled Workers

Resolution No. 169—Presented by Charles J. Foehn of International Brotherhood of Electrical Workers Union No. 6, San Francisco.

Whereas, Under the sponsorship of the California Apprenticeship Council in the Department of Industrial Relations, there have been set up in California nearly 100 local joint Apprenticeship Committees, all of which are comprised of equal representation from the employer and employee organizations; and

Whereas, Under the rules and regulations of that Apprenticeship Council, the rights of Organized Labor are fully protected; and

Whereas, Under this program Organized Labor is given its full say in the matter of apprenticeship as it affects each particular trade as recognized by the American Federation of Labor; and

Whereas, There is given to each trade through its local union, full rights and privileges both in the determination of the number and character of the young people who come

into the trades, as well as the protection of those already engaged in the trade; now, therefore, be it

Resolved, That the California State Federation of Labor in this Forty-first Annual Convention assembled, hereby approve such a procedure for the providing of an adequate and competent supply of skilled workers; and be it further

Resolved, That all Central Councils and Local Unions throughout the State, especially in those areas where no such local joint Apprenticeship Committee now exists, be urged to take an active interest in this program and to give full support to its promulgation.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Labor Policy

Resolution No. 170—Presented by J. Earl Cook of Sheet Metal Workers Union No. 216, Oakland.

Whereas, Through newspaper publicity and otherwise there has been created in the minds of many people the thought that there is an immediate, impending and acute shortage in the supply of skilled workers throughout the nation—one insufficient to meet the needs of the nation in its preparedness for self-preservation; and

Whereas, The American Federation of Labor through its authorized spokesmen, and every International Union affiliated with the American Federation of Labor whose membership is directly involved in the work essential to this preparedness program, all avow to the contrary; and

Whereas, In California, the San Francisco Building and Construction Trades Council and the Bay Cities Metal Trades Council have jointly adopted the following statement:

"Labor will fully coöperate to meet the Nation's need for skilled workers. Labor can amply meet the present need for skilled workers if given proper opportunity to supply them. Labor will set up committees in any and all areas in the State to meet with employers in order to supply the needed skilled workers in the future"; now, therefore, be it

Resolved, That the California State Federation of Labor concur in the foregoing quoted statement and take the necessary steps to outline a general labor policy for California along the lines indicated in this Resolution through a report of a committee assigned to such purpose.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Establishing Vocational Commission

Resolution No. 171—Presented by John L. Spalding of Plumbers and Gas Fitters Union No. 442, San Francisco.

Whereas, The American Federation of Labor places the welfare of home and country as of first importance; and

Whereas, The American Federation of La-

bor has always been a champion for education; and

Whereas, Under the National Defense Program there is a need for systematic and thorough training of skilled workers; and

Whereas, It is widely recognized that thorough training of craftsmen can only be well accomplished by providing work experience on the job along with certain supplemental or related vocational instruction; and

Whereas, Such work experience and related or supplemental instruction are solely an industrial problem and, therefore, can be adequately supervised only by bona fide representatives of industry, who are familiar with the needs of industry; and

Whereas, At the present time there exists throughout the State of California certain private, and occasionally public vocational training schools or classes which do not meet practical requirements of industry; and

Whereas, At this time as never before, it is essential to conserve energy and expenses; and

Whereas, The use of public funds for vocational training not conducted in a practical and efficient manner is a waste of taxpayers' money and constitutes a serious menace by misguiding or misplacing many California youth; therefore, be it hereby

Resolved, That the California State Federation of Labor instructs its officers to endeavor to secure necessary legislation that will establish a State Board of Vocational Education, or a commission, either of which shall be composed of an equal number of employer and employee representatives; and be it further

Resolved, That said Board of Vocational Education or commission shall be authorized to:

First—Approve all state expenditures which involve vocational training wherein manipulative skills, or handling of tools or machines of any trade are concerned;

Second—Charter or license all schools conducting such aforementioned training; provided, such charters or licenses shall be granted on the basis of possessing adequate facilities and abilities to meet such reasonable standards of training as may be established by said Board of Vocational Education, or commission, after consultation with representatives of industry;

Third—Approve, or appoint, County Boards of Vocational Education, or commissions who shall study local needs and requirements for vocational training; and, without expense to county school systems, shall endeavor to secure for them the support of industry to the end that all vocational training involving the use of tools of any trade shall be placed upon a high and practical standard.

and be it further

Resolved, That the sole purpose of all legislation in question shall be focused, to the end that the youth of California who have chosen skilled vocations for their livelihood shall be given every opportunity to perfect their skills and thereby give the State of California and Nation the highest standards of skilled competency possible.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Recognition of Apprenticeship

Resolution No. 172—Presented by James L. Howell of Plumbers and Steam Fitters Union No. 447, Sacramento.

Whereas, The following definition of an apprentice as approved by the Federal Committee on Apprenticeship and by the United States Office of Education:

The term "apprentice" shall mean a person at least 16 years of age who is covered by a written agreement with an employer, or with an association of employers or employees acting as agent for an employer, and approved by the State Apprentice Council or other established authority, which apprentice agreement provides for not less than 4,000 hours of reasonably continuous employment for such person, for his participation in an approved schedule of work experience through employment and for at least 144 hours per year of related supplemental instruction.

has been officially approved by the American Federation of Labor and its affiliated National Unions; and

Whereas, Certain agencies of government such as the Works Progress Administration, State Relief Administration, Civilian Conservation Corps, National Youth Administration, Department of Employment, Department of Education, and the Department of Industrial Relations are now dealing with the matter of supplying skilled workers to meet the needs of the Nation; and

Whereas, The California State Federation of Labor, as the parent body of Labor in the State of California, stands firmly upon the already proven fact that skilled mechanics can only be provided through the training of bona fide apprentices; and

Whereas, Apprenticeship training set up in any improvised or makeshift program does not develop apprentices, and therefore can never produce really skilled workmen; now, therefore, be it

Resolved, That the California State Federation of Labor in its Forty-first Convention in the city of Santa Monica, hereby approves the idea that, as indicated above, and to that end instructs its Secretary to correspond with the State heads of the departments of government herein enumerated for the purpose of securing from these agencies of government their full recognition of the definition of an apprenticeship as adopted by the Federal Committee on Apprenticeship and the United States Office of Education.

Referred to Committee on Labor and Defense.
For final action, see page 164.

Collective Bargaining Committee

Resolution No. 173—Presented by C. D. Gibbon of Steam Fitters Union No. 342, Oakland.

Whereas, The preparedness program of our Nation places heavy responsibilities upon the trade unions of our country; and

Whereas, As loyal American citizens, trade unionists everywhere must—and do—accept their full obligations as free citizens in a great democracy; and

Whereas, As citizens of that democracy we pledge our full support to its preservation and continuity under the principles and form of democratic government; and

Whereas, As trade unionists, we believe that Labor can best do its full job in meeting the needs of the Nation through a cooperative effort with the employers through the medium of collective bargaining; now, therefore, be it

Resolved, That the California State Federation of Labor hereby urges local Unions in every area throughout the State to meet with their employers for the purpose of creating such committees, and that where such committees do not exist that these added duties be assigned to such committees.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Apprenticeship Employment

Resolution No. 174—Presented by E. V. Blackwell of Boilermakers Union No. 92, Los Angeles.

Whereas, The United States Housing Authority of the Federal Works Agency under date of August 23, 1940, issued Order No. 330 upon the subject, "Prevailing Wages—Apprentice Employment on USHA-Aided Projects," and among other things said:

In the future, it will be the policy of the USHA to establish apprenticeship wage rates in any trade only when one or more of the following conditions are met:

(a) Standards recognized by the United States Department of Labor and established by joint committees of employers and employees are met, if such committees have been set up.

(b) The contractor shows a written agreement with the apprentice which provides for not less than 4,000 hours of reasonably continuous employment for such apprentice, for his participation in an approved schedule of work experience through employment, and for at least 144 hours per year of related supplemental instructions.

(c) The contractor shows a written agreement between himself and an employee organization governing the conditions under which he is to employ apprentices.

In addition to meeting one or more of these conditions, the contractor must, of course, also comply with any existing state or local laws governing the employment of apprentices.

In any case, when a contractor is permitted to employ apprentices, the ratio of apprentices to journeymen employed shall not exceed the ratio found by the local housing authority and the USHA to be the one commonly accepted for the trade involved.

and

Whereas, Such orders in brief provide for the employment of apprentices upon all work coming under their jurisdiction under the definition of apprentice as approved by the Federal Committee on Apprenticeship and by the United States Office of Education which is hereby quoted:

The term "apprentice" shall mean a person at least 16 years of age who is covered by a written agreement with an employer, or with an association of employers or employees acting as agent for an employer, and approved by the State Apprentice Council or other established authority, which apprentice agreement provides for not less than 4,000 hours of reasonably continuous employment for such person, for his participation in an approved schedule of work experience through employment and for at least 144 hours per year of related supplemental instruction.

and

Whereas, This action on the part of the United States Housing Authority will do much to encourage and widen the scope of bona fide apprenticeship training; and

Whereas, Other agencies of government such as deal under the terms of the Walsh-Healy Act, or the Davis-Bacon Act, have not taken such an action with the result that without the definition of an apprenticeship, unscrupulous employers can—and do—employ journeymen at the lowest possible minimum rate of wages far below that of the journeymen by the simple method of hiring a journeyman and then calling him an apprentice; now, therefore, be it

Resolved, That the Secretary of the California State Federation of Labor be hereby directed and instructed to convey these thoughts to the American Federation of Labor, the Building and Construction Trades Department and the Metal Trades Department thereof, and urgently request that the officers of our national organizations immediately contact those agencies as government responsible for the letting of contracts under the Walsh-Healy and Davis-Bacon Acts, for the purpose of having such contracts so worded that apprentices may be employed only under the terms of the definition of an apprentice hereinabove quoted.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Trade School Standards

Resolution No. 175—Presented by L. H. Keel of Shipfitters and Helpers Union No. 9, San Francisco.

Whereas, There are in operation in California scores of trade schools soliciting pupils by misrepresentation of their ability to obtain jobs; and

Whereas, This results in loss to thousands of young people of money, time and opportunity to attend bona fide vocational schools operating according to standards prescribed by the public school authorities; now, therefore, be it

Resolved, That the California State Federation of Labor in its Forty-first Annual Session assembled, record their approval of legislation requiring all trade schools to conform to standards laid down by the public school authorities; and be it further

Resolved, That the legislative representatives of the Federation be instructed to prepare and submit for passage at the next session of the Legislature, amendments to Section 1649 of the Labor Code and Section 649 of the Civil Code to carry out the thought hereinabove indicated.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Definition of Apprenticeship

Resolution No. 176—Presented by C. T. Lehmann of Carpenters Union No. 25, Los Angeles.

Whereas, The general membership of the American trade unions has read with a great deal of concern publicized reports to the effect that various agencies of government are going to train apprentices on a wholesale basis in the matter of a few weeks; and

Whereas, Such propaganda is based upon an absolute misunderstanding of what an apprentice really is and is doing much to militate against the bona fide apprenticeship training program which bears the endorsement of the American Federation of Labor and the California State Federation of Labor; and

Whereas, The following definition of an apprentice as approved by the Federal Committee on Apprenticeship and by the United States Office of Education, bears the approval of the American Federation of Labor and its affiliated organizations:

The term "apprentice" shall mean a person at least 16 years of age who is covered by a written agreement with an employer, or with an association of employers or employees acting as agent for an employer, and approved by the State Apprenticeship Council or other established authority, which apprentice agreement provides for not less than 4,000 hours of reasonably continuous employment for such person, for his participation in an approved schedule of work experience through employment and for at least 144 hours per year of related supplemental instruction.

now, therefore, be it

Resolved, That the California State Federation of Labor, in its Forty-first Annual Convention assembled, reiterates its approval of the foregoing definition and requests all of its affiliated Unions and Central Councils to take similar action.

Referred to Committee on Labor and the Defense Program.

For final action, see page 164.

Seniority Rights for Conscripted Workers

Resolution No. 177—Presented by Lena Lema, Cannery Workers Union No. 20676.

Whereas, There has been enacted into law, by the Congress of the United States of America, a bill conscripting into the armed forces of this country men between the ages of 21 and 35 years; and

Whereas, Workers so conscripted sustain an irreparable economic loss, due to their inability, upon the conclusion of their services in such armed forces, to regain their former jobs and reestablish their economic position; now, therefore, be it

Resolved, That the legislative representative of the State Federation of Labor prepare and cause to be presented at the next session of the State Legislature a bill to compel employers to grant to persons so conscripted full seniority rights to the positions which they held at the time they were so conscripted.

Referred to Committee on Legislation.

For final action, see page 161.

Unfair Attitude of Gantner of California

Resolution No. 178—Presented by Louis Levy and Max Segal, Ladies' Garment Workers No. 84, Los Angeles; and Rose Pesotta and George Weshnak, Ladies' Garment Workers No. 96, Los Angeles.

Whereas, The firm of Gantner of California, formerly known as Gantner and Mattern, manufacturers of knitwear, bathing suits and sweaters with the trade labels, "Wikies," "Hi-Boy," "Bo-Sun," "Floating Bras," "Golden Gate," "Baby Shaker," etc., locked out its employees who were in the employ of the firm for two decades and more,

because these workers respected the picket line of the A. F. of L. Building Service Employees' Union, Local 87, of San Francisco; and

Whereas, These workers have now been victimized for nearly a year because of the stubborn and anti-union attitude of the firm; therefore, be it

Resolved, That the California State Federation of Labor assembled in Santa Monica, September 23, 1940, reaffirm its endorsement of the strike against this unfair firm and pledge to continue its fullest support to the locked-out workers until these men and women are back on their former jobs, with a Union agreement as their guarantee against discrimination and unfair labor practices; and be it further

Resolved, That the California State Federation of Labor call upon all its affiliated locals to place this firm on its "We Don't Patronize" list.

Referred to Committee on Labels and Boycotts.
For final action, see page 170.

Federation Office Staff Union Membership Requirements

Resolution No. 179—Presented by Elma A. Goodwin and Henry E. Clemens, Office Employees No. 20798, Los Angeles:

Whereas, The Office Employees are rapidly forming active and militant unions in many cities; and

Whereas, Nearly all labor unions need the services of professional office employees; and

Whereas, Thereby becoming employers in the same relation to office employers as are contractors to building tradesmen; therefore be it

Resolved, By this, the Forty-first Annual Convention of the California State Federation of Labor, that in all instances where accountants, bookkeepers, stenographers, typists, reporters, file clerks, etc., are employed by the Federation, on either permanent or temporary basis, such employees shall be members in good standing in the American Federation of Office Employees at the time of their initial employment; and be it further

Resolved, That this Federation recommend and urge all of its affiliated unions to do likewise.

Referred to Committee on Resolutions.
For final action, see page 156.

Endorsement for State Office

Resolution No. 180—Presented by Lew C. G. Blix, Circular Distributors No. BB-11, and A. H. Petersen, Federal Labor Union No. 21464, Randsburg.

Whereas, There now exists in the State of California a Board known as the State Board of Medical Examiners, upon which there should be nine members of the Medical and Surgical profession appointed by the Governor of the State; and

Whereas, Two vacancies have occurred on this Board, and no appointments or reappointments have been made to this date, leaving the Board now existing with only seven official members; and

Whereas, There now resides in the city of Los Angeles a well-known doctor of medicine and surgery, whose name is Dr. R. B. Jenkins, and who has been licensed to practice medicine in the State of California since 1919; and

Whereas, He is a member of the Los Angeles Medical Association, California State Medical Association, and a Fellow of the American Medical Association, in which organizations Doctor Jenkins has held membership since 1920; and

Whereas, Dr. R. B. Jenkins is the creator and founder of the Union Labor Benefit League (first successful, nonprofit, voluntary health organization in Southern California) which was organized in 1929 and still existent, and is now rendering medical and surgical services to thousands of members of Organizer Labor for payment of membership dues to the League; and

Whereas, Dr. R. B. Jenkins is the chief medical officer, and the chief surgeon of this group, as well as conducting his own Clinic, which is a three-story diagnostic center, and also a large hospital, known as the Angelus Hospital; and

Whereas, Union Labor Benefit League is a humanitarian proposition existing only for members of Organized Labor, and their families and dependents; and

Whereas, Dr. R. B. Jenkins is a recognized authority on socialized medicine, and Governor Olson is a firm believer of socialized medicine and group health associations; therefore, be it

Resolved, That the California State Federation of Labor instructs its legislative representatives to the best of their ability to appeal to Governor Olson to appoint Dr. R. B. Jenkins to one of the now existing vacancies on the State Board of Medical Examiners; and be it further

Resolved, That the California State Federation of Labor, in official convention, hereby endorses Dr. R. B. Jenkins for appointment to any existing vacancy on the said State Board of Medical Examiners.

Referred to Committee on Resolutions.
For final action, see page 156.

THIRD DAY**Wednesday, September 25****MORNING SESSION**

The Convention was called to order at 10:05 a. m. by President Haggerty.

INVOCATION

Due to the death of Rabbi A. M. Fenigstein's wife the invocation was given by the Chaplain of the California State Federation of Labor, Very Rev. Monsignor Martin C. Keating. On behalf of the Convention, Monsignor Keating sent Rabbi Fenigstein a telegram of condolence during his sorrow. The invocation was as follows:

"Almighty Father, we thank Thee for Thy merciful providence in providing the Republic of the United States to safeguard the God-given rights of all men to life, liberty and happiness. In this hour we acknowledge, we who are Christians, the debt we all owe to the sons and daughters of Israel, who in the days of paganism defended with their lives Thy eternal revelation, the truth of Thy first conversation with Adam and Eve, that man is made in Thy image.

"In this hour when the pagan state of the past is being revived, Thy children of Israel are the first victims and in the name of the American Federation of Labor we pledge to them our sorrowful, sincere sympathy. We thank Thee that in the fullness of time came the Redeemer of mankind to confirm the ancient truth, guarded by Abraham, Moses and David. We thank Thee that Christ the Lord raised man's dignity to the higher plane wherein the Christian understands that man not only is made in the image and likeness of God but has become a member of the Mystical Body of Thy Divine Son. We thank Thee that the greatest governmental instrument became an actuality on these shores under Thy Divine assistance 150 years ago, when for the first time belief in the Creator as the source of man's rights was made basic in a people's political philosophy.

"Help us in this Convention to revive our faith in Thee. Let us go home to our communities more faithful members of the Synagogue, more devout members in our Christian churches, and all of us prouder Americans because we understand that to America has been entrusted the great spiritual destiny—not to conquer Europe by arms, not to conquer any people by arms—but to defend with arms and with our blood if need be, this holy land, this America which has never been officially a party to the violation of human freedom; where a martyr's blood has never been shed because of the color of a man's skin, the idiom of his speech or the formula of his prayer. Help us to understand that as members of the American Federation of Labor we are privileged to enroll in the purest form of Americanism, collective bar-

gaining to make lighter the burden of daily living, collective bargaining to make it easier for us to find that reasonable social security which will enable us to serve Thee here and be with Thee forever in Heaven.

"We ask this blessing in Thy Holy Name. Amen."

ADDRESS**A. H. Peterson**

The California State Federation of Labor sent President William Green, of the American Federation of Labor, an invitation to attend its Convention, but due to other business and previous appointments, he was unable to be present. However, President Green delegated A. H. Peterson, organizer for the American Federation of Labor, to represent him. President Haggerty introduced Brother Peterson to the Convention, who responded:

"Mr. Chairman and delegates, I am very proud to be out here. I am going to be out on the floor during the Convention, but I am very happy to be here as a representative of the President of the American Federation of Labor. I have told your chairman I am not going to deliver a speech today except to say one or two things. One of them is that we have gone through a crucial period in the American Federation of Labor. We have gone through a period, however, that has probably built up the labor movement to a greater degree than any other period in history. We are very, very fortunate that, irrespective of different philosophies, the American Federation of Labor today has more members than it ever had in its history, even though we are confronted by a dual movement within Labor. We also have been unfortunate so far as our relations have been concerned with the National Labor Relations Board. I don't think there is any person, myself included, that disagrees with the policy and the philosophy behind the National Labor Relations Act, but of course the administration of that Act in its entirety certainly has not been for the benefit of the American Federation of Labor.

"The Act has been used to try to further the dual movement as far as it could be used. Today we are in an anomalous situation. We have two men on the Board, and of course those of us who have followed it closely can only say that there will be no decision put out for quite some time. The American Federation of Labor is looking for certain changes, not in the Act, not in the policy of the Act, but in its administration.

"We are now embarked on a defense program, and I think that everyone can be assured that the American Federation of Labor

will do everything within its power to protect the rights of Labor in the hysteria program, because all defense programs generally run into hysteria one way or the other. So far all of the legislation, all of the administrative and executive orders have protected the rights of Labor and of course we hope that they will continue so to do.

"I am very happy to be here at the largest Convention that the California State Federation of Labor has ever had. And when we get through with our differences and our fights here at the Convention, let us join together in a united effort for the furtherance of the work of the California State Federation of Labor and the American Federation of Labor. Thank you."

President Haggerty, in responding to Brother Peterson's remarks, stated:

"I regret that the President could not be here himself, but we appreciate his sending you to be here and address this Convention and extend his greetings. It is our earnest hope that you will remain with us during the rest of the Convention."

COMMITTEE ON CREDENTIALS

Chairman James Blackburn, of the Committee on Credentials, read the following supplemental report of the Committee, including additions, changes and reallocations of votes:

FRESNO

Motor Coach Operators No. 1027
O. A. Rowan, 54

HOLLYWOOD

Motion Picture Costumers No. 705
Wm. L. Edwards, 178

HUNTINGTON PARK

Glass Bottle Blowers No. 146
Thomas Spencer, 40

LONG BEACH

Beauticians No. 622-A
Esther Dairs, 32
Building Service Employees No. 166: (17)
Bertram E. Sherrill, 9
Joe M. Butcher, 8
Fire Fighters No. 372
H. H. Losh, 27
R. T. Thompson, 27

LOS ANGELES

Cement Finishers No. 627
James E. Hopkins, 51
Theatrical Janitors No. 72
Jos. Gargano, 57

RICHMOND

Fish Cannery Workers of the Pacific
Dorothy Stewart, 188

OAKLAND

Oakland Production Workers No. 1518; (196)
James F. Galliano, 98
Charles Phillips, 98

SAN DIEGO

Electrical Workers No. B-569
W. A. Kelly, 129
Hook, Line and Bait Boat Fishermen
J. B. Skinner, 500
International Fire Fighters No. 145
J. J. Hansen, 62
H. A. Shawver, 62

SAN FRANCISCO

Jewelry Workers No. 36
George Allen, 200

SAN JOSE

Fire Fighters No. 374
C. B. Havins, 22

SAN PEDRO

Truck Drivers No. 692
At the request of Delegates Harold Waterbury and Leonard M. Ravenscroft, members of Truck Drivers Local No. 692, the names W. W. Piper, Francis L. Morris and Bill L. Bess have been deleted from the Truck Drivers' delegation and the votes have been reallocated as follows:
Harold Waterbury, 557
Leonard Ravenscroft, 556
Louis Meyers, 556
(Brothers Piper, Morris and Bess were unable to attend the Convention.)
Machinists No. 1484
Paul Stoneker, 79

SANTA ANA

Fire Fighters No. 509
R. S. Finck, 14
C. N. Turner, 13

SANTA BARBARA

Fire Fighters No. 525
G. P. McGree, 38

STOCKTON

Fire Fighters No. 456
W. C. Fox, 33

It was moved that the Committee's report be adopted. The motion was unanimously concurred in.

INTRODUCTION OF RESOLUTION

Delegate Holt, Barbers Union No. 295, Los Angeles, asked recognition of the Chair so that he could receive permission to present a resolution on Proposition No. 6, on the November ballot. After giving a short résumé of the resolution, Brother Holt received the unanimous consent of the Convention to present the resolution to the Resolutions Committee so that it could be acted upon by the Convention.

(See text of Resolution No. 134.)

President Haggerty introduced Miss Elaine Brandstat, manager of the Stockton Convention Bureau, who extended an invitation to the delegates to hold the 1941 Convention in Stockton. Her enthusiastic remarks were appreciated and well received.

REPORT OF COMMITTEE ON OFFICERS' REPORTS

Chairman James H. Quinn read the report of the Committee on Officers' Reports, which was accepted and ordered printed in full in the Proceedings:

REPORT OF PRESIDENT HAGGERTY

The report of President Haggerty, addressed to the delegates of the Forty-first Convention of the State Federation of Labor, must fill the reader with satisfaction and confidence. Our accomplishments have been great, we have gained not alone in membership, but in the confidence of the general public, without which no cause can prosper.

This improvement in public relations is due in no small part to the untiring efforts of our President, whose pleasing personality, clear thinking and honesty of purpose mark his every contact. This has made the California State Federation of Labor not only the largest numerically, but also great in importance in the American Labor Movement.

We note the timely advice of our President in the paragraph devoted to the defense pro-

gram and recommend for your consideration his proposal for a fact-finding and publicity committee, designed to keep our members informed and to make Labor's position clear to the public.

President Haggerty stresses the need for education within our ranks. Too long have members newly inducted into our locals been left to enjoy such advantages and gains as past years of suffering, toil and privation have brought to this generation, without any realization upon their part of the costs of what they accept as something due them in exchange for an initiation fee and as a part of their birthright. We heartily agree with his suggestion and urge upon all affiliated organizations the opening of study classes for new members, in order that they may learn something about the aims and objects of the Labor Movement, its background and its hopes for the future.

Our President's declaration for whole-hearted Americanism finds an echo in every heart and while our deepest sympathy goes out to our brother unionists in war-torn Europe, who have had generations of effort swept away as dust before the hurricane of war, we are more determined than ever before that Fascism, Nazism and Communism shall not gain a foothold in our beloved America.

To these elements of destruction and their fellow travelers, the anti-union associations, we say, "Thus far, but no further."

It is cheering to note that the dual organizations existing in the nation are gradually ridding their ranks of disrupting elements and that a better understanding of the nation's needs are bringing all labor "men of good will" together and rapidly paving the path of toleration that shall bring forth the fruits of unity.

REPORT OF SECRETARY-TREASURER VANDELEUR

In the Secretary-Treasurer's report, Secretary Vandeleur points out that 118 locals have affiliated with the Federation since last year, despite the fact that thirty-one Typographical Unions had withdrawn. This shows a remarkable growth in the Federation because of the personal activity of the Secretary. It is with a great deal of satisfaction we note this splendid gain in membership, for it means that our Federation is one of the most progressive in the Nation.

Worthwhile accomplishments of the Federation, as mentioned by the Secretary, are the willingness of employers to bargain collectively when called upon to do so by our state labor officials. This friendship, between the employer and employee, has resulted in increased stability and strength in our labor movement.

The legal department in the State Federation, which is something new, has brought about wonderful results for the workers of California. Through the legal department certain anti-picketing laws, in several counties, were declared illegal, and your commit-

tee points with deep satisfaction to the value of a well conducted state office.

The Federation's legal department has represented workers in many accident cases and has secured for them thousands of dollars, that would otherwise, without this service, have been a total loss to the trade unionists.

Through the leadership of our state officials the dual organization, the C. I. O., was halted in their attempt to "raid" A. F. of L. unions in the candy and warehouse industry in San Francisco. The committee also compliments the Secretary for his able assistance in Southern California in organizing shipyard workers and bringing them into the Metal Trades Unions.

Another victory for the Federation was the defeat of the Railway Trainmen, who were trying to claim the jurisdiction of the Street Carmen and Motor Coach Employees' Union on the Pacific Greyhound lines. It should be noted in this portion of the Secretary's report that the Trainmen were supporting the C. I. O. while at the same time appealing to A. F. of L. unions for support and assistance.

Progress has been made in organizing retail department store clerks and much legal service has been expended in defending the clerks in Del Norte County and San Pedro.

The report also shows that in most cases our legal department has proven a valuable asset to the American Federation of Labor in California.

Particular attention should be given to the organizing of the agricultural worker as shown in the Secretary's report. Membership in agricultural unions has decreased rapidly during the past year.

Your committee recommends to every delegate to this Convention that he read the full report of the court cases as mentioned in the Secretary's report, so as to be prepared in your district should similar cases arise.

In the matter of labor legislation, the Federation was successful in defeating anti-labor measures in the Legislature and in cities and counties, and was equally successful in having legislation adopted beneficial to organized labor.

It should be noted that a vast amount of money was spent during the past year by the Federation for organizational work. Close to \$25,000 was spent in this field.

The Secretary also calls your attention, as does the Committee, to the places listed on the "We Don't Patronize" list of the Federation. All A. F. of L. members and their friends in California and elsewhere are called upon and requested not to patronize these places in any way whatsoever.

REPORT OF VICE-PRESIDENTS

Report of Vice-President for District No. 1

The report of Vice-President Nelson is a record of continued success and growth. Numerous local unions have reaffiliated with the Central Labor Council and the affiliation of several new locals highlights his report. It is a report of gains in membership, renewed contracts with wage gains and bettered con-

ditions. Particularly is it true in the case of the new contract with the Consolidated Aircraft Corporation providing for a shorter work week, vacations with pay and an increase in overtime rates of pay.

Large government contracts assure full time employment for all building crafts throughout the coming year.

Report of Vice-President for District No. 2

Vice-President Fletcher of District No. 2, in his report of the year's activities notes a growing reluctance upon the part of the courts to issue injunctions in Labor disputes. If Labor has gained nothing more in the past year we can well compliment our militant executive officers for their year's work.

The success of the Rig Builders in ridding the district of C. I. O. strikebreakers turned aside the spear-head of dual organization in this field. The victory of the A. F. of L. Internationals and local councils over the C. I. O., which resulted in signed contracts with the Consolidated Steel Corporation, is an outstanding achievement. Labor in District No. 2 has again shown the results of vigilance and cooperation.

Report of Vice-President for District No. 3

Your Committee calls special attention to the report from the Vice-Presidents of this district. No longer does the Los Angeles district find it necessary to deplore the open shop conditions which confronted them for so many years.

It must be a matter of great pride to make a report of progress made as is contained in their concise statement. Wage increases, new contracts, new unions—168 of them now affiliated with the Central Labor Council of Los Angeles alone. The Building Trades have accomplished the seemingly impossible and have signed contracts with most heavy construction contractors.

Report of Vice-President for District No. 4

The report of Vice-President Gruber is a long recitation of attempts by C. I. O. groups to gain a foothold in this district. In no other section have these disruptionists made a more concerted effort to spread their propaganda. Through close cooperation the A. F. of L. unions have stopped their inroads. The report concludes by listing the many material gains made by our affiliated unions.

Report of Vice-President for District No. 5

Local Unions in District No. 5, covering Hollywood, North Hollywood, Burbank, San Fernando, Glendale and Pasadena have made tremendous strides in organizational work. New industries have brought many workers to this district.

Heavy construction projects in this area are operating strictly union with many contractors cooperating with the Building Trades and Metal Trades Councils.

Over 11,000 men are employed in the Lockheed Aircraft Corporation and its subsidiary, the Vega Airplane Company. These men, through the cooperation of labor representatives and the Vice-President of District No.

5, come under the rules and regulations of the American Federation of Labor.

Millions of dollars' worth of work is in the making in this area, which means that a large number of men will be employed for many months.

Report of Vice-President for District No. 6

One of the most progressive years in the history of central coast county districts—Santa Barbara, San Luis Obispo and Ventura counties—was reported.

In this district the Central Labor and Building and Construction Trades Councils have made a vigorous fight against the Associated Farmers and other anti-labor groups. It is heartening to note that in most cases, despite severe opposition, the Labor Movement has come out on top in organizational work.

Organized Labor in Santa Barbara was honored, during the past year, by the appointment of Bee Tumber, Secretary of the Culinary Alliance, to a state-wide advisory committee functioning with the state unemployment commission.

A united Labor Movement in this district has demonstrated its strength against the non-union Town House, a restaurant and bar, and has been successful in withdrawing patronage from this "unfair" place. Since the drive began only a few of those opposed to organized labor are supporting the eating establishment.

Your committee calls to your attention the fact that certain interests are planning on introducing anti-loitering and other restrictive measures in several counties, as pointed out by Vice-President Grande; an anti-loitering ordinance is being vigorously fought in Ventura.

The Labor Movement in California is warned to be on the lookout for such ordinances, that will, when passed, be a detriment to organized labor in general such as the infamous Proposition No. 1.

Report of Vice-President for District No. 7

The Bakersfield district has enjoyed a prosperous year. The various fruit and agricultural products processing plants are rapidly coming under Union control. The wineries are well organized and new agreements are being negotiated. With the assistance of the State Federation of Labor's attorney, the Newberry Store injunction was dissolved. The Building Trades, assisted by our legal department, were successful in negotiating an agreement covering all crafts involved in the construction of the giant Friant dam.

Report of Vice-President for District No. 8

From the Vice-President of the Eighth District comes the report that the Associated Farmers have established a "hot bed" in San Joaquin County. Despite the bitter fight made by the farmers against legitimate labor unions, the American Federation of Labor has progressed in both the Central Labor and Building Trades Councils.

During a recent dispute, Vice-President

Lema points out, the C. I. O. entered the picture under the pretense of assisting the workers. However, like in many other places in the United States, and through the untiring activities of labor leaders in this area, the strikers ignored the C. I. O. entirely. With the help of the State Federation, the 2,700 strikers won every demand made on the growers, proving that through a united front the workers cannot fail.

Several canneries in San Joaquin County signed contracts with the Cannery Union a short time ago. With the signing of this important agreement, adjustment checks, to the amount of over \$6,000 back wages for 1939, were secured from one cannery alone, thereby showing the strength of the Labor Movement when well organized.

Despite all the trials and tribulations in this district, the Labor Movement, as represented by the A. F. of L., is forging ahead.

Report of Vice-President for District No. 9

There have been worthwhile increases in memberships, new unions, wages and in bettered working conditions throughout the entire district.

In Monterey our Fishermen's Union was successful in the recent N. L. R. B. election. Many large construction jobs have furnished employment for the Building Trades during the past twelve months. With the opening of the California Federation of Labor branch office in San Jose, organization has been stimulated. The people of this district are Union Label minded and as a result most stores carry a full line of Union Label goods. This is an example that all sections might well follow.

Report of Vice-Presidents for District No. 10

With increases in wages and improved working conditions, the American Federation of Labor in San Francisco is fast becoming the largest group of organized workers in America.

Theatrical, culinary, retail clerks, street car men, building tradesmen and other craftsmen have tremendously increased their membership. The teaming crafts in San Francisco have made splendid gains; also the Unions show they are in a healthy financial condition.

Like in other places, the C. I. O. has tried to gain membership by "raiding" A. F. of L. unions and especially among the garage employees. In every case in San Francisco the A. F. of L. has been powerful enough to fight off the attacks of this dual organization. One outstanding victory made by the Brotherhood of Teamsters against the C. I. O. was in the Euclid Candy Company case.

Officers of the California State Federation of Labor played an important part in bringing A. F. of L. conditions to workers in this plant.

Fish cannery workers in San Francisco are 100 per cent organized and affiliated with the Seafarers' International Union of North America. Through the efforts of this fast growing Union, the members have been successful in securing increases in wages, im-

proved working conditions and the closed shop. All these gains were made in spite of the fact that the C. I. O. tried their level best to sign the workers under their set-up or as company unions.

Responsibility for this great progress in the fish canneries is due, in no small way, to the persistent drive for organization made by Vice-President Harry Lundeborg.

The A. F. of L. has not suffered one single set-back in the fish cannery industry during the past year.

Report of Vice-President for District No. 11

It is of great interest to note the many advancements made by American Federation of Labor organizations in Alameda County, and particularly in the building trades.

Millions of dollars' worth of work under private contracts and many millions more in defense projects are under way in this county. As pointed out in Vice-President Real's report, this work is under way and employing only American Federation of Labor mechanics.

The most outstanding piece of work accomplished by any trades council in America today is the "stabilization agreement" signed between the Council and the builders and contractors. Terms of this contract, which should be of interest to organized workers everywhere, call for the closed shop, the enforcement of the working card, no strikes, lockouts or jurisdictional disputes during the life of the agreement, with all individual agreements expiring on June 30 of each year.

This agreement has been given nation-wide publicity and is acclaimed one of the best in America.

Only recently in Oakland the Teamsters, after several days of strike, were successful in signing the draymen to an agreement, calling for improved working conditions and a 50-cent-a-day increase for all members of the union.

It is of great importance that we note the elimination of WPA projects, to a large degree, in this county. On one job in particular, the Building Trades Council was taken to court for their refusal to permit its members to work on WPA projects; the court ruled in favor of the Council, and the projects, amounting to over \$1,000,000, will now be let to private contractors, eliminating WPA entirely.

The official labor paper in Alameda County is deserving of the Federation's compliment. This A. F. of L. publication has viciously fought the C. I. O. with the result that today the C. I. O. is at a standstill in both the miscellaneous and building trades crafts.

Report of Vice-President for District No. 12

The Vice-President for District No. 12 submits a report that reads like a dream come true and all delegates are advised to read it as a pep-up for the drive they will want to make in their home districts.

It is replete with new contracts made, wage increases, membership growth and general progress.

Report of Vice-President for District No. 13

District No. 13 has faced several critical situations during the year just ended. We are glad to note that the elements bent upon destroying the Labor Movement in Petaluma have been banished from the picture.

Many firms in this district reverted to the old company-union tactics in an endeavor to thwart organization of legitimate Labor Unions. Progress has been made toward remedying this situation. We are glad to note the effort being made to promote a better understanding between our organizations and the American Legion.

Report of Vice-President for District No. 14

The outstanding feature of the report from Vice-President Stokel is the success of the Food Clerks Local Union, who number about 90 per cent of all food store employees. Not only have the Food Clerks improved their own conditions, but they are also taking a leading part in promoting the welfare of the entire labor movement. Non-union conditions existing in the construction industry are gradually being eliminated as a result of a joint drive by the State Federation of Labor.

Most organizations report bettered conditions and increased wage scales together with constantly growing memberships.

Report of Vice-President for District No. 15

The Eureka district reports all crafts progressing and many new locals successfully launched. It is encouraging to know that a consistent drive is now under way to organize the lumber company employees.

All locals are in excellent condition and have adopted the "All for One" motto that always spells success.

On motion the Committee's report was adopted as a whole.

INTERNATIONAL LADIES' GARMENT WORKERS

At this time President Haggerty welcomed the delegates from the International Ladies' Garment Workers to the Convention. Their International Union recently reaffiliated with the American Federation of Labor and the California State Federation of Labor, and it was stated that all were glad to have them back.

NOMINATION OF OFFICERS

Pursuant to the Constitution, President Haggerty declared nominations of officers for the ensuing year, 1941, to be in order.

For President

C. J. Haggerty, Lathers' Union No. 42, Los Angeles, was placed in nomination by John F. Dalton, Waiters No. 17, Los Angeles.

For Vice-President, District No. 1

E. F. Nelson, Theatrical Stage Employees No. 122, San Diego, was nominated by Charles Zielinski, Moving Picture Projectionists No. 560, Richmond.

For Vice-President, District No. 2

Carl Fletcher, Painters No. 256, Long Beach, was nominated by James Blackburn, Painters No. 256, Long Beach. The nomination was seconded by Andrea Gomez, Fish Cannery Workers No. 20147, Terminal Island.

For Vice-President, District No. 3

C. T. Lehmann, Carpenters No. 25, Los Angeles, was nominated by Joseph Cambiano, Carpenters No. 162, San Mateo. The nomination was seconded by James A. Bane, Bill Posters and Billers No. 32, Los Angeles.

Mae Stoneman, Waitresses and Cafeteria Workers No. 639, Los Angeles, was nominated by Al Mason, Culinary Workers and Bartenders No. 814, Santa Monica. The nomination was seconded by Bee Tumber, Culinary Alliance No. 498, Santa Barbara; J. J. Doherty, Bakers No. 37, Los Angeles, and Russ Roberts, Painters No. 741, Martinez.

For Vice-President, District No. 4

Harold Waterbury, Truck Drivers No. 692, San Pedro, was nominated by Phil J. Scott, Warehousemen No. 495, Long Beach. The nomination was seconded by W. L. Harris, Chauffeurs-Sales Drivers No. 572, Long Beach, and Leonard M. Ravenscroft, Teamsters Union No. 56, Wilmington.

A. M. Gruber, Central Labor Council, San Pedro, was nominated by Paul Hansen of the Santa Monica Central Labor Council. The nomination was seconded by James Waugh, Fish Cannery Workers No. 20147, Terminal Island, and James Blackburn, Painters No. 256, Long Beach.

For Vice-President, District No. 5

Al Speede, Studio Electricians No. 40, Hollywood, was nominated by S. E. Rockwell, Electrical Workers No. 595, Oakland. The nomination was seconded by Al Robson, Waiters No. 17, Los Angeles; F. W. Bartholomew, Electrical Workers No. 18, Los Angeles; Charles J. Foehn, Electrical Workers No. 6, San Francisco, and L. B. Hoffman, Electrical Workers No. 18, Los Angeles.

D. T. Wayne, Machinists No. 1185, Hollywood, was nominated by Jack Ulrich, Machinists No. 1185, Hollywood. The nomination was seconded by St. Clair Monteith, Machinists No. 311, Los Angeles, and Russ Roberts, Painters No. 741, Martinez.

Frank Boyce, Carpenters No. 1913, Van Nuys, was nominated by George D. Hammond, Carpenters No. 710, Long Beach.

Ben Simmons, Carpenters Local No. 946, Hollywood, was nominated by P. J. Green, Studio Carpenters No. 946, Hollywood. The nomination was seconded by E. J. Roberts, Studio Carpenters No. 946, Hollywood.

For Vice-President, District No. 6

Loleta Grande, Culinary Alliance No. 498, Santa Barbara, was nominated by Bee Tumber, Culinary Alliance No. 498, Santa Barbara. The nomination was seconded by Fred Draper, Construction and General Laborers No. 591, Santa Barbara; James J. Doherty, Bakers No. 37, Los Angeles, and Mae Stoneman, Waitresses No. 639, Los Angeles.

For Vice-President, District No. 7

Edward F. Remus, Machinists No. 653, Fresno, was nominated by J. I. Chase, Machinists No. 364, Stockton. The nomination was seconded by H. A. MacDonald, General Teamsters No. 431, Fresno; R. S. Roberts, Railway Carmen No. 1368, Los Angeles; Joe Davis, Ice Wagon Drivers No. 519, San Francisco, and E. J. Nicodemus, Central Labor Council, Fresno.

For Vice-President, District No. 8

Lena Lema, Cannery Workers No. 20676, Stockton, was nominated by J. W. Southwick, Moving Picture Projectionists No. 428, Stockton. The nomination was seconded by W. L. Harris, Chauffeurs-Sales Drivers No. 572, Long Beach; Otto Back, Cannery Workers No. 20843, Hayward; Raymond V. Westfall, Bartenders and Culinary Workers No. 654, Oroville, and George Eastman, Cannery Workers No. 20905, Oakland.

C. A. Green, Central Labor Council, Modesto, was nominated by Jack Leonard, Construction and General Laborers No. 261, San Francisco. The nomination was seconded by Russ Roberts, Painters No. 741, Martinez; Harry Lundeberg, Sailors Union of the Pacific, San Francisco; A. C. Allen, Carpenters No. 1222, Merced; Freda Roberts, Central Labor Council, Martinez, and Otto E. Sargent, Painters No. 507, San Jose.

For Vice-President, District No. 9

Otto E. Sargent, Painters No. 507, San Jose, was nominated by Anthony Agrillo, Barbers No. 252, San Jose. The nomination was seconded by John Gudvangen, Moving Picture Painters No. 5, Hollywood, and George W. Jenott, Teamsters No. 287, San Jose.

Thomas A. Small, Bartenders No. 340, San Mateo, was nominated by John W. Brown, Waiters and Bartenders No. 500, San Diego. The nomination was seconded by Richard McAllister, Central Labor Council, San Mateo; Mae Stoneman, Waitresses No. 639, Los Angeles, and Bruno Mannori, Bartenders No. 41, San Francisco.

For Vice-President, District No. 10

Anthony Noriega, Motion Picture Projectionists No. 162, San Francisco, was nominated by F. B. Williams, Theatrical Stage Employees No. 16, San Francisco. The nomination was seconded by Clarence King, Musicians No. 6, San Francisco, and Charles Sanches, Moving Picture Projectionists No. 428, Stockton.

Harry Lundeberg, of Sailors Union of the Pacific, San Francisco, was nominated by Harry Prevost, Sailors Union of the Pacific, San Francisco. The nomination was seconded by George Issel, Fish Cannery Workers of the Pacific, Monterey; H. D. Sizemore, Sailors Union of the Pacific San Francisco, and Jack Dillon, Lumber and Sawmill Workers No. 2607, San Pedro.

John L. Spalding, Plumbers No. 442, San Francisco, was nominated by Charles Foehn,

Electrical Workers No. 6, San Francisco. The nomination was seconded by Jack Leonard, Construction and General Laborers No. 261, San Francisco; Harry Lumsden, Construction and General Laborers No. 261, and F. G. Volkers, Plumbers No. 393, San Jose.

Thomas P. White, Warehousemen No. 860, San Francisco, was nominated by T. Robert Hincks, Warehousemen No. 860, San Francisco. The nomination was seconded by Harold Matthews, Warehousemen No. 860, San Francisco, and Ralph Woolpert, Grocery Warehousemen No. 595, Los Angeles.

C. T. McDonough, Cooks No. 44, San Francisco, was nominated by Walter Cowan, Culinary Alliance No. 681, Long Beach. The nomination was seconded by Charles Zielinski, Moving Picture Projectionists No. 560, Richmond; Paul Artigues, Motion Picture Operators No. 430, Eureka; Marshall Petrie, Bartenders No. 591, San Pedro; William P. Finnigan, Waiters No. 17, Los Angeles; Louis H. Reznick, Hotel and Apartment House Employees No. 283, San Francisco, and Al Mason, Culinary Workers and Bartenders No. 814, Santa Monica.

William McCabe, Bartenders No. 41, San Francisco, was nominated by Daniel C. Murphy, Web Pressmen No. 4, San Francisco. The nomination was seconded by Clarence J. Walsh, Bakery Wagon Drivers No. 484, San Francisco, and Fred Stager, Bartenders No. 483, Monterey.

Laurence Palacios, Laundry Workers No. 26, San Francisco, was nominated by Robert S. Mathers, Laundry Workers No. 177, Stockton. The nomination was seconded by Ruth Bradley, Laundry Workers No. 143, San Mateo, and L. J. Hernandez, Laundry Workers No. 33, San Jose.

For Vice-President, District No. 11

Charles W. Real, Teamsters No. 70, Oakland, was nominated by J. Earl Cook, Sheet Metal Workers No. 216, Oakland. The nomination was seconded by Jack H. Carter, Teamsters No. 70, Oakland; Fred Tibbs, Cannery Workers Union No. 20905, Oakland; Claude McGovern, Construction and General Laborers No. 261, San Francisco, and Harry Prevost, Sailors Union of the Pacific, San Francisco.

For Vice-President, District No. 12

Russ Roberts, Painters No. 741, Martinez, was nominated by Eugene Kuntz, Painters No. 741, Martinez. The nomination was seconded by Fred W. Johnson, Painters No. 821, Santa Monica.

Paul E. Burg of Teamsters No. 315, Martinez, was nominated by T. H. Cotton, Sugar Refinery Employees No. 20037, Crockett. The nomination was seconded by Charles W. Savage, Chemical Workers No. 20280, Pittsburgh.

For Vice-President, District No. 13

Charles F. Daley, Boilermakers No. 148, Vallejo, was nominated by F. C. Chesebro, Teamsters No. 490, Vallejo. The nomination was seconded by Anna Peterson, United

Garment Workers No. 125, Los Angeles; Lily Bone, Beauticians No. 419-A, Petaluma; A. E. Bilger, Cannery Workers No. 20324, Sacramento, and Sarah A. Foss, Beauticians No. 335-A, Vallejo.

Al Finan, Bartenders and Culinary Workers No. 770, Santa Rosa, was nominated by William McCabe, Bartenders No. 41, San Francisco. The nomination was seconded by Charles McDermott, Culinary Workers and Bartenders No. 470, Redding; John Cooper, Miscellaneous Employees No. 440, Los Angeles; John F. Quinn, Bartenders No. 52, Oakland, and Frank Emenegger, Musicians No. 292, Santa Rosa.

George M. Bobst, Central Labor Council, Napa, was nominated by Earl A. McCall, Hod Carriers No. 371, Napa. The nomination was seconded by Richard Taylor, Carpenters No. 981, Petaluma.

For Vice-President, District No. 14

George W. Stokel, Chauffers, Teamsters and Helpers No. 150, Sacramento, was nominated by Robert L. Ennis, Bookbinders No. 35, Sacramento. The nomination was seconded by Thomas Daugherty, Retail Furniture and Appliance Salesmen No. 1285, San Francisco, and Mike Elorduy, Cannery Workers No. 20324, Sacramento.

For Vice-President, District No. 15

Albin J. Gruhn of Federated Trades Council, Eureka, was nominated by Claude McGovern, Construction and General Laborers No. 261, San Francisco. The nomination was seconded by William McCormick, Retail Clerks No. 541, Eureka; Jules Medoff, United Cement, Lime and Gypsum Workers No. 48, Riverside; Henry Jerrichen, Brewery Workmen No. 7, San Francisco; J. R. Johnston, Electrical Workers No. 595, Oakland, and Andrew Gallagher, Municipal Park Employees No. 311, San Francisco.

Frank T. Shipman, Painters, Decorators and Paperhangers No. 1034, Eureka, was nominated by Thomas C. Meagher, Sign and Pictorial Painters No. 510, San Francisco. The nomination was seconded by James Blackburn, Painters No. 256, Long Beach; Cliff Richter, Carpenters No. 1040, Eureka, and Joe King, Cooks and Waiters No. 220, Eureka.

For Secretary-Treasurer

Edward D. Vandeleur, Street, Electric Railway and Motor Coach Employees No. 1114, San Francisco, was nominated by Ed Dowell, Theatrical Stage Employees No. 122, San Diego. The nomination was seconded by Charles W. Real, Teamsters No. 70, Oakland; J. W. Southwick, Moving Picture Projectionists No. 428, Stockton; Joe R. Geisler, Cannery Workers No. 20905, Oakland; H. D. Sizemore, Sailors Union of the Pacific, San Francisco; J. W. Buzzell, Pattern Makers Association, Los Angeles; John A. Biggio, Milk Wagon Drivers No. 226, San Francisco; John A. Ryan, Teamsters No. 85, San Francisco; Bee Tumber, Culinary Alliance No. 498, Santa Barbara, and Harry Lundeborg, Sailors Union of the Pacific, San Francisco.

G. A. Silverthorn, Milk Wagon Drivers No. 302, Oakland, was nominated by Joseph Casey, Commission Market Drivers No. 280, San Francisco. The nomination was seconded by J. T. Gardner, Municipal Chauffeurs No. 403, Los Angeles; Rollo R. Rannels, Cannery Workers No. 21634, Oroville; Jeffery Cohelan, Milk Wagon Drivers No. 302, Oakland; Hal P. Angus, Cannery Workers No. 20843, Hayward, and Robert Mathers, Laundry Workers No. 177, Stockton.

Alexander Watchman, Carpenters No. 2164, San Francisco, was nominated by John F. Shelley, Bakery Wagon Drivers No. 484, San Francisco. The nomination was seconded by William McCabe, Bartenders No. 41, San Francisco; Fred Young, Culinary Alliance No. 31, Oakland; Carl Forsberg, Painters No. 376, Vallejo, and Henry S. Foley, Labor Council, San Francisco.

For Delegate to American Federation of Labor Convention

Thomas A. Rotell, Union Label Section, San Francisco, was nominated by Andrew Gallagher, Municipal Park Employees No. 311, San Francisco. The nomination was seconded by Margaret Werth, Labor Council, San Francisco, and John J. Gibson, Molders Union No. 164, San Francisco.

J. W. Van Hook, Waiters No. 17, Los Angeles, was nominated by C. T. McDonough, Cooks No. 44, San Francisco. The nomination was seconded by G. W. Roach, Meat Cutters No. 421, Los Angeles; Clarence Shaw, Central Labor Council, Santa Monica; John V. McGinnis, Bricklayers No. 2, Los Angeles; William P. Finnigan, Waiters No. 17, Los Angeles; Harvey Lundschen, Miscellaneous Employees No. 440, Los Angeles, and Al Mason, Culinary Workers No. 814, Santa Monica.

James H. Quinn, Hoisting and Portable Engineers No. 3, San Francisco, was nominated by Michael B. Kunz, Construction and General Laborers No. 185, Sacramento. The nomination was seconded by M. J. Terry, Fire Fighters No. 501, Alameda.

Convention City

Walter G. Swanson, representing the Convention and Tourist Bureau of San Francisco, spoke in behalf of San Francisco as the 1941 Convention city. The nomination of San Francisco was made by Daniel C. Murphy, Web Pressmen No. 4, San Francisco, and Robert L. Ennis, Bookbinders No. 35, Sacramento, seconded the nomination after explaining that the Sacramento delegation had decided not to seek the 1941 Convention.

R. T. Drummond, Central Labor Council, Stockton, nominated Stockton as the Convention city, and J. W. Southwick, Moving Picture Projectionists No. 428, Stockton, and Laurence Palacios, Laundry Workers No. 26, San Francisco, seconded the nomination.

A motion was made that the Convention adjourn until 9:30 a. m. Thursday, which motion was concurred in and at 2:45 p. m. adjournment was taken.

FOURTH DAY**Thursday, September 26****MORNING SESSION**

The Convention was called to order at 9:50 a. m. by President C. J. Haggerty.

INVOCATION

Following is Rev. Monsignor Keating's invocation for the day:

"Almighty Father, we thank Thee for the privilege of membership in the American Federation of Labor. Thy Divine Son so loved the world that he laid down His life for the salvation of all men. In His earthly life He clothed Himself with our flesh, nothing human was foreign to Him, sin alone excepted. He blessed a life of human labor by making it His own. Help us to understand that we who labor are called to walk humbly and obediently in the footsteps of Thy Divine Son, The Carpenter of Nazareth. We seek not here a lasting city, we look for one that is to come. Let our lives be rich in faith in Thee, so that the work of our Federation may be blessed of Thee. We ask this grace in the name of Thy Divine Son, our Lord and Saviour. Amen."

ADDRESSES**Harvey Garman**

President Haggerty announced that it was his privilege, and one that he enjoyed, to present to the Convention, Harvey Garman, editor of the *Los Angeles Citizen*, who was observing his seventy-eighth birthday. Delegate Garman was called to the rostrum and responded with the following remarks:

"Brothers and Sisters, I can't help but take a few minutes of your time and I would be very much out of order if I didn't appreciate and enjoy the privilege of being present and being presented to you today. I know you are going to be busy and I am not going to take more than an hour and a half with my speech. (Laughter.)

"Seriously, my fellow workers and members of the American Federation of Labor, I appreciate probably more than some of you think, this wonderful tribute and honor. As your President has said, in March, 1888, I was initiated into the International Typographical Union and from that day to this I have had and carried a paid-up card. I also have carried a paid-up card in several other organizations which are affiliated with the American Federation of Labor, so that when my parent organization was severed from the American Federation of Labor, I still continued to go along.

"I have seen many things come and go. When I came into the Federation the first time, it was engaged in a life and death struggle with the Knights of Labor. I was also a member of that organization during its existence, and I have seen the Federation fight many battles with other organizations.

"I am managing to enjoy life as I go along and I can tell some of the younger fellows something. If you want to live a long time, don't take your troubles home with you, do your work and keep your fights in your meetings and when you go home forget your troubles. As you go along the street and see children at play, play and laugh with them. All of those things will help."

Joseph Weber

The next speaker to be presented to the Convention was Joseph Weber, former President of the American Federation of Musicians, and a member of the American Federation of Labor Executive Council. The following are remarks included in Mr. Weber's speech:

"Members of the California State Federation of Labor, I want to express to you my satisfaction in being here this morning and also to express my great surprise and amazement at the number of delegates attending this great Convention. So far as I know it is the largest that was ever held and it bears witness to the activities of Organized Labor in the State of California. The State Federation of Labor may be considered the home guard of organized workers and the American Federation of Labor the parent organization.

"When I came to the State of California a few years ago, Proposition No. 1 was being campaigned against. That vicious legislation would have curbed the activities of Organized Labor for all time. The same onslaught could be made again at the present time and Organized Labor must be on guard and be active. Those who have been opposed to Organized Labor in the past are still opposed to it and are watching their opportunity, therefore we must be watchful in these troublesome times in order that the American Federation of Labor, with the assistance of the State Federations of Labor and affiliated Central Labor Unions will defeat the onslaught that is menacing the organized workers. It is important that we present a solid front in order that we may hold the advances which Labor has made in the last six years.

"I wish you good luck and I know that the Federation will finish its labors with a great deal of success. I know this State's success means the success of Labor in other States. Therefore, make due deliberations and you will have more members than you realize. I wish you good luck in your work in the Labor Movement in California and I close by saying more power to you."

H. C. Carrasco

Next to be introduced to the Convention was the State Labor Commissioner, H. C. Carrasco, who presented the following in-

interesting facts concerning the Department, which he heads:

"Mr. President, delegates, brothers and sisters, and friends. Your Federation, representing hundreds of thousands of workers, is certainly deeply interested in the work of that subdivision of the State's Department of Industrial Relations, known as the Division of Labor Statistics and Law Enforcement. Though the time allotted to me will not permit reporting in detail on our activities, I will at least give you some important facts and express views which I may think are of concern to you. . . .

"A year and a half ago there were nearly 15,000 pending complaints in our hands. At the present time our pending case load is less than 12,000, a decrease of 20 per cent. . . .

"During the year 1939, our Division collected approximately \$531,000 for workers who had complained of their inability to collect their wages. The last fiscal year resulted in the receipt of 405 complaints of violations of child labor laws. The most sensational showing of all, however, was achieved in the enforcement of the Weekly Day of Rest Law, 352 such complaints being handled.

"If I were asked which of the laws I am attempting to enforce are closest to my heart, I would, without hesitancy, say the laws regulating child labor. We have worked ceaselessly to enforce the child labor laws, to safeguard the child's health, safety, morals, and education. . . .

"We have been very active in enforcing the Day of Rest Law. The Day of Rest Law applies to every worker in the State, regardless of industry. . . .

"Certainly Labor is interested in our enforcement of the Employment Agency Law. This law was recently liberalized to include farm labor contractors, some of whom have long required the attention of a law enforcement agency. . . .

"In these times, when reaction is sweeping much of the world, it is good to know that California's State Federation of Labor has reached the state of development it now enjoys. We have a task to perform, and, therefore, I say let us not lose sight of our ultimate objective. I thank you."

COMMITTEE ON LEGISLATION

Chairman Harry Sherman of the Legislation Committee presented the following report of that Committee:

Resolution No. 3—"Oral Civil Service Examinations."

The Committee recommended concurrence and reference to the Executive Council for proper legislation.

The recommendation was adopted.

Resolution No. 4—"Shortening of Hours for Firemen."

The Committee recommended the last "Resolve" be amended by substituting the words "reduction in the number of hours per week

worked by firemen" for the words "seventy-two-hour maximum work week for firemen" and that with this amendment it be adopted and referred to the Executive Council for proper legislation.

The recommendation was adopted.

Resolution No. 5—"Retirement System for Fire Fighters."

The Committee recommended concurrence and reference to the Executive Council for proper legislation.

The recommendation was adopted.

Resolution No. 6—"Enactment of a State Labor Relations Act."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 9—"Opposing Lengthening of Work Week."

The Committee recommended concurrence of this Resolution with the following amendment. In the "Resolve" substitute words "it is proven that an actual emergency exists or until such time that a positive showing can be made that there exists a scarcity of qualified workers" in place of the words "our millions of unemployed workers have been put to work."

The recommendation was adopted.

Resolution No. 10—"Proposing Enactment of State Law."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 11—"Endorsement of State Proposition Number 8."

The Committee recommended concurrence and that this Resolution be referred to the incoming Executive Council.

The recommendation of the Committee was adopted.

Resolution No. 12—"Legislation Compelling Spotters to Confront Accused."

The Committee added the following "resolve": "Resolved, That the law which now requires the licensing of detective agencies be amended to require the registration and licensing of all operatives, spotters and undercover men employed by private industry, corporations, individuals and investigating committees," and recommended concurrence and referral to the incoming Executive Board.

The recommendation was adopted.

Resolution No. 13—"Barring Communist Party from the Ballot."

The Committee recommended that the last "Resolve" be stricken out, and the following substituted therefor:

"Resolved, That copies of this Resolution be forwarded to the American Federation of Labor Convention in New Orleans for their adoption of a similar position on a national basis."

The Committee pointed out that the Legislature recently adopted such a law and recommended that this Convention commend the Governor and members of the Legislature for their action.

The recommendation was adopted.

Resolution No. 14—"Liens on 'For Hire' Vehicles."

The Committee recommended concurrence.
The recommendation was adopted.

REPORT OF COMMITTEE ON GRIEVANCES

Chairman Joseph Cambiano of the Committee on Grievances, gave the following report on the protest of several Cannery Unions:

"Your Committee received the protests of representatives of Cannery Workers Unions No. 20324, Sacramento; No. 20676, Stockton; No. 20843, Hayward, and No. 20852, San Jose, alleging discrepancy in their 1939-1940 voting strength, as compared with the voting strength for the fiscal period of 1937-1938 and 1938-1939.

"While the representatives of Local No. 20989 and No. 21106, San Francisco, and No. 20905, Oakland, were present, they were not protesting, but sat in as observers.

"After considering all the statements and evidence presented, your Committee established from the statements and admissions of the protesting unions, that there was no thought on the part of the representatives of these unions, with charging the Secretary of the California State Federation of Labor, of depriving these unions of any credit for per capita tax paid, up to and including July, 1940. The one point stressed by the protestants was that they had not been credited with per capita tax paid in September for the month of August, which, these delegates claimed, is the peak month of the year, and per capita tax paid for August ordinarily is equivalent to the per capita tax paid for the other eleven months of the year.

"Your Committee, therefore, is confronted with a direct request of the protestants that they be credited by this Convention for the per capita tax paid to the Secretary's office, which tax arrived in the office after the books had been closed by the Certified Public Accountants.

"Your Committee feels that this is a request for an increase of votes based upon per capita tax paid for the month of August, which tax was paid after the close of the fiscal period.

"Your Committee feels that this request is not justified and if granted will result in complete chaos of the financial records of the Federation, and would give every other organization affiliated with the California State Federation of Labor the same right, to demand an increase of votes by a reallocation for per capita tax paid after the closing of the fiscal period, which would create the impossible condition of never having a closing date for the Federation's records, thereby making it impracticable to allocate votes of the affiliated unions in time for the election day.

"Your Committee, therefore, feels that the protest is not justified and recommends that

the request of the above-mentioned unions be denied.

"J. F. CAMBIANO
"A. M. GRUBER
"J. P. POTEET
"MARTIN CHRISTEN
"A. C. MAY
"BURT B. CURRIGAN
"ROBERT L. ENNIS"

The Committee recommended concurrence in the report.

The recommendation was adopted.

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Chairman James H. Blackburn of the Committee on Credentials submitted the following as the final report of that Committee:

"We, your committee, in making this final report desire to call to the attention of the delegates the great amount of figuring in re-allocating votes caused by the depositing of credentials at various times by delegates of the same union. The Committee has no means of knowing whether one, two or more delegates of a union are to be present. Therefore, to keep the record up to date, it is necessary to reallocate constantly.

"Your Committee would recommend to secretaries of unions throughout the state that they make it a point to see that duplicate credentials are in the office of the Secretary-Treasurer at least seven days prior to the opening date of the Convention, and we would suggest to the delegates that the early depositing of their credentials would be greatly appreciated by the Committee and help it do its job well.

"The Committee wishes to state that it has been a pleasure to register the members of this convention, all of whom were most kind and considerate.

"Respectfully submitted,

"JAS. H. BLACKBURN,
Chairman

"P. C. GREEN
"GEORGE P. VEIX, SR.
"E. F. NELSON
"C. J. HYANS
"C. A. GREEN
"W. K. MERRILL

"Committee on Credentials."

Motion was made to adopt, as a whole, the final report of the Committee on Credentials. The motion was concurred in, and the Committee was discharged with the thanks of the Convention.

APPOINTMENT OF ELECTION BOARD

The appointment of the following delegates to constitute the Election Board, was announced by President Haggerty:

William P. Finnigan (Chairman), Waiters
No. 17, Los Angeles.

Milton Terry, Fire Fighters No. 501, Alameda.

Ernest B. Webb, Painters No. 256, Long Beach.

Albert E. Bilger, Cannery Workers No. 20324, Sacramento.
 Dexter L. Lewis, Teamsters No. 208, Los Angeles.
 Lawrence Cohen, Retail Fruit and Vegetable Clerks No. 1017, San Francisco.
 Patrick Clancy, Hoisting and Portable Engineers No. 3, San Francisco.
 John J. Sweeney, Fresno Packing House Employees No. 19653, Fresno.
 Benton Stone, Studio Carpenters No. 946, Hollywood.
 Mary E. Moore, Hotel and Apartment House Employees No. 283, San Francisco.
 Howard Hays, Rig Builders No. 1458, Long Beach.
 James J. Ward, Bakery Wagon Drivers No. 484, San Francisco.

WALTER MATTHEWSON

At this time President Haggerty stated that it was his pleasure to present to the Convention a man who, in his opinion, was one of the best labor conciliators in the State, Walter Matthewson, who discussed briefly the operations of the Department of Conciliation.

STRIKE AGAINST GANTNER OF CALIFORNIA

Jennie Matyas of the International Ladies Garment Workers Union, San Francisco, briefly addressed the Convention, appealing to the delegates to continue their support in assisting the International Ladies Garment Workers win the strike against the firm of Gantner of California. Sister Matyas expressed her thanks for the help rendered by the State Federation of Labor, Teamsters No. 85, San Francisco; Joe Casey, John Shelley, and President Haggerty and Secretary Vandeleur of the Federation.

RESOLUTION INTRODUCED

Rose Pesotta of the Ladies Garment Workers No. 96, Los Angeles, requested permission to introduce a resolution on the Gantner and Mattern strike. Permission was granted and Sister Pesotta proceeded to read the resolution. (For text of resolution, see Resolution No. 178 on page 134.)

The resolution was accepted in regular form, to be presented to the Committee on Labels and Boycotts and to be reported back to the Convention.

VISITORS INTRODUCED

Assemblyman John B. Pelletier and Vernon Kilpatrick were introduced to the Convention by President Haggerty.

TELEGRAMS AND MESSAGES

The following telegrams and messages were received by officers of the Federation:

"Bakersfield, Calif.

"Kern County, the land with a billion dollars in sunshine, extends a most cordial invi-

tation for members of the State Federation of Labor to hold their next convention here. This county, renowned for its wealth in oil and agriculture, is also wealthy in the attributes of good fellowship and in the ability to be the gracious host.

"EMORY GAY HOFFMAN,
 "Secretary, Kern County Chamber
 of Commerce."

"Bakersfield, Calif.

"We of Bakersfield would be pleased to entertain members of the State Federation of Labor at their next convention. This city is able to offer you the best in convention facilities ranging from the Convention Hall through hotels and all entertainment possibilities.

"GEORGE E. WILSON MAY."

"Los Angeles, Calif.

"Sorry to be unable to appear before convention in person to deny statement in news that I have come out against Vandeleur and in favor of McCabe for Secretary. I have taken no active part in the Federation politics since no longer a resident of California. Please make a record of this in your proceedings. With best wishes for success fraternally,

"HUGO ERNST, General Secretary
 "Culinary International."

"San Francisco, Calif.

"The fortieth anniversary of your Association will be celebrated in 1941. Inasmuch as your Federation was founded in San Francisco in 1901 we feel some justification in urging our invitation for 1941 and trust that you will see fit to do us the honor of selecting San Francisco. Accept San Francisco's greetings and good wishes for a successful meeting at Santa Monica.

"ANGELO J. ROSSI, Mayor."

"San Francisco, Calif.

"Now that a campaign speech has been given before the Convention in behalf of the Democratic Administration it seems only fair that a similar opportunity should be given a topnotch speaker to present Mr. Willkie's case. Will you please advise so that I can make arrangements.

"H. W. VON MORPURGO, Member
 Executive Committee, Willkie
 Volunteers of Northern California."

Washington, D. C.

"Please be assured I will energetically support restoration of appropriation mentioned in your telegram of the 24th. Sincerely,

"SHERIDAN DOWNEY."

"Washington, D. C.

"Response your wire, will be very glad to do what I can and make representations your behalf Senate Committee on appropriations where this bill under consideration for increased appropriation. However, in view of House action I am not at all hopeful Senate Committee will restore desired appropriation.

"HIRAM W. JOHNSON."

"Washington, D. C.

"I have consistently supported all legislation for benefit of Bureau of Labor Standards and resisted all attempts to cripple it. I shall continue to pursue this policy and will, of course, do what I can to have appropriation raised to \$300,000. However, bill is now in Senate Appropriations Committee and only chance to amend it will be in Senate. Will present your telegram to Senate Appropriations Committee and urge consideration.

"FRANCK R. HAVENNER, M. C."

"Los Angeles, Calif.

"The Federation of Amusement and Allied Crafts, composed of Variety Artists, Musicians, Stage Employees, Bartenders, Cooks, Waiters, Miscellaneous Employees and Waitresses wish to congratulate the officers and delegates upon the orderly and progressive manner in which this Convention is being conducted, also to congratulate the local Arrangements Committee upon the splendid work they have done in taking care of the largest delegation in the history of the California State Federation of Labor.

"C. J. HYANS, Secretary, Federated Amusement and Allied Crafts."

"Washington, D. C.

"I take pleasure in extending to your convention fraternal greetings of the International Hod Carriers Building and Common Laborers Union of America and feel certain that your deliberations will do much to preserve and promote the welfare and interest of all working men within the State of California as well as the Labor Movement as a whole. Vice-President Marshall of this international will attend your convention in our behalf.

"JOSEPH V. MORESCHI,

"General President."

"Portland, Oregon.

"Oregon Labor extends wishes for successful convention and that this year's meeting may continue the rapid progress which former conventions have inspired. We regret that press of duties here prevents representative of our body from attending your convention. Oregon Federation approves coast program on condition that it is adopted by California and Washington Federations.

"OREGON STATE FEDERATION OF LABOR,

"D. E. NICKERSON,

"Executive Secretary;

"PAUL E. GURSKE,

"President;

"J. D. McDONALD,

"Vice-President."

"Municipal Court,

"City of Los Angeles.

"I am pleased to extend to you and through you to the representatives of the American Federation of Labor in California, my best wishes for a successful, harmonious, and constructive assemblage upon the occasion of your annual convention. California owes much to the sterling qualities which have at-

tended the representatives of labor throughout its history.

"At this particular time labor is faced with the greatest responsibility since its inception in meeting the issues which are presented by the totalitarian governments. Labor, I know, will play an important part in the determination of this question, in accordance with the true American spirit. May all the great reforms that your organization has heretofore recommended be continued, and may every future success attend the efforts of your noble body.

"If at any time in the future I may be of any service to you or to the Federation in any matter of local concern, I trust you will feel free to call upon me.

"With kindest regards and best wishes, I beg to remain,

"Very truly yours,

"WILLIAM R. McKAY,

"Judge of the Municipal Court."

(The following telegram was referred to the Committee on Legislation by President Haggerty. For final action, see page 162.)

"San Francisco, Calif.

"Acknowledging receipt of your telegram under date of September 20, 1940, inviting me to address the convention of the Federation, I regret exceedingly my inability to address this convention due to a recent illness. May I respectfully suggest the following items of proposed legislation affecting the Industrial Accident Commission:

"1. Legislation prohibiting the writing of limited policies by an employer—that is to say, policies excluding some part of their employees usually exposed to most serious hazards.

"2. Legislation to provide for a greater penalty for delay in paying compensation than the present one and one-half per cent per month provided for in Section 5811 of the Labor Code, I would suggest that this penalty be raised to at least five per cent.

"3. Legislation providing a penalty for the filing of petitions for rehearing without adequate foundation in fact. I am advised that the Appellate Court of our state assesses fines against an appellant for bringing such frivolous appeals.

"4. Shorten the time for filing petitions for rehearing to ten days. The present time limit is twenty days. Too frequently defendants seeking to stay awards of the Commission wait until the twentieth day before filing such petitions. Likewise shorten the time for filing petitions for writ of review to fifteen days. Present time limit is thirty days.

"5. Legislation to provide for removal of attorneys from cases where they repeatedly seek continuance of compensation matters on account of private business engagements or cases in other courts conflicting with the dates set by our Commission for hearing.

"6. Amend Subdivision B of Section 5405 of the Labor Code to provide for a longer statute of limitations in cases where an agree-

ment for compromise or release which has not been approved by the Commission is made in an amount less than full compensation or benefit to the injured person.

"7. Legislation to provide for permanent disability rating unreduced because of prior temporary disability payments.

"8. Legislation providing for a maximum award in serious and willful misconduct cases. The present maximum is \$2500, which was the amount fixed when the maximum death benefit was \$5000. Since the maximum death benefit is now \$6,000 it would appear logical to increase the maximum for serious and willful misconduct from \$2500 to \$3000.

"9. Legislation increasing the burial allowance from \$150 to \$300.

"10. Legislation to provide for the filing of a certified copy of the Commission's awards with county clerks without payment of any fee. I am advised that county clerks in some counties charge as much as \$7.00 filing fee.

"Wishing you a successful convention, I am fraternally yours,

"GEORGE G. KIDWELL, Director
Department of Industrial Relations."

ANNOUNCEMENT

Announcement was made that the Bartenders, Hotel and Culinary Workers had formed a state federation.

WITHDRAWAL OF CANDIDATE

Santa Monica, California,

September 25, 1940.

Brother C. J. Haggerty, President
California State Federation of Labor.

Dear Sir and Brother:

In view of the fact that we had an agreement with the Building and Construction Trades delegates to work out a program for this election satisfactory to all, and that Brother Al Speede received the endorsement of that group for vice-president of the Fifth District, I, Ben Simmons, respectfully request that my name be withdrawn from the ballot.

BEN SIMMONS,
Carpenters Local No. 946.

The meeting adjourned at 12:00, to reconvene at 2:00 p. m.

AFTERNOON SESSION

(Thursday)

The Convention was called to order at 2:15 p. m. by President Haggerty.

ADDRESSES

Joseph Marshall

Remarks of Joseph Marshall, International Organizer of the Hod Carriers and Construction Laborers of America, were enthusiastically received by the Convention. He complimented President Haggerty for his activities in organizing the construction industry in the southern section of California.

George H. Hassett

President Haggerty introduced George H. Hassett, International Vice-President of the United Cement, Lime and Gypsum Workers, who brought felicitations and greetings from

his organization, stating that they were willing at all times to assist any organization affiliated with the American Federation of Labor.

ELECTION OF OFFICERS

President Haggerty announced that the time for the annual election of officers had arrived, and instructed the Election Board to take charge of the balloting, following which the roll was called and the delegates came forward and received their ballots. This procedure having been completed, the roll was again called and the delegates deposited their ballots. The presiding officer then instructed the Election Board to take charge of the ballots and proceed with the count.

At 5:45 p. m., upon motion, the Convention adjourned to meet on Friday morning at 9:30 a. m.

FIFTH DAY**Friday, September 27****MORNING SESSION**

President Haggerty called the Convention to order at 10 a. m.

INVOCATION

Rev. Frederick W. Hatch, of the Baptist Church of Santa Monica, gave the following invocation:

"O, Lord, Thou hast been the dwelling place in all villages before the mountains were put forth, wherever Thou hast formed the earth and the world, even from everlasting to everlasting.

"Thou art God. I ask Thy presence this morning, our Father, and thank Thee for that power in ourselves which makes for righteousness. We thank Thee for the pull from above, the pull that we cannot see, but the pull we can feel. We thank Thee that without seeing any evidence, or Lord, we are alive to Thy presence through being.

"Closer art Thou than breathing, nearer than hands and feet. This morning, our Father, our hearts are anguished as we think of the conditions overseas. We so much regret the release of fear and prejudice and hatred. We realize these things are not constructive, but are only destructive.

"We pray, our Father, the time may soon come for a righteous peace in all the earth. We thank Thee this morning for our own Nation founded by those who sacrificed, by those who loved it, by those who gave themselves freely for its upbuilding. And we pray Thee that in our own time we, too, shall have the privilege of fresh allegiance to the flag of the United States of America and the republic for which it stands, one nation indivisible, with liberty and justice for all. We pray Thee to bless our leaders in places of high office, our President, and those in leadership. Grant Thy guidance from above in all their efforts of state.

"Now, we ask Thy blessing upon this Convention representing so many interests, such important interests in our state life. We ask Thy blessing upon those sessions, upon those resolutions, upon its action, and we pray Thee Thy guidance and Thy help shall be present in every session. We ask Thee, O God, to guide and help the presiding officers and all who have places of leadership and all of the rank and file in the life of labor. We ask these blessings for Thine own name's sake. Amen."

SPEAKERS**J. L. McBreen**

The organizer of the International Association of Machinists, J. L. McBreen, was introduced and addressed the Convention, briefly stating:

"Chairman Haggerty and officers and delegates to the Forty-first Convention of the

California State Federation of Labor. First of all I bring to you the greetings of the International Association of Machinists now in convention in the city of Cleveland, the largest convention the Machinists have ever held in their past history, representing 220,000 dues-paying members, the largest group of the metal trades and the third largest in the American Federation of Labor.

"I have been transferred here and trusted with the task of organizing the Aircraft Industry together with other organizers from our group. Today the aircraft industry is probably primarily the largest industry in the world. We have signed contracts with six of the larger plants in the United States, representing some 35,000 aircraft workers. . . .

"I want to thank your officers and your president for the opportunity to address this splendid gathering."

Frank C. MacDonald

Frank C. MacDonald, President of the State Building Trades Council, was presented by President Haggerty. Mr. MacDonald's remarks were as follows:

"Mr. President and Sisters and Brothers. First, greetings from the State Building Construction and Trades Council and congratulations upon the largest gathering in your history.

Each day brings America closer to war. Despite our prayers, despite our watchful thinking, the pack constituting the totalitarian forces approaches farther and farther.

"We, in America, are striving to go about our usual works and avocations and enterprises in the customary manner, but underneath there is a consciousness of the fact that despite our abhorrence of war we may soon be forced into it. We are preparing the most far-reaching defenses in our Nation's history. We have hundreds of thousands of builders, construction workmen and metal trades workmen now working on Federal ship work. We are hoping the preparedness will be sufficient warning to all powers to keep America out of war.

"Thanks to the initiative we took in this State to pay the prevailing wage scale, the Administration in Washington is further co-operating with the officers of the American Federation of Labor in establishing additional prevailing wage scales and conditions.

"Today many contracts running into billions of dollars are being let and each contract stipulates the prevailing wage of the district must be paid. That is practically a definite assurance that the contractor who has been awarded the contract immediately enters into a union wage agreement with us. The labor construction work in California is being done under 100 per cent union conditions.

"Our men who live in high wage centers are going on cantonments and war construction work in low-wage scale centers. They are making sacrifices and we find that gouging is starting again, that landlords are doubling rents with very short notice. That must be stopped or we will have to demand a change in wage conditions. We have directed our men in construction work under no conditions must there be a strike on Government work. But, if we are going into centers of low wage levels, we will expect more than lip service from the Government in holding down racketeering, profiteering, and gouging. (Applause.)

"So far as the Building Trades Council is concerned, we stand squarely behind the Administration in any defense activities that may become necessary in the United States of America to defend it. We stand squarely behind the present Administration, the best and fairest Administration that has ever awarded Labor a square deal in the United States of America."

REPORT OF ELECTION BOARD

The following report of the Election Board was given by Chairman William P. Finnigan: To the Forty-first Annual Convention of the California State Federation of Labor:

Your Committee, appointed under the provisions of Article 4, Section 6 of the Constitution, wish to submit the following report:

1. Your Committee examined the ballots prepared for the election and found them to be in order in all respects.

2. On roll call 675 ballots were issued to regularly constituted delegates.

3. Your Committee examined individually all ballots deposited and rejected fourteen ballots, due, in most instances, to ballots being marked with an "X" instead of with the number of votes accredited to the delegates.

4. Ballots were tabulated and we wish to submit the following results:

Vice-President, District No. 4

A. M. Gruber	99,324
Harold Waterbury	49,268

Vice-President, District No. 5

Frank Boyce	4,296
Al Speede	51,793
D. T. Wayne.....	107,690

Vice-President, District No. 8

C. A. Green	91,804
Lena Lema	71,752

Vice-President, District No. 9

Otto E. Sargent	78,769
Thomas A. Small	87,139

Vice-President, District No. 10 (Vote for 4)

Harry Lundeberg	99,520
William McCabe	73,708
C. T. McDonough.....	118,450
Anthony Noriega	96,396
Laurence Palacios	52,090
John L. Spalding	126,410
Thomas P. White	60,956

Vice-President, District No. 12

Paul E. Burg	127,345
Russ Roberts	34,160

Vice-President, District No. 13

George M. Bobst	75,231
Al Finan	28,013
Charles F. Daley	63,058

Vice-President, District No. 15

Albin J. Gruhn	104,107
Frank T. Shipman.....	62,587

Secretary-Treasurer

G. A. Silverthorn	44,558
Edward D. Vandeleur	94,910
Alexander Watchman	31,983

A. F. of L. Delegate

James H. Quinn	96,154
Thomas A. Rotell	30,226
J. W. Van Hook	37,180

Convention City

San Francisco	63,239
Stockton	97,901

Respectfully submitted,

WILLIAM P. FINNIGAN,
Chairman

MILTON TERRY
ERNEST B. WEBB
ALBERT E. BILGER
DEXTER L. LEWIS
LAWRENCE COHEN
PATRICK CLANCY
JOHN J. SWEENEY
BENTON STONE
MARY E. MOORE
HOWARD HAYS
JAMES J. WARD

Election Board.

A motion was made to adopt the Committee's report. The motion was concurred in and the report was adopted.

(For tabulation by unions of above vote, see pages 174 to 207, inclusive.)

As there was one office yet to be decided upon, that of Vice-President for District No. 13, due to no candidate receiving a majority vote, President Haggerty suggested that it be done at the afternoon session by roll call instead of ballots, thereby saving considerable time.

Andrew Gallagher, Municipal Park Employees No. 311, San Francisco, moved that in this election the vote be by roll call. The motion was adopted.

Al Finan, Bartenders and Culinary Workers No. 770, Santa Rosa, candidate for the office of Vice-President, District No. 13, stated that he would appreciate it if all who voted for him would vote for Charles Daley, another candidate for the same office.

(The final result of the roll-call vote for Vice-President, District No. 13, was George M. Bobst, 77,466; Charles F. Daley, 72,950. For detail of vote, see pages 154-155.)

REPORT OF THE COMMITTEE ON LEGISLATION (Resumed)

Chairman Harry Sherman of the Committee on Legislation, continued the report of his Committee as follows:

Resolution No. 15—"Requiring State Book-binding be kept within the State."

The Committee recommended concurrence and reference to the Executive Board for the drafting of proper legislation.

The recommendation was adopted.

Resolution No. 18—"Prevailing Wage Law for State Printing."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 20 and 62—"Revising Workmen's Compensation Act."

As this resolution and Resolution No. 62 were identical in subject matter, the Committee recommended concurrence in Resolution No. 20 and that Resolution No. 62 be filed.

The recommendation was adopted.

Resolution No. 21—"State Tax on Coin-Operated Music Machines."

The Committee recommended concurrence and reference to the Executive Board.

The recommendation was adopted.

Resolution No. 23—"Support of State Text-book Budget."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 24—"Opposing Increase of Automobile Taxes."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 27—"Amendment to Workmen's Compensation Act."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 37—"Attorney's Fees in Contested Compensation Cases."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 38—"Notification Before Terminating Indemnity Awards."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 41—"Amending Workmen's Compensation Act."

The Committee recommended concurrence and reference to the Executive Board for the drafting of proper legislation.

The recommendation was adopted.

Resolution No. 42—"Increasing Building Contractors' License Fee."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 46—"Old Age Discrimination on Government Subsidized Ships."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 47—"Providing Exemptions for Judgment Debtor."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 48—"Legislation Exempting Liens on Certain Personal Property."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 49—"Unemployment Insurance for Agricultural Workers."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 50 and 114—"Lowering Minimum Requirements of Unemployment Reserves Act."

As Resolution No. 50 and Resolution No. 114 were of the same nature, the Committee recommended concurrence in No. 50 and that No. 114 be filed.

The recommendation was adopted.

Resolution No. 51—"Supervision of Private Employment Agencies."

The Committee amended the first "Resolve" to read: "Resolved, That we appeal to the Legislature of the State of California to enact legislation providing for a more rigid State supervision of private employment agencies, and for further restrictions upon the amount of fees chargeable for their services, and appropriate an adequate amount of money to insure the proper enforcement of this law."

The Committee recommended concurrence as amended.

The recommendation was adopted.

Resolution No. 55—"Introduction of 'Foley Bill' Before Legislature."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 64—"Legislation for Safety of Window Washers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 66—"Unemployment Insurance for Seasonal Workers."

The Committee recommended non-concurrence in the Resolution in its present form, but recommended referral of the subject contained in the Resolution to the incoming Executive Board.

The recommendation was adopted.

Resolution No. 70—"Tips and Gratuities as Wages."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 73—"Revoking Licenses of Detective Agencies."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 77—"Support of Proposed Legislation."

The Committee recommended concurrence and reference to the Executive Board.

The recommendation was adopted.

Resolution No. 81—"Opposing Law Closing Areas to Fishermen."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 82—"Requesting Repeal of Certain Sections of State Unemployment Insurance."

The Committee recommended concurrence and reference to incoming Executive Board. The recommendation was adopted.

Resolution No. 83—"Legislation Regulating Use of Spray Guns."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 84—"Requesting Legislation Providing Eight-Hour Day and Five-Day Week on State Contracts."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 92—"Prevailing Union Wages for State Employed Cooks."

The Committee recommended concurrence. The recommendation was adopted with the amendment "all culinary workers employed in State institutions," instead of merely the cooks. This amendment was made by Lizzie Bryant, Waitresses No. 48, San Francisco.

Resolution No. 102—"Requesting Legislation to Outlaw Strikebreaking and Spy Agencies."

The Committee recommended concurrence in this Resolution with amendment by striking out the first "Resolve" and substituting therefor: "Resolved, That this Convention go on record in favor of the enactment of State legislation patterned after Federal legislation which controls the transportation and use of strikebreakers and labor spy agencies." The recommendation was adopted.

Resolution No. 117—"Restricting Temporary Postal Employees."

The Committee recommended concurrence and reference to the Executive Board.

The recommendation was adopted.

Resolution No. 118—"Civil Service for National Cemetery Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 119—"State Plumbing Code."

The Committee recommended concurrence. The recommendation was adopted.

The Convention recessed at 12:00 M. to reconvene at 2:00 P. M.

AFTERNOON SESSION

(Friday)

The Convention reconvened at 2:20 p. m., with President Haggerty in the chair.

REPORT OF THE COMMITTEE ON CONSTITUTION

Clarence King, Chairman of the Committee on Constitution, gave the following report:

Resolution No. 17—"Selection of Convention City."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolutions Nos. 103, 57, 67 and 142—"Vice-Presidential Districts."

The Committee recommended non-concurrence.

Delegates Medoff and Westfall, sponsors of Resolution No. 67, said they were willing to agree to the non-concurrence report of the Committee provided the Committee turned the subject matter of Resolution No. 67 over to the incoming Executive Council. The Committee agreed to incorporate this suggestion in its report.

The recommendation as amended was adopted.

Resolution No. 122—"Secretary-Treasurer's Term of Office."

The Committee reported that this Resolution had been withdrawn.

Resolution No. 113—"Constitutional Amendment."

Delegate William McCabe, Bartenders No. 41, San Francisco, moved that this resolution

be tabled until after the roll call for Vice-President of District 13, when a greater representation of delegates might be present.

The motion was adopted.

(For final action, see page 164.)

ADDRESS

John Anson Ford

President Haggerty presented Supervisor John Anson Ford, who brought a brief word of greeting on behalf of Los Angeles County, which employs more than 16,000 workers. Mr. Ford complimented President Haggerty of the Federation on his fairness, perseverance and courage in advancing the cause of the Organized Labor Movement in Los Angeles County as well as in the whole State of California.

At this point a roll call was taken for the election of a Vice-President for the Thirteenth District. At the conclusion of the roll call, and before announcing the result, the Chair instructed the Secretary to cast a ballot for those candidates who were unopposed in the previous day's election.

NOMINEES DECLARED ELECTED

For President, C. J. Haggerty; for Vice-President, District No. 1, E. F. Nelson; for Vice-President, District No. 2, Carl Fletcher; for Vice-President, District No. 3, C. T. Lehmann, Mae Stoneman; for Vice-President, District No. 6, Loleta Grande; for Vice-President, District No. 7, Edward F. Remus; for Vice-President, District No. 11, Charles W.

Real; for Vice-President, District No. 14, George W. Stokel.

President Haggerty called for the report of the Election Board for the results of the roll call election for Vice-President, District No. 13. The Chairman of the Committee, William P. Finnigan, Waiters No. 17, Los Angeles, announced the following result: George M. Bobst, 77,466 votes; Charles F. Daley, 72,950 votes; and moved the report be adopted. On motion duly made and seconded the report was adopted, and the Chair announced that Delegate George M. Bobst having received a majority of the votes cast was duly elected Vice-President for the Thirteenth District.

ROLL CALL VOTE FOR VICE-PRESIDENT OF DISTRICT NO. 13

(Following is the vote by Unions. Where one delegate voted the delegation, only the name of the Union appears; in cases where a Union's vote was divided the name of the delegate voting is given in addition to the name of the Union.)

VOTING FOR BOBST

Berkeley—Carpenters No. 1158; Chemical Workers No. 21939.

Burbank—Culinary Workers and Bartenders No. 694.

El Centro—Central Labor Council; Construction and General Laborers No. 1119.

Eldridge—California State Employees No. 14.

Eureka—Federated Trades Council; Laborers No. 181.

Fresno—Laundry Workers No. 86.

Glendale—Carpenters No. 563; Central Labor Council; Painters No. 713.

Hollywood—American Guild of Variety Artists; Machinists No. 1185; Motion Picture Studio Laborers No. 727; Motion Picture Studio Electrical Technicians No. 728; Motion Picture Studio Projectionists No. 165; Motion Picture Property Studio Employees No. 44; Moving Picture Painters No. 644; Painters No. 5; Screen Actors Guild; Studio Carpenters No. 946; Studio Grips No. 80.

Inglewood—Painters, Decorators and Paperhangers No. 1346.

Long Beach—Auto Mechanics No. 1126; Bakers No. 31; Bartenders No. 686; Carpenters No. 710; Central Labor Council, Gilbert A. Lahlum, George Bentson; Culinary Alliance No. 681; Fire Fighters No. 372; Hod Carriers No. 507; Machinists No. 1235; Moving Picture Projectionists No. 521; Oil Industry Council, Lloyd Leiby; Painters, Decorators and Paperhangers No. 256; Soap and Edible Oil Workers No. 18409; State, County and Municipal Employees No. 112; Theatre Employees No. B-108.

Los Angeles—Bartenders No. 284; Bill Posters and Billers No. 32; Carpenters No. 25; Cement Finishers No. 627; Cooks No. 468; Central Labor Council; Electrotypers No. 137; Hoisting and Portable Engineers No. 12; Lathers No. 42; Lumber and Sawmill Workers No. 2788; Machinists No. 311; Machinists No. 1422; Meat Cutters No. 421; Miscellaneous Employees No. 440; Miscellaneous Foremen and Public Works Superintendents No. 17894; Moving Picture Projectionists No. 150; Musicians No. 47; Newspaper Pressmen No. 18; Newspaper Writers and Reporters No. 1; Office Employees No. 20798; Plumbers No. 78; Printing Pressmen No. 78; Railway Carmen No. 1368; Reinforced Iron Workers No. 416; Sprinkler Fitters No. 669; Stage Employees No. 33; Stereotypers No. 53; Waiters No. 17; Waitresses and Cafeteria Workers No. 639.

Martinez—Painters No. 741.

Merced—Carpenters No. 1202; Central Labor Council.

Modesto—Central Labor Council; Hod Carriers No. 1130.

Monterey—Central Labor Council; Fish Cannery Workers of the Pacific; Seine and Line Fishermen.

Napa—Central Labor Council; Hod Carriers No. 371.

Oakland—Automobile Mechanics No. 1546; Cemetery Employees No. 20372; Construction and General Laborers No. 304, George W. Gibbs, Lee Lalor; Corrugated Fibre Products Workers No. 382; General Warehousemen No. 853; Manifold Book Workers No. 439; Street Carmen No. 192; Teamsters No. 70.

Palo Alto—Carpenters No. 668.

Petaluma—Carpenters No. 981; Central Labor Council.

Pittsburg—Fish Cannery Workers of the Pacific. Pomona—United Brick and Clay Workers No. 616.

Richmond—Bartenders and Culinary Workers No. 595; Central Labor Council.

Riverside—Carpenters No. 235; Central Labor Council; Hod Carriers No. 1184.

Sacramento—Construction and General Laborers No. 185; Machinists No. 33; Plumbers, Gas and Steam Fitters No. 447; Printing Pressmen No. 60.

San Bernardino—Central Labor Council; Motion Picture Machine Operators No. 577.

San Diego—Fish Cannery Workers of the Pacific; Hook and Line, Bait Boat Fishermen; Motion Picture Projectionists No. 297; Theatrical Stage Employees No. 122.

San Francisco—Auto Mechanics No. 1305; Bartenders No. 41, Arthur Dougherty; Brewery Workers No. 7; Brewery Drivers No. 227; Candy and Confectionery Workers No. 24; Carpenters No. 22; Carpenters No. 483; Carpenters No. 2164; Chauffeurs No. 265; Commission Market Drivers No. 280; Construction and General Laborers No. 261; Cooks No. 44, C. T. McDonough, Joe Bader, Harvey Rainbow, Joe A. Moore; Fish Cannery Workers of the Pacific; Garage and Service Station Employees No. 665; Hoisting and Portable Engineers No. 3; Ice Wagon Drivers No. 519; Lithographers No. 17; Masters, Mates and Pilots No. 90; Milk Wagon Drivers No. 226; Motion Picture Projectionists No. 162; Municipal Park Employees No. 311; Musicians No. 6; Office Employees No. 21320; Operating Engineers No. 64; Packers and Preserve Workers No. 20989; Painters No. 19; Photographers and Allied Crafts No. 466; Plumbers No. 442; Printing Pressmen No. 24; Production Machine Operators No. 1327; Professional Embalmers No. 9049; Retail Delivery Wagon Drivers No. 278; Sailors Union of the Pacific; Sign and Pictorial Painters No. 510; Street Car and Motor Coach Operators No. 1114; Street Carmen No. 1004; Street Railway Employees No. 518, William J. McHugh, John J. Sherry, Jr.; Teamsters No. 85; Theatrical Employees No. B-18; Theatrical Stage Employees No. 16; Union Label Section, Thomas A. Rotell, Christine Van Hook; United Garment Workers No. 131; Waiters No. 30, Louis A. Francoeur, William H. Bartleson; Waitresses No. 48, Gussie Neubert, Lizzie Bryant; Web Pressmen No. 4; Window Cleaners No. 44.

San Jose—Auto Mechanics No. 1101; Carpenters No. 316; Lathers No. 144; Machinists No. 504; Painters No. 507.

San Mateo—Bartenders No. 340; Central Labor Council, Richard McAllister, Ruth M. Bradley; Hotel and Restaurant Employees No. 267; Laundry Workers No. 143; Printing Pressmen No. 315.

San Pedro—Bartenders No. 591; Carpenters No. 1140; Central Labor Council, A. M. Gruber, Cecil O. Johnson; Culinary Alliance No. 754; Lumber and Sawmill Workers No. 2607; Machinists No. 1484; Operating Engineers No. 235; Painters, Decorators and Paperhangers No. 949; Pile Drivers No. 2375; Retail Clerks No. 905; Seine and Line Fishermen's Union; Shipyard Laborers No. 6802; Waitresses No. 512.

San Rafael—Central Labor Council.

Santa Ana—Central Labor Council, James J. Bardwell, Sam Westheimer; Hod Carriers No. 652; Stage Employees No. 504.

Santa Barbara—Central Labor Council; Culinary Alliance No. 498; Meat Cutters No. 556.

Santa Monica—Carpenters No. 1400; Central Labor Council; Culinary Workers and Bartenders No. 814; Meat Cutters No. 587; Painters No. 821; Plumbers No. 545.
 Stockton—Central Labor Council, R. T. Drummond, J. I. Chase; Laundry Workers No. 177; Machinists No. 364; Operating Engineers No. 508; Paper Makers No. 320.
 Terminal Island—Fish Cannery Workers No. 20147; Seine and Line Fishermen's Union.
 Van Nuys—Carpenters No. 1913.
 Ventura—Culinary Workers and Bartenders No. 663; Laborers No. 585.
 Westwood—Lumber and Sawmill Workers No. 2836.
 Total votes, 77,466.

VOTING FOR DALEY

Anaheim—Carpenters No. 2203.
 Antioch—Cannery Workers No. 21582.
 Bakersfield—Bartenders No. 378; Carpenters No. 743, T. W. Marsh, J. W. Guthrie; Chauffeurs-Teamsters No. 87; Labor Council, Sam P. Smith, Earl E. Henry.
 Chico—Bartenders and Culinary Workers No. 658; Millmen No. 1495.
 Crockett—Sugar Refinery Employees No. 20037, T. H. Cotton, R. F. Nichols.
 Eureka—Chauffeurs-Teamsters No. 684, Ben Evans, A. D. Pettingell; Cooks and Waiters No. 220.
 Fresno—Bakery and Confectionery Workers No. 43; Bartenders No. 566; Central Labor Council, E. J. Nicodemus, W. T. O'Rear; Fresno Packing House Employees No. 19653; General Teamsters No. 431; Laundry Drivers No. 419.
 Glendale—Culinary Workers and Bartenders No. 324.
 Hayward—Cannery Workers No. 20843.
 Hollywood—Studio Electricians No. 40; Studio Transportation Drivers No. 399.
 Huntington Park—Glass Blowers No. 146; Meat and Provision Drivers No. 626.
 Kingsburg—Cannery Workers No. 20889.
 Long Beach—Barbers No. 622; Chauffeurs-Sales Drivers No. 572; Electrical Workers No. 711; Oil Industry Metal Trades Council, C. E. Edmonds; Retail Clerks No. 324; Rig Builders No. 1458; United Garment Workers No. 56; Warehousemen, Garage and Service Station Employees No. 495.
 Los Angeles—Bakers No. 37; Barbers No. 295; Boilermakers No. 92; Building Material and Dump Truck Drivers No. 420; Dairy Employees and Helpers No. 737; Electrical Workers No. B-18; Electrical Workers No. 83; Garage Employees No. 770; Glass Bottle Blowers No. 100; Ladies Garment Workers No. 84; Milk Drivers and Dairy Employees No. 93; Molders No. 374; Municipal Chauffeurs No. 403; Painters No. 1348; Post Office Clerks No. 64; Produce Drivers and Employees No. 630; Railway Mail Association; Retail Food Clerks No. 770; Theatrical Janitors No. 72; Teamsters No. 208; United Garment Workers No. 94; United Garment Workers No. 389; Wholesale Grocery Drivers No. 848; Wholesale Grocery Warehousemen No. 595; Women's Label League No. 36.
 Marysville—Barbers No. 720; Central Labor Council; Teamsters No. 137.
 Monolith—United Cement, Lime and Gypsum Workers No. 52.
 Napa—United Garment Workers No. 137; United Garment Workers No. 197.
 Oakland—Automobile Salesmen No. 1095; Bakery Wagon Drivers and Salesmen No. 432; Barbers No. 134; Bartenders No. 52; Cannery Workers No. 20905; Carpenters No. 36; Carpenters No. 1473; Construction and General Laborers No. 304, Eric Norberg and Dave Allan; Electrical Workers No. 595; Garage Employees No. 78; Ice Wagon Drivers No. 610; Laundry Workers No. 2; Milk Wagon Drivers No. 302; Retail Food Clerks No. 870.
 Oroville—Bartenders and Culinary Workers No. 654; Cannery Workers No. 21634; Central Labor Council.
 Pasadena—Electrical Workers No. 418.
 Petaluma—Beauticians No. 419-A; Central Labor Council.
 Pittsburg—Chemical Workers No. 20280; Glass Bottle Blowers No. 160.
 Randsburg—Federal Labor Union No. 21464.
 Redding—Culinary Workers and Bartenders No. 470.
 Richmond—Cannery Workers No. 20794; Electrical Workers No. 302; Retail Clerks No. 1179.
 Riverside—Central Labor Council; Retail Clerks No. 1167; United Cement, Lime and Gypsum Workers No. 48.
 Sacramento—Cannery Workers No. 20324; Chauffeurs-Teamsters and Helpers No. 150; Electrical Workers No. 340; Laundry Workers No. 75; Teachers No. 31.
 Salinas—Central Labor Union; Culinary Alliance No. 467.
 San Bernardino—Chauffeurs-Teamsters No. 467.
 San Diego—Electrical Workers No. B-569; Federated Trades Council; Retail Clerks No. 769; Teamsters-Chauffeurs and Helpers No. 542.
 San Francisco—Apartment House Employees No. 14; Bakers No. 24; Bakery Wagon Drivers No. 484; Barbers No. 148; Bartenders No. 41, Bruno Mannori and William McCabe; Beauticians No. 12; Bill Posters and Billers No. 44; Blacksmiths No. 168; Bookbinders and Bindery Women No. 31-125; Bottlers No. 293; Building Material Drivers No. 216; Cannery Workers No. 21106; Circular Distributors No. B-11; Cleaning and Dye House Workers No. 7; Cooks No. 44, Joe Belardi and Rene Battaglini; Dairy and Creamery Employees No. 304; Draftsmen No. 11; Electrical Workers No. 6; General Warehousemen No. 860; Hotel and Apartment House Employees No. 283; Jewelry Workers No. 36; Labor Council, Henry S. Foley, Margaret Werth; Laundry Workers No. 26; Miscellaneous Employees No. 110; Molders No. 164; Newspaper and Periodical Drivers No. 921; Pattern Makers Association; Post Office Clerks No. 2; Railway Mail Association; Retail Fruit and Vegetable Clerks No. 1017; Retail Furniture and Appliance Salesmen No. 1285; Retail Grocery Clerks No. 648; Shipfitters and Helpers No. 9; Street Railway Employees No. 518, Frank A. Rivers; United Garment Workers No. 131, Nellie Casey and Mayme Graham; Waitresses No. 48, Betty Winchell, Minnie Lucey, Elizabeth Kelley and Louise Halverson.
 San Jose—Bartenders No. 577; Cannery Workers No. 20852; Central Labor Council, James Limbach and Ray Manbeck; Cooks, Waiters and Waitresses No. 180; Dried Fruit and Nut Packers No. 21084; Garage and Service Station Employees No. 556; Laundry Workers No. 33; Teamsters No. 287; Theatrical Stage Employees No. 134.
 San Pedro—Port Watchmen No. 137; Truck Drivers No. 692.
 Santa Barbara—Building Service Employees No. 185; Chauffeurs, Teamsters and Helpers No. 914.
 Santa Cruz—Butchers No. 266; Central Labor Council.
 Santa Rosa—Bartenders and Culinary Workers No. 770; Central Labor Council.
 Stockton—Cannery Workers No. 20676.
 Vallejo—Beauticians No. 335-A; Boilermakers No. 148; Central Labor Council; Culinary Workers No. 560; Electrical Workers No. B-180; Hod Carriers No. 326; Painters No. 376; Sheet Metal Workers No. 221; Theatrical Stage Employees No. 241.
 Ventura—Teamsters No. 186.
 Total votes, 72,950.

Charles F. Daley requested the privilege of the floor and thanked the delegates who had supported him in this particular contest, and assured the Convention of his fullest cooperation in behalf of the Federation.

President Haggerty announced the death, on September 14, 1940, of Brother John Possehl, General President of the International Union of Operating Engineers, and requested the Convention to stand for a moment in a silent tribute to his memory.

TELEGRAMS

The following telegrams were received by officers of the Federation:

"Stockton, Calif.

"Many thanks for your kindness in sending the Convention of 1941 to our city.

"FRANK T. QUIRK,

"Secretary-Treasurer, Bartenders Local No. 47, Stockton, Calif."

"San Francisco, Calif.

"Edward Vandeleur, Secretary

"State Federation of Labor

"Convention Hall

"Santa Monica

"Please accept my hearty congratulations and sincere good wishes on your reelection. It is a splendid endorsement of your fine record as an honest and efficient labor leader.

"FRANK Y. McLAUGHLIN."

"San Francisco, Calif.

"Edward D. Vandeleur

"Miramar Hotel

"Santa Monica

"Congratulations on your election. I know your administration will be a success.

"KATHLEEN McMANMON."

"San Francisco, Calif.

"Edward D. Vandeleur

"Convention Hall

"Santa Monica

"Congratulations on your reelection.

"JAMES CARAS,

"Pres., Packers and Preserve Workers No. 20989."

The Convention adjourned at 5:50 p. m. to reconvene at 8:00 p. m.

EVENING SESSION

(Friday)

The evening session was called to order at 8:15 p. m. by President Haggerty.

REPORT OF COMMITTEE ON RESOLUTIONS

Chairman Buzzell, of the Committee on Resolutions, first announced that two resolutions had been prepared and lost, and requested and received from the Convention unanimous consent to introduce the resolutions. (For text, see Resolutions Nos. 179 and 180, page 135.)

He then presented the following report of that Committee:

Resolution No. 179—"Federation Office Staff Union Membership Requirements."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 180—"Endorsement for State Office."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 130—"Favoring Rest Bars."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 109—"Minor Injuries Cause Loss to Worker."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 97—"Extending Provisions of the Walsh-Healy Act."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 91—"Removing Seamen and Marine Hospitalization Restrictions."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 94—"Racial Discrimination."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 33—"Policy of Payment in Compensation Cases."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 16—"Condemning Civil Service Commission Abuses."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 71—"Retail Automobile Salesmen's Unions."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 29—"Selection of Medical Experts in Compensation Cases."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 32—"Policy of Determining Industrial Accident Disability Claims."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 116—"Request for Legal Assistance in Happyholme Dairy Case."

The Committee recommended that this matter be referred to the incoming Executive Council, and Secretary to render all aid possible to the Unions in Stockton that are involved in the case set forth in the Resolution. The recommendation was adopted.

Resolution No. 121—"Reclassification of City Employees."

The Committee recommended that in as much as the subject matter of the Resolution was a local condition, the Resolution be referred to the Los Angeles Central Labor Council. The recommendation was adopted.

Resolution No. 134—"Opposing Proposition No. 6."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 156—"Compensation Claim Payments."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolution No. 163—"Banning Advertising of 'Cut Rate' Prices by Beauty Schools."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolutions Nos. 105, 72, 149, 133, 107, all proposing the "Endorsement of Franklin D. Roosevelt as President of the United States."

The Committee's report:

"All of these resolutions have some phases to them that are different from the others, and some of them call for certain types of activity on the part of this Federation, in behalf of Franklin D. Roosevelt.

"The Committee is fully aware of all of the many conditions that exist in this country today, and concurring in the spirit of these Resolutions, recommends that this Federation go on record as endorsing the candidacy of President Franklin D. Roosevelt and favoring him for reelection to the office which he now holds.

"The Committee feels, however, that in making such endorsement, that it should be distinctly understood that the California State Federation of Labor is a close adherent of the non-partisan political policy of the American Federation of Labor, and that such endorsement is in no way to be construed as an endorsement of any political party.

"The Committee also desires to call attention to many reported so-called 'Labor Roosevelt Committees' that spring up overnight and should take particular pains to see to it that the name of Labor and the name of responsible Labor officials should only be used in connection with Labor activities in this campaign, sponsored by bona fide unions of the American Federation of Labor."

Delegate Petersen objected to the Committee's report on the ground that it was not specific enough, and offered an amendment to the effect "That the California State Federation of Labor go on record as endorsing the candidacy of Franklin D. Roosevelt for President, and no other candidate for public office."

The amendment was adopted by the Convention.

The resolution as amended was adopted.

Resolution No. 90—"Endorsing Longevity Pay for Postal Employees."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 95—"Condemning the Use of Labor Injunctions."

The Committee recommended concurrence with deletion of words "regardless of their affiliations" in the last Whereas.

The recommendation was adopted.

Resolution No. 99—"Enforcing Minimum Wage Law."

The Committee recommended the Resolution be referred to the incoming Executive

Council and the Secretary of the Federation, to secure the accomplishments and purpose set forth in the Resolution.

The recommendation was adopted.

Resolution No. 104—"Would Aid State Printing Office."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 108—"Legal Aid to Local Unions."

The Committee recommended the Resolution be referred to the incoming Executive Council, with instructions to lend aid to such local Unions that are unable to finance their own cases.

The recommendation was adopted.

Resolution No. 110—"Resolution Opposing Use of Sherman Act Against Unions."

The Committee recommended concurrence with the purpose of the Resolution and further recommended that it be referred to the incoming Executive Council and Secretary for the purpose of drafting a statement to the parties mentioned in the last resolve, and instead of sending the Resolution, as specified, that the prepared statement be sent to convey in most emphatic terms the resentment of this Federation against application of the Sherman Anti-Trust Act to Labor Unions in the manner that has been done, up to this time, and to give publicity to the prepared statement.

The Committee recommended concurrence as amended.

The recommendation was adopted.

Resolution No. 111—"Effective Publicizing List."

Inasmuch as the procedure that must be followed by Central Labor Councils for levying boycotts is defined in the law of the American Federation of Labor, and Central Labor Councils are required to be governed thereby, and inasmuch as the method of publicizing same must necessarily be governed by local conditions, the Committee recommended non-concurrence in this Resolution.

The recommendation was adopted.

Resolution No. 135—"Favors Revision of Permanent Disability Schedule."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 146—"To Curb Trade Schools."

The Committee recommended concurrence of the Resolution with the addition of a comma after the word "enactment" in the next to the last line of the last resolve and following that comma, the word "regulation."

The recommendation was adopted.

Resolution No. 157—"Public School Program."

The Committee reported that there was no likelihood of any curtailment of any developments or expansion of the Public School System and facilities because of the National Defense Program, but recommended that the subject be referred to the Legislative Agent

for the purpose of keeping in touch with the situation in the Legislature.

The recommendation was adopted.

Resolution No. 158—"Retirement Salaries of Teachers."

The Committee recommended that this Resolution be referred to the incoming Executive Council with instructions to work with the bona fide Teachers' Unions in the subject matter.

The recommendation was adopted.

Resolution No. 35—"Disability Indemnity Payments in Industrial Accident Cases."

In its report, the Committee stated:

"This Resolution is apparently intended to give a tradesman the opportunity of having a trial at working at his trade, after having once been cured of dermatitis, and then if the disease reoccurs, which would make it apparent that he could not continue at his trade, that he be given one year's compensation as a subsidy upon which to rehabilitate himself in a new occupation."

The Committee recommended the adoption of the Resolution in principle, and it further recommended that it be referred to the Legislative Agent of the Federation to seek to have it carried out.

The recommendation was adopted.

Resolution No. 40—"Favoring Legislation for Organization of Municipal Employees."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 1—"Opposing Increase in Unemployment Insurance Tax."

The Committee recommended the Resolution be adopted and referred to the Secretary with instructions to work with Commissioner John S. Horn to carry out the purpose of this Resolution.

The recommendation was adopted.

Resolution No. 2—"Organization of Firemen Under A. F. of L."

The Committee stated that the sponsor of the Resolution appeared before the Committee and it was brought out that the League of California Cities is one of the organizations responsible for preventing the organization of Fire Fighters.

The Committee recommended that the Resolution be adopted and the Secretary be instructed to contact the League of California Cities and try to reach an understanding with that organization to withdraw its interference, and further recommended that if the Secretary is unsuccessful in his efforts, that he report to the next meeting of the Executive Council and that the Council take such action as the circumstances seem to warrant.

The recommendation was adopted.

Resolution No. 7—"Opposing Increase in Per Capita Tax."

The Committee reported that the sponsor of this Resolution seemed to have been laboring under the delusion that an effort was to be made to raise the per capita tax of this Federation, but since there was no foundation

in fact for the circumstances which prompted the Resolution, the Committee recommended that it be filed.

The recommendation was adopted.

Resolution No. 19—"One Week Waiting Period for Unemployment Insurance."

The Committee concurred in the purpose as set forth in the Resolution and recommended that the Resolution be adopted and referred to the Secretary with instructions to work with Commissioner John S. Horn to accomplish the purpose set forth therein.

The recommendation was adopted.

Resolution No. 22—"Alien Refugees."

The Committee reported they felt that this was a very serious and important matter and a condition which has brought about the migration to this country of racial refugees of several of the totalitarian countries in Europe prior to, or at the beginning of, the present World War.

These adult refugees were brought to the United States under an agreement with several countries entered into on the part of the United States by Secretary of State Hull.

The Committee recommended that this subject matter be referred to the Executive Council with instructions to make inquiries into the facts set forth in the Resolution, and to take such steps as, in the judgment of the Council, will best protect the interest of American citizens.

The recommendation was adopted.

Resolution No. 28—"Compensation of Average Earnings of Injured Employees."

The Committee reported concurrence in the purpose of this Resolution but stated it was of the opinion that legislation would be necessary to accomplish the purpose set forth, and recommended that the Resolution be adopted in principle and referred to the legislative agent of the Federation, with instructions to attempt to have all sections of the Workmen's Compensation Act, that set forth definitions of average weekly earnings, repealed, and in their stead propose an amendment to the Act, which would leave only two methods of computation open to the Commission:

1.—To base earnings upon the wages being paid to the injured workman on the date of the injury, or

2.—Upon his earning capacity, which would mean upon the official and prevailing wage scale of his trade at the time he was injured.

Delegate Jack Leonard, Construction and General Laborers No. 261, San Francisco, in discussing the Resolution, stated:

"The Industrial Accident Commission met with the various representatives of the San Francisco Building Trades Council and this matter was thoroughly discussed about a year ago. At that time Brother Kidwell agreed in principle and theory with the San Francisco Building Trades Council and agreed to put it into effect by referring it to the local department of compensation, and their attorney ruled that this proposition could be operated by the Industrial Accident Commission. But

this public policy has not been put in effect and we are only requesting that they go ahead with the policy originally requested."

Charles Janigian, Office Employees Union No. 21320, San Francisco, expressed the opinion the Committee was wrong in its evaluation of this Resolution. He further stated:

"The Industrial Accident Commission has been exploiting and misinterpreting the section of the Act dealing with weekly earnings.

"The Act obviously provides where the employment is for thirty hours or more, the payment of compensation should be on the basis of the rate of pay, and it further provides, in any event, it should be on the basis of a man's earning capacity. As the situation stands at the present time, we have Molders who make \$10 to \$11 a day being awarded \$10 or \$11 a week compensation, because their average earnings over a period of a year is very low due to unemployment, sickness and so forth. That is against the spirit and the very purpose of the Act."

Delegate Leonard: "The Committee does not in any manner underestimate the purpose of the Resolution or any of its propositions. The fact remains that the law as presently written has gotten three or four different definitions for the computation of compensation. It is true some of the referees and some of the commissioners may hold that the earning power is the thing they should use, but we have several hundreds of cases where the Commissioner has held that the other definition should be used if it is shown that the employee has not worked steady in the past year. There is no purpose but that it should be based on the earning capacity. We are recommending that all loopholes be taken out of the law and that the computation be based on the earnings of the injured worker at the date of injury, to use the wage scale the worker works at."

Delegate Leonard stated he was opposed to the recommendation of the Committee.

Delegate McCabe, Bartenders No. 41, San Francisco, said: "This question is one of the most complex and one with which the Industrial Accident Commission has had a great deal of difficulty. The fixing of the approximate earning capacity is not a question of average earnings—the attorneys all agree there is something more to it than that. This is a technical subject. The Committee's recommendation is a good one and I hope the delegates adopt it."

The question being called for, the recommendation was adopted.

Resolution No. 34—"Method of Certifying Industrial Accident Awards."

The Committee recommended concurrence in the purpose and intent of the Resolution, but stated that it could best be accomplished by either having the Commission pass a rule or the Legislature an amendment to the Act, which would make it prohibitory for the Commission, in any manner, to advise an insurance carrier or employer that an injured worker was asking for a certified copy of an

order for the purpose of filing it to secure a judgment against the insurance carrier or employer.

The recommendation was adopted.

Chairman Buzzell stated that the Committee had referred to it Propositions Nos. 76, 80, 85, 87, 88, 112, and 127, having to do with situations created by the present emergency, and inasmuch as the Convention has appointed a special Labor and Defense Program Committee, the Resolutions Committee felt these Resolutions should be handled by that Committee and recommended adoption of the Committee's report.

The recommendation was adopted.

Resolution No. 68—"California Employers' Association."

The Committee reported:

"The California Employers' Association is apparently not a bona fide association of employers, but, like Southern Californians Incorporated, the Merchants and Manufacturers of Los Angeles and the Associated Farmers of California, it is an organization of promoters who are endeavoring to, and succeeding in, the exploitation of employers.

"Your Committee feels that labor unions have no right to say they will not deal with bona fide associations of employers and, as a matter of fact, should deal with them, but those of the type aimed at in this Resolution do not represent employers, and are only self-seeking.

"It was shown in the recent hearings before the LaFollette Committee in Los Angeles, that Southern Californians Incorporated, the Associated Farmers and the Merchants and Manufacturers Association collected vast sums of money from employers and that more than 68 per cent of all the money collected went to pay for so-called administrative expense, salaries and contracts for supplies given to members of the promotion clique and to members of their families or to closely associated friends.

"Your Committee recommends that the Secretary of this Federation should prepare a statement to be given the public press, using this Resolution as inspiration therefor, and in this statement call employers' attention to the manner in which they have been exploited and bilked by these 'phony' so-called 'protective' associations of employers."

The recommendation was adopted.

Resolution No. 53—"Legislation Amending Cement and Mortar Trades Compensation Law."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 167—"Removal of Communist Party from Ballot."

The Committee recommended adoption of the Resolution, and further recommended that the Secretary be instructed to prepare a public statement to be given generally to the press of the State of California, setting forth this Convention's attitude upon the subject.

The recommendation was adopted.

Resolution No. 166—"Enactment of Law Requiring Health Certificates for Cosmetologists."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 165—"Legislation Prohibiting Licensed Operators from Working in Beauty Schools."

The Committee recommended that the second "Whereas" be changed to read: "Whereas Beauty operators possessing full State licenses should be prohibited from working in beauty schools as operators in any capacity except as instructors."

The recommendation was adopted.

Resolution No. 164—"Enactment of Legislation to Provide Cosmetology Inspectors."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 160—"Pensions for the Panama Canal Workers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 86—"Support for Organizing Campaign Among Municipal Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 89—"Favoring Enactment of H. R. No. 3113."

The Committee recommended substitution of the word "complaints" for "facts" in the fourth "Whereas" and recommended adoption.

The recommendation was adopted.

Resolution No. 79—"Opposition to Senate Bill No. 4299."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 78—"Opposition to H. R. Bill No. 10316."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 75—"Requesting Coöperation in Selection of Site for Andrew Furuseth Monument."

In its report the Committee said:

"Your Committee thoroughly concurs in the spirit of the Resolution.

"However, we feel that there may be a controversy over certain selected sites for the erection of a monument to Andrew Furuseth.

"Your Committee recommends that instead of literally adopting the Resolution, there be substituted in its place instructions to the executive officers of the Federation, that they call upon the authorities of the City and County of San Francisco and the State Board of Harbor Commissioners, and insist that a proper site in San Francisco be set aside as a permanent site for a memorial statue of Andrew Furuseth."

Delegate Clarence King, Musicians No. 6, San Francisco, declared:

"I would like to say, for the information of the Delegates, that in a recent case in San Francisco, concerning the erection of a monument to Mr. Ralston, a pioneer, a similar situation was referred to the group having

charge of such matters, the San Francisco Art Commission. I think that is where it should be referred."

Delegates Harry Prevost and Harry Lundeborg, Sailors Union of the Pacific, and Delegate C. F. May, Masters, Mates and Pilots, spoke in opposition to the Committee's report.

Delegate Charles Kindell, Sailors' Union of the Pacific, San Francisco, said he was opposed to the report of the Committee and suggested that the Committee's recommendation be withdrawn, and that the Resolution in its original form be adopted.

The Committee agreed to withdraw its recommendation and recommended adoption of the Resolution.

The recommendation was adopted.

Resolution No. 30—"Investigation of Industrial Accident Commission."

The Committee recommended that this Resolution be referred to the incoming Executive Council with the purpose of making inquiry into charges as set forth, and taking such action as, in the judgment of the Council, seems proper after such inquiry.

The recommendation was adopted.

Resolutions Nos. 36 and 56—"Opposing Present WPA Operations."

Resolution No. 93—"Requesting No Curtailment in WPA Projects."

In its report the Committee stated:

"Resolutions Nos. 36 and 56 both oppose the use of WPA labor, and, in both instances they are quite inclusive. Your Committee agrees entirely with the spirit of both of these Resolutions and desires to call attention to the fact that the continued use of WPA labor on construction projects has proven to be one of the most detrimental practices yet encountered by the Building and Construction Trades. Not only does this practice jeopardize the wage and hour standards of the Building and Construction Trades, but, in addition, it is injecting into the building and construction business thousands of 'half-baked' mechanics who will be a menace to Building Trades Unions, many years after WPA is forgotten.

"On top of this is the fact that among the so-called WPA workers we have the organization called the Workers' Alliance, that, various investigations and activities have disclosed, is dominated by a combination of the Communist party and the C. I. O., and it is quite evident that it was through the liaison of the Workers' Alliance and the C. I. O. that Denning Lewis and his C. I. O. Building and Construction Trades Union hope to invade the building trades field in public works.

"Your Committee also desires to point out that in many of the so-called cultural projects of the WPA, the purpose of the WPA, *i. e.*, to provide employment for unemployed actors, painters, writers and other professional occupations, was not followed up, and, instead of employing people who had been professional in their various lines prior to going on relief, there were employed those who wanted to learn various cultural occu-

pations, and it is a matter of record that, in addition to all that, many of these cultural projects, particularly theatrical, writers, and artists, turned out to be schools for Communism and agencies for Communist propaganda.

"It has been pointed out to your Committee that some of these projects are of actual benefit to labor unions in cultural fields, especially musicians, and they are benefited in that instance only because the American Federation of Musicians has continued to supervise and keep an eye upon operations which have resulted in WPA musical projects, in the main, employing only those who were professional musicians prior to the institution of WPA.

"Your Committee, feels, therefore, that in its expression against the further use or expansion of the WPA operations, generally, but more particularly in the construction field, that we should be careful not to destroy the good portions of it, few though they may be.

"Resolution No. 93 proposes that the Federation protest against any curtailment in WPA projects, but the Committee feels that this Resolution should not be concurred in and recommends the adoption of Resolution No. 56, with the observation set forth herein.

The recommendation was adopted.

President Haggerty: "The Committee has made a partial report. Is the Committee on Legislation ready to report?"

REPORT OF COMMITTEE ON LEGISLATION (Resumed)

Resolution No. 8—"Women Bartenders."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 120—"Cemetery Employees' Benefits Under Social Security Act."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 123—"Pensions for School Employees."

The Committee added a Whereas as follows:

"Whereas, Some school employees are retired at as little as \$10 a month."

The Committee recommended concurrence as amended.

The recommendation was adopted.

Resolution No. 125—"Opposes Consolidation of State Departments."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 126—"Increased Pay for Substitute Postal Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 136—"Would Tighten Safety and Sanitary Laws."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 137—"Opposing Photostat Recording in State."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 140—"Would Define Standard Work Week."

The Committee reported that this Resolution had been withdrawn.

Resolutions Nos. 141 and 177—"Would Make Draftees' Jobs Safe."

The Committee called to the Convention's attention the similarity of these two Resolutions and recommended that Resolution No. 141 be referred to the delegate to the American Federation of Labor convention, and that Resolution No. 177 be filed.

The recommendation was adopted.

Resolution No. 145—"Approve State Employees in Labor Code."

The Committee added the words "other than peace officers," following the word "employees" in the next to the last line in the "resolve."

The Committee recommended concurrence as amended.

The recommendation was adopted.

Resolution No. 147—"To Provide More Funds for Labor Commission."

The Committee amended the last "resolve" to read:

"Resolved, That the California State Federation of Labor, in Convention assembled, instructs its Legislative Agent to exert all his efforts toward securing an adequate and sufficient appropriation for the staffing of the Labor Commissioner's office with a large enough staff to insure speedy enforcement of the provisions of the Labor Code."

The Committee recommended concurrence as amended.

The recommendation was adopted.

Resolution No. 150—"State Ownership Power Distributing System."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 151—"Automatic Sprinkler System for San Francisco Harbor Piers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 152—"State Law to Outlaw the Communist Party."

The Committee recommended this Resolution be filed as Resolution No. 13 dealing with the same subject had been adopted at the morning session.

The recommendation was adopted.

Resolution No. 153—"State Gas Safety Law."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 154—"Collective Bargaining for City, County and State Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 155, 139 and 161—"Amendment of Unemployment Reserve Act to Cover All Employees and Employers."

The Committee recommended concurrence in Resolution No. 155 and that Resolutions Nos. 139 and 161, on the same subject, be filed. The recommendation was adopted.

Resolution No. 138—"Approval of Housing Authority."

The Committee recommended this Resolution be referred to the Committee on Labor and Defense.

The recommendation was adopted.

Chairman Sherman: "Mr. President, this Convention has received a telegram addressed to the Secretary of the Federation from George Kidwell, Director of the Department of Industrial Relations, and it was referred to this Committee by the President of this Convention. It is dated September 20, 1940. The Committee recommends it be referred to the incoming Executive Council."

The recommendation was adopted.

HARRY SHERMAN,

Chairman

CAPT. C. T. MAY

JACK LEONARD

GERALD C. HENRY

JOHN F. SHELLEY

CHAS. KINDELL

Committee on Legislation.

Chairman Sherman announced the report of the Committee on Legislation was now completed.

On motion, the Committee's report was adopted as a whole and the Committee was discharged with a vote of thanks.

Delegate J. W. Van Hook, Waiters' Union No. 17, Los Angeles, an unsuccessful candidate for the office of Delegate to the American Federation of Labor, moved that Delegate James H. Quinn, Hoisting and Portable Engineers, Local No. 3, San Francisco, be the unanimous choice of this Convention for Delegate to the American Federation of Labor. Delegate Tom Rotell, Union Label Section, San Francisco, seconded the motion and thanked his supporters for their confidence.

The question being put, Delegate Quinn was declared the unanimous choice of the Convention.

A delegate requested permission of the Chair to submit a constitutional amendment to avoid the loss of time occasioned by elections.

President Haggerty replied: "Under the law the Committee cannot proceed with anything that was not presented five days prior to the opening of the session. We all agree with you. The Constitution of this Federation must be changed and modernized to meet the scope of the Federation. I am going to recommend that at the close of the Convention, the Executive Council be instructed to prepare suitable amendments to the Constitution for submission at the next session to modernize the Constitution so that we may complete the Convention business first, before we have the election of officers and so forth. It is a matter, delegate, for the next Convention, and not for this one."

REPORT OF COMMITTEE ON RESOLUTIONS (Resumed)

Resolution No. 59—"Proposing International Union for Canning and Fruit Preserving Workers."

The Committee submitted a substitute Resolution, as follows:

"Proposing Autonomous National Council of Fruit and Vegetable Cannery Unions."

"Whereas, The canning and processing of fruits and vegetables constitutes one of the major industries of the United States, employing thousands of workers; and

"Whereas, Through an intensive campaign extending over the past three years, Federal Chartered Locals, with a membership of over sixty thousand workers, have been firmly established in this important industry; and

"Whereas, During the past three years these Federal Chartered Locals have paid per capita tax to the American Federation of Labor of approximately \$225,000; and

"Whereas, There are still large numbers of unorganized workers in the industry whose standard of living will be greatly improved through organization which fits the needs of the industry, which experience has demonstrated to be of the industrial type, with the greatest possible latitude in the direction of autonomy; therefore, be it

"Resolved, That the Executive Council and the Convention of the American Federation of Labor, in session in New Orleans, hereby approve the following organizational set-up for fruit and vegetable cannery workers and preserve workers:

"1—That an autonomous National Council of fruit and vegetable cannery workers, preserve workers and dried fruit and nut workers be established, and that all Federal Chartered Locals in these classifications be required to become part of such Council.

"2—That such workers be charged with the responsibility of managing their own organization, subject to supervision by a representative of the American Federation of Labor only to the degree that the American Federation of Labor may be kept informed of the progress of such unions and be in a better position to assist when necessary.

"3—That a financial accounting system be installed designed especially for these cannery and similar unions, taking into account the peculiarities in employment in canneries as to seasonal work, and that a definite proportion of the per capita tax, paid by these unions, be allocated back to the Council to be used directly by it and dispersed by an executive committee to be elected by and from the membership of the unions, for the purpose of extending organization. There also should be regular accounting of such funds made directly to the American Federation of Labor."

The Committee recommended adoption.

The recommendation was adopted.

Resolution No. 115—"Unicameral Legislature for California."

The Committee recommended nonconurrence.

The recommendation was adopted.

At this point adjournment was taken until 9:30 o'clock, Saturday morning.

SIXTH DAY**Saturday, September 28****MORNING SESSION**

President Haggerty called the Convention to order at 9:30 a. m.

Invocation was said by the Very Reverend Monsignor Keating, Chaplain of the California State Federation of Labor.

INVOCATION

"Almighty Father, Thou hast made us for Thyself and there is no peace until we rest in Thee. So greatly hast Thou esteemed our nature that Thou hast made us in Thy image, Thou hast made us to know Thee here, to serve Thee here, so that we may be with Thee forever in Paradise. Yet Thou hast let us free to safeguard or to profane this priceless human dignity of the immortal soul.

"We thank Thee for the freedom we have enjoyed in the proceedings of this Convention. Our deliberations have been humbly solicitous for Thy sanction. We seek not here a lasting city, we look for one that is to come. To the best of our ability we have tried to interpret the instructions of our fellow workers whose representatives we are. We know that it is not in conformity with Thy Holy Will that immense power and despotic economic domination are concentrated in the hands of a selfish few, so that the economic system, under which we work and live, has become hard, cruel and relentless in a ghastly measure.

"We fear Thy anger on a nation that allows this economic power to become so irresistible, when exercised by those who control money, that they are also able to govern credit and determine its allotment so that they supply the life-blood to the entire economic body and grasping in their hands the very soul of production so dominate the lives of the workers that no one may dare breathe against their will.

"Help us to cultivate in personal living and in the programs of our unions a sincere religious spirit. Principles that spring from Thy Commandments are the hope of the world. Help us to make Thy Will dominant in our deliberations. Through Christ Our Lord. Amen."

President Haggerty called on the Committee on Labor and Defense for its report.

REPORT OF COMMITTEE ON LABOR AND DEFENSE

Delegate Van Winkle, of the Committee, made the report, Chairman John S. Horn having been called to Washington to appear before the Social Security Board.

Delegate Van Winkle made the statement that the Committee had received the assistance of many prominent people, among whom were John S. Dalton, of the Los Angeles Board of Education, J. L. McBreen of the International Association of Machinists; Jo-

seph S. Cambiano, of San Mateo; Arthur J. Mooney and John L. Spalding of San Francisco, and others, and expressed appreciation for their assistance. He said the subject matter of the Committee was large and really required deep, long study.

The following report was submitted:

"Your Committee on Labor and Defense found the work referred to it broad in its implication because there is hardly any productive activity that does not affect the defense of our nation, either directly or indirectly. However, your Committee, in the interest of brevity, has limited its work to the Resolutions referred to it and in outlining a proposed statement on Labor and the National Defense for the Labor Movement of California.

"That there has been considerable thought given to this subject by the general members and leadership of our movement, is evidenced by the number of Resolutions presented to the Convention. Resolutions referred to this Committee can be divided roughly into several general divisions and your Committee will deal with each subject under the proper heading."

Resolution No. 131—"Condemning WPA on All Public Works."

The Committee reported:

"This Resolution is the result of the thoughts, efforts and experiences of over five hundred building trades, leaders and organizations in the State of California. The Resolution met with the general approval of your Committee with a few minor amendments made for the purpose of making the Resolution more clear in its meaning.

"In the fifth 'Whereas,' in the sixth line, your Committee recommends that this be amended by striking out the word 'most' and inserting the word 'many.'

"In the eighth 'Whereas,' your Committee recommends that this section be amended by striking out the word 'his' in the eighth line, and inserting the word 'their'; in the tenth line, by striking out the words 'his family and himself' and inserting the words 'themselves and their families'; in the eleventh line, by striking out the word 'a' and making the word 'job' read 'jobs.'

"In the first 'Resolve,' in the fourth line, strike out the word 'the'; in the fifth line make 'request' read 'requests' and strike out the word 'of' and insert the word 'for.'

"In the second 'Resolve,' amend by striking out, in the first line, the words 'continue untiringly in effort' and insert the words 'untiringly continue,' and in the fourth line, to strike out the word 'in' and add 'ing' to 'protest.'

"In the third 'Resolve,' to amend by striking out in its entirety the Resolve and substituting in its stead the following:

"Resolved, That the President and the Congress of the United States be requested to take steps through executive order and legislation to prohibit unfair competition of the WPA by requiring all public building and construction work to be constructed under the provisions of the Public Works Administration."

"In the fourth 'Resolve,' in the sixth line, insert the words, after the word 'District,' 'be requested to.' In the seventh line, insert the word 'construction' after 'WPA,' and in the eighth line, strike out the words 'extent of the' and insert the words 'extension or.'

"In the sixth 'Resolve,' in the fourth line, insert, after the word 'Architects,' 'American Society of Civil Engineers'; in the sixth line, insert the word 'Associations' after 'Road Builders.' In the seventh and eighth lines, strike out the words 'necessary to appeal to' and insert 'affected.'"

The Committee recommended that the Resolution, as amended, be adopted.

The recommendation was adopted.

Resolution No. 76—"Opposing Concentration of Government Awards."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 171—"Establishing Vocational Commission."

The Committee recommended concurrence.

The recommendation was adopted.

Resolutions Nos. 176, 172, 174, 168, 169, 175, 170, 173, 127, 80, 87, 88, 112, 138, and 85—All referring to National Defense.

The Committee recommended that these Resolutions be filed without prejudice, as the subject matter of all of them had been taken up in the main part of the Committee's report.

Delegate Lundeberg, Sailors' Union of the Pacific, remarked: "I would like to know why the Committee filed Resolution No. 80. It has nothing to do with National Defense. I don't see why it should be reported in with that group of Resolutions. I move that Resolution No. 80 be considered separately."

The motion was seconded.

Delegate Allen, Jewelry Trade Workers, San Francisco, spoke in opposition to the amendment.

Delegate Lundeberg stated that he would like to explain the Resolution, because it vitally concerns seamen. He stated further that "a sailor born outside of the United States may have come into this country legally, been passed by the Immigration Department and given a visa as an immigrant, now finds it increasingly hard to get employment. We are asking the people, who come here, be given the right and time to become citizens. It takes five years to become a citizen. If certain pending legislation is passed we will have inexperienced men taking over ships and all the ef-

forts we have put forth for years and all the conditions we have gained will be broken down."

Upon a vote being taken, the amendment was declared lost.

The recommendation was adopted.

REMOVAL OF RESOLUTION FROM TABLE

Delegate McCabe, Bartenders No. 41, San Francisco, made a motion that Resolution No. 113, pertaining to the election of District Vice-Presidents, be removed from the table. The motion was seconded, and upon a vote being taken, it was declared carried.

Chairman Clarence King of the Committee on Constitution, having been called to San Francisco, President Haggerty requested Delegate Buzzell to make the report for the Committee.

Resolution No. 113—"Constitutional Amendment."

The Committee recommends nonconcurrency for the following reasons:

"First: The members of the Executive Council of this Federation, once they are elected, represent all of the Federation and not alone the districts from which they come.

"Second: The system of selecting representatives from districts is only for the purpose of assuring representation from a cross-section of the State.

"Third: The local movement in Los Angeles, for instance, is just as much affected and just as much interested in the manner in which the representative from Eureka votes in the meetings of the Executive Council as is the trade unionist in his own district.

"Fourth: If the Resolution were adopted it would mean that a majority of the members of the Executive Council would be selected each year by a decided minority of the Federation, since there are more districts representing small portions of the movement than there are representing the large ones."

Delegate McCabe, Bartenders No. 41, San Francisco, spoke against the recommendation of the Committee and cited the fact that 114 unions endorsed this Resolution that would change the voting on Vice-Presidents.

He contended that the election of Vice-Presidents by districts was a truly democratic form of government. He expressed the belief that the Vice-President from any district should be the choice of the unions in that district, to the end that the Vice-Presidents would be responsible to their constituents and to the people whom they represent.

Delegate Robert Hollowwa, Lime, Cement and Gypsum Workers No. 52, Monolith, spoke against the recommendation of the Committee. He contended that Organized Labor in Kern County had not been properly represented in the California State Federation of Labor, and expressed the belief that the outlying districts could only get proper representation by the election of Vice-Presidents by districts.

Delegate Johnston, Electrical Workers No. 595, Oakland, spoke against the recommendation of the Committee and appealed to the delegates to vote for the adoption of the Resolution.

Delegate Quinn, Bartenders No. 52, Alameda County, spoke against the recommendation of the Committee, saying that it seemed to him that it was not a democratic procedure to have delegates from the South represent the people in the North, and vice versa. He favored the election of Vice-Presidents by districts.

Delegate Simmons, Studio Carpenters No. 946, Hollywood, spoke in favor of electing Vice-Presidents by districts.

Delegate Fred West, Window Cleaners No. 44, San Francisco, and Delegate Captain May, Masters, Mates and Pilots, spoke in favor of the recommendation of the Committee.

Delegate Vandeleur stated that the Executive Council of the Federation is going to look into the matter of revising the Constitution and bring it up to date, and submit a "streamlined" Constitution to carry on the work of the Federation, and he suggested to the delegates that this question be left in the hands of the Executive Council.

Delegate McCabe again took the floor and expressed the opinion that the Convention should oppose the report of the Committee.

Delegate Buzzell, Pattern Makers, Los Angeles, pointed out that if this Resolution were adopted, three-fourths of the membership of the Federation would be represented by only nine Vice-Presidents, while the other one-fourth of the membership would be represented by ten Vice-Presidents, thus the big majority of the membership would have no choice in the selection of the ten Vice-Presidents. He strongly opposed the election of Vice-Presidents by districts.

The Chair decided to take the vote by a division of the house. The result: voting in support of the Committee's report, 192; against the Committee's report, 93.

The report was declared adopted.

REPORT OF THE COMMITTEE ON LABOR AND DEFENSE (Resumed)

STATEMENT OF GENERAL POLICY BY THE CALIFORNIA STATE FEDERATION OF LABOR UPON THE QUESTION OF NATIONAL DEFENSE

Labor Standards

The California State Federation of Labor is cognizant that the atmosphere is surcharged with defense propaganda and that some employers may take advantage of the resultant hysteria to attempt to break down living standards, cut wages and lengthen the hours of labor, under the guise of promoting National Defense. The California State Federation of Labor emphatically condemns all measures designed to undermine the wage standards of the American working class, or to decrease the monetary standards by which wages are determined, and reiterates its often-

made declaration favoring the historic method of settlement of labor disputes by bargaining and consultation between the employers and the representatives of Labor.

The California State Federation of Labor wishes to take this means of warning the leaders of labor in its various subdivisions, of being led astray by expediency and agreeing to lower the wages, or reduce the working conditions, because of false National Defense arguments.

Providing Competent Skilled Workers

False newspaper publicity and statements by various employer organizations have created the thought in the minds of many people that there is an immediate, impending and acute shortage in the supply of skilled workers throughout the Nation—one insufficient in its preparedness for self-preservation. The California State Federation of Labor has determined, through the American Federation of Labor and its affiliated International Unions, whose membership is directly involved in the work essential to this preparedness program, that the contrary is true. The California State Federation of Labor, therefore, adopts as its general statement of Policy in this matter the following jointly adopted statement of the San Francisco Building and Construction Trades Council and the Bay Cities Metal Trades Council:

"Labor will fully coöperate to meet the Nation's need for skilled workers. Labor can amply meet the present need for skilled workers if given proper opportunity to supply them. Labor will set up committees in any and all areas in the State to meet with employers in order to supply the needed skilled workers in the future."

Apprentices and Training

The California State Federation of Labor is greatly concerned with publicized reports to the effect that various agencies of government are going to train apprentices on a wholesale basis in the matter of a few weeks. Such propaganda and statements are, in the opinion of this Federation, based upon an absolute misunderstanding of what an apprentice really is, and is doing much to militate against the bona fide apprenticeship training which bears the endorsement of the American Federation of Labor and the California State Federation of Labor. Therefore, this Federation reiterates its approval of the following definition of an apprentice as defined by the Federal Committee on Apprenticeship and by the United States Office of Education, and requests its affiliated Unions and Central Councils to take similar action:

"The term 'apprentice' shall mean a person at least 16 years of age who is covered by a written agreement with an employer, or with an association of employers or employees acting as agent for an employer, and approved by the State Apprenticeship Council, or other established authority, which apprentice agreement provides for not less than 4,000 hours of reasonably continuous employment for such person, for his participation in an approved

schedule of work experience through employment and for at least 144 hours per year of related supplemental instruction."

This Federation, in Convention assembled, instructs its officers to make every effort to have the various agencies of our governments, local, state and federal, to insert in all contracts for any type of public works, either of a general type, or of a national defense type, the above-quoted definition of an apprentice and especially instructs them to have the agencies of our Government who let contracts under the Walsh-Healy Act or the Davis-Bacon Act, to insert the above definition of an apprentice and also instructs its officers to ask the aid and assistance of the American Federation of Labor, the Building and Construction Trades Department, and the Metal Trades Department thereof. This is recommended to prevent and eliminate the many abuses that have arisen through the use of apprentices.

Under the National Defense Program, there is a danger that many apprentices may be illy trained, upon the false premise that a mechanic can be trained in a few weeks in a trade that takes years to learn. Therefore, the State Federation of Labor recommends to its affiliated Unions that care be taken to prevent an ill-advised training program being set up in their locality and recommends that they set up, as provided under the rules and regulations of the California Apprenticeship Council, where such local joint committees do not now exist, joint committees comprising equal representation of employers and employees for the purpose of properly training apprentices, as it is the opinion of this Federation that there is no other way to produce skilled workmen other than by training apprentices.

Vocational Training of Adult Workers

Because there may develop temporary shortage of skilled men in some trades and in some localities, there is danger that the resultant hysteria may cause the improper training of adult workers. The Federation is of the opinion that the apprenticeship program will, over a period of time, furnish to industry all the workers needed. However, it is apparent that considerable numbers of individuals will be inducted into trades as a part of the National Defense Program. The necessary mechanics to bring in at least a part of this group is set up in the National Defense Training Program; which, if properly operated, should furnish free training to individuals formerly in the craft, men who were in many cases trade-union men and whose reemployment in industry would do much to prevent an influx of poorly trained men, and with the resultant possibility of lowered standards, both as to skill and pay.

Regulations setting up a National Defense Training Act require that a portion of the trainees come from relief rolls, and that the remainder be supplied from among those qualified individuals registered with the Department of Employment.

Unfortunately, this latter requirement has not been followed in many localities in California, trainees being selected from unknown sources, with little regard to former experience or aptitude and with little consideration of employment opportunities. Efforts are apparently being made to train workers in a few weeks in crafts ordinarily requiring years of apprenticeship.

In order that this situation may be corrected and that a more effective and orderly process of referral may be established, we recommend that the State Department of Education should comply with their instructions which require that they

"... will organize local trade advisory committees to advise and assist in the determination as to the extent of the need for training in each community, the occupations in which training should be given and the types of training to be given. These committees will be composed of an equal number of representatives from employer and employee groups. The local manager of the Department of Employment Office will be included as a counseling member of the Committee."

Also, in the matter of training both apprentices and adult workers, the Federation feels that all vocational education should be handled through a state-wide commission composed of equal numbers of employers' and employees' organization representatives, which will set up standards of training both for public and private trade schools, to the end that the many abuses existing may be eliminated. Also, this Federation feels that the operation in California of scores of trade schools soliciting pupils by misrepresentation of their ability to obtain jobs for them, should be curtailed, as this results in the loss to thousands of young people, of money, time, and opportunity.

Collective Bargaining Committees

The National Defense Program will bring to many districts in our State, a large increase in the amount of work now being done in those districts. The State Federation of Labor recommends to its affiliated Unions that they carefully investigate the possibilities of this work coming into the district and make preparation to properly handle it if it does. One of the ways this can be done is by the setting up between employers and employee organizations joint collective bargaining committees, as has been done in many districts in our State, and the State Federation of Labor recommends and instructs its officers to give every aid and encouragement to the setting up of such committees.

Discriminatory Legislation

California Labor must be on the alert to prevent discriminatory legislation being passed by our National Congress, State Legislatures, County Supervisors and City Councils, under the guise of patriotism or aiding the National Defense Program. The social and economic gains made by the American Federation of Labor in the past sixty years for the wage-earners of America must not be sacrificed to

preparedness hysteria. However, the Federation feels that all persons living in and enjoying the privileges of the United States, should avail themselves of citizenship privileges. Recent experiences in Europe have shown it to be necessary that this Government be careful in guarding its vital secrets and defenses and in attempting to do this, our legislators may pass unnecessarily drastic laws against aliens who, in many cases, may be members of the American Federation of Labor, and entitled to its support and protection.

Conscription

When the Burke-Wadsworth Conscription Bill was before the Congress of the United States, Labor in its many subdivisions made known its opposition to the principles of this bill. However, the bill has now become the law of the land and it is the duty of Labor to cooperate fully in this matter with our Federal Government to the end—not only that the law shall be properly enforced, but that the rights of Labor may be strictly protected. This Federation, therefore, demands that in the enforcement of this Act the following provisions be observed for the welfare of Labor:

1. That no class discrimination by draft boards be made in favor of employers and members of their families.
2. That adequate health facilities be prepared prior to the entry of conscripts into military service.
3. That the families of the conscripted men be protected against all foreclosures and evictions resulting from inability to meet payments.
4. That adequate Federal and State appropriations be allocated to the families of conscripted men to prevent misery and want.
5. That the law in no way be used to subvert the rights of Labor to organize, strike, and picket.
6. That employers must recognize unqualified job seniority rights for all conscripted employees.

Labor also demands that, in giving its fullest cooperation to the carrying out of this Act, it be given full representation on all local, state, regional and national boards that have any connection with the carrying out of the provisions of this Act.

National Defense Program and Involvement in War

Today our Nation is engaged in a great National Defense Program, the purpose of which is to assure continuance of our democratic way of life. We are resolved that if it becomes necessary to defend our freedom with force, that we will be prepared to do an adequate job. Military might, however, is but one phase of our fight against dictatorship. When distress and economic injustice prevail, there is always grist for the totalitarian mill. These are the weak links in our democratic chain, and it is here that the American Federation of Labor has rendered the greatest service to our country. By improving the economic conditions of American

workers, it has struck the soundest blow at the propaganda of the fifth columnist. A worker who enjoys an American standard of living will never fall prey to alien doctrines; he will defend and protect our free institutions with his very life if necessary.

Industry and Workers

Industry, as a whole, we are glad to report has more and more come to the realization that the organization of workers in the Trade Unions affiliated with the American Federation of Labor, represents a necessary and vital extension of our democracy. In common with organized labor, however, industry is plagued with extremists, who fail to realize that by opposing the strengthening of the weak spots in our internal health, they are acting as grave-diggers of the very system which makes it possible for them to remain in business.

Need of Military Defense

The Organized Labor Movement recognizes the gravity of the present situation in the world. It realizes that the two oceans offer no defense against military might. It realizes that the only language which the dictators understand is force, and while it hopes that this country may never have to use force, it believes that the protection of our American principles requires a defense machinery strong enough to stop the dictators from destroying our American way of life.

We are sure we speak for all of the American Federation of Labor members, when we say that we are prepared to make every sacrifice for our democracy. It has never been Labor's way to hang back, as the record of our nation shows.

Many of our forbears were immigrants to America, coming here to escape the tyranny and intolerance in Europe to obtain the liberty for which we are now ready to give our all to defend and maintain.

Subversive Elements

Subversive agencies are manning the pumps of bigotry, spreading intolerance and seeking to undermine our physical and mental defenses against those who intend to impose slavery upon the workers. The Communists in particular have selected the trade unions for their particular sphere of operations and by the system of boring from within are endeavoring to capture them and thereby hasten their destruction. The American Federation of Labor from its inception has been a truly democratic organization devoted to the perpetuation of our free way of living and has always been in the front line trenches defending the institutions upon which our freedom is based.

The California State Federation of Labor further pledges itself to curb the efforts of any industrialists who might place profits above patriotism by using the present crisis as an excuse to drive trade unionists out of their plants and thus destroy industrial democracy. We call particular attention to the activities of subversive agencies such as the Merchants and Manufacturers Association, and the As-

sociated Farmers, and organizations of similar character whose every activity shows them to be kindred spirits to those who brought about the destruction of democracy in continental Europe.

The American Federation of Labor has supported, and always will support, every measure which sober reflection and sound judgment demonstrate is necessary to keep our nation in the path of freedom. The California State Federation of Labor in session in Santa Monica during the week of September 23, 1940, is fully cognizant of its responsibilities in the crisis which confronts our nation. The California State Federation demands that Labor must and shall be represented upon every board and commission dealing with National Defense. The California State Federation of Labor therefore adopts the following as a declaration of policy of the Organized Labor Movement of this State toward the National Defense program.

1. The Federation approves of the outlawing of all subversive organizations: Communists, Nazis, and Fascists, and their subsidiary organizations.

2. The Federation condemns those reactionary employers who persist during this crisis in opposing the expansion of democracy among their workers and who through propaganda and other means are trying to use this National Defense emergency to take away from the workers the things which give content to democracy, and make life worth living and fighting for by American workers.

3. The California State Federation of Labor pledges its utmost efforts to keep the pace of production of essential war materials moving at the highest possible speed.

Our Devotion to America

The doctrine of Americanism is one of liberty, of human dignity, of religious freedom. *Our American Federation of Labor believes that when a man surrenders his liberty he ceases to be a man—the same holds true of a Nation.* In common with all of the people of the United States, Organized Labor is determined that the United States shall continue to be the home of free men and women; the California State Federation of Labor pledges that Organized Labor will never stop in its efforts to strengthen the weak links in our domestic fronts, nor abandon its devotion to Americanism.

Respectfully submitted,

JOHN S. HORN, Chairman.
AMOS H. FEELEY
RALPH McMULLEN
L. H. KEEL
C. R. VAN WINKLE
HAROLD B. McMURRAY
LEWIS F. STONE
WALTER I. WELDEN
J. "SPIKE" WALLACE

Committee on Labor and Defense.

The Committee recommended concurrence in the report.

The recommendation was adopted.

REPORT OF THE COMMITTEE ON RESOLUTIONS (Resumed)

Resolution No. 54—"Protesting Industrial Accident Commission Practice of Informal Rating."

The Committee recommended adoption of this Resolution, and further recommended that it be referred to the Secretary with instructions that he attempt to secure an amendment to the Act that will make it mandatory for the Commission to take into consideration the effect of the permanent disability upon the injured workers, in relation to his occupation.

The recommendation was adopted.

Resolution No. 98—"Prohibition of Home Work in Cotton Garment Industry."

The Committee recommended that the Resolution be non-concurred in, but that the so-called "Industrial Homework Law" of 1939 be soundly and emphatically condemned, and that the Secretary of this Federation be instructed to send a copy of this report to every member of the Legislature and to the Governor of this State, who approved the Act.

The Committee recommended that the Legislative Agent of this Federation be instructed to attempt to bring about the repeal of this Act at the next session of the Legislature.

The Committee further recommended that the Federation advise the Unions that might be effected by it, not to comply with the Act or to cooperate in any manner whatever with its development, on the ground that so to do would be lending official approval to the sweatshop system.

The recommendation was adopted.

Resolution No. 31—"Investigation of State Compensation Insurance Fund."

The Committee recommended the Resolution be referred to the Executive Council for the purpose of making inquiry and to take such action as the circumstances warrant.

The recommendation was adopted.

Resolution No. 43—"Urging Congressional Investigation of United States Merchant Marine Association."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 44—"Supporting Amendments to Motorboat Act."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 45—"Favoring United States Senate Bill 3268."

The Committee recommended concurrence and that it be referred to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 52—"Supporting Higher Wages for Mare Island Navy Yard Employees."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 58—"Establishing Rating for State Institution Barbers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 65—"Urging Support for Organization of Cement, Lime and Allied Products Plants."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 61—"Giving Assistance to Dried Fruit and Nut Packers Local 21084."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 60—"Opposing Restrictions on Sale of Liquor and Beer."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 96—"Pledging Support of Labor Legislation."

The Committee recommended strict adherence to the national policy of the American Federation of Labor, and referred the Resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 101—"Enforcement of Fair Labor Standards Act."

The Committee recommended concurrence, and that the Secretary of this Federation call upon the administrative officers of the Fair Labor Standards Administration to investigate the clothing industry of Southern California.

The recommendation was adopted.

Resolution No. 132—"Opposing Authority of Organizers."

The Committee recommended concurrence, adding: "Your Committee feels that general organizers, either on the staff of the American Federation of Labor, or of the State Federation of Labor, should always work in close harmony and cooperation with the Central Labor Council of the community in which such organizers may be operating."

Delegate A. H. Petersen, Federal Laborers' Union No. 21464, Randsburg, made a lengthy explanation of conditions in the Val Vita Cannery situation, and Delegate Sam Westheimer, Central Labor Council of Santa Ana, told what work his Central Labor Council had done in an attempt to organize the Val Vita Cannery. He contended that organizers of the American Federation of Labor should always contact Central Labor Councils before starting to organize any plant or industry under the jurisdiction of the Labor Council.

Harry Prevost, Sailors' Union of the Pacific, made several comments referring to the western office of the American Federation of Labor.

C. F. May, Masters, Mates and Pilots No. 90, San Francisco, moved the entire matter be referred to the incoming Executive Council.

The motion was adopted.

Resolution No. 63—"Support for Six-Hour Day, Thirty-Hour Week Movement."

The committee recommended concurrence. The recommendation was adopted.

Resolution No. 144—"Demands Strict Adherence to State Unemployment Security Tax Law."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 100—"State Wage and Hour Law."

The Committee recommended non-concurrence.

In its report the Committee stated:

"At the Thirty-eighth Convention of the California State Federation of Labor, held in Long Beach in 1937, the question of Wages and Hours Law was before the Convention and at that time the following Resolution, Proposition No. 43, on page 73, of the Proceedings of the Thirty-eighth Annual Convention, was unanimously adopted:

"Whereas, There was before the last session of the Congress of the United States a bill known as 'The Wage and Hour' Bill, that had for its purpose setting up by statute the power to fix wages in the hands of Congress; and

"Whereas, If such a law were to be enacted it would establish the principle in American government that the fixing of wages was a natural and proper function of politicians and lawmakers; and

"Whereas, This would deprive labor organizations of their normal function, namely, to promote and increase improvements in wages and working conditions, since no portion of society can supersede the functions of government; now, therefore, be it

"Resolved, By the Thirty-eighth Annual Convention of the California State Federation of Labor that we subscribe to a policy by which the maximum hours of labor may be limited by law, leaving labor unions free to reduce hours below the maximum fixed by law, but that we stand unalterably opposed to giving over to lawmakers the power to fix wages."

"Your Committee is convinced that it is wrong to give to the Government the power to fix wages, and the living standards, of its citizens. Temporarily, there might seem to be an advantage, but if the Government has power to raise wages, it likewise has the power to lower them, and the first three countries that gave to their governments that power, and where it is still retained, are: China, Japan and India, and they are the three nations of peoples that are at the bottom of living standards throughout the world.

"The Committee recommends that this Convention reiterates its expression of the 1937 Convention and instructs its legislative agencies to seek to prevent the adoption of wage-fixing legislation at the forthcoming session of the Legislature."

The recommendation was adopted.

Resolution No. 124—"School Employees' Merit System."

The Committee recommended concurrence with the purpose of the Resolution, but since the language seemed to be contradictory, the Committee recommended substitution of the following for the resolution:

"Whereas, The California School Code includes provisions for merit system protection for non-certified personnel of school districts; and

"Whereas, There are attempts being made to amend this merit system from time to time; and

"Whereas, The interests of school employees must be protected against amendments which will destroy the merit system; and

"Whereas, The Chief Examiner is not under the authority of the personnel commission of the various boards of education; and

"Whereas, The coverage of the personnel commission, as provided for in the School Civil Service Act, should be extended so as to include the Chief Examiner, who is now exempt; therefore be it

"Resolved, By the California State Federation of Labor that the incoming Executive Council and the Legislative Agent of this Federation be instructed to seek amendments to the School Civil Service Act which would require the Examiner to be selected by the merit system the same as other non-certified employees; and be it further

"Resolved, That the incoming Executive Council and Legislative Agent be instructed to use every means possible to prevent enactment of any other amendments to the School Civil Service Act of the State of California."

The recommendation was adopted.

Resolutions Nos. 129, 74 and 159—"Social Security for Public Employees."

As Resolution No. 129 was similar to Resolutions Nos. 74 and 159, the Committee recommended that Resolution No. 129 be adopted and that Nos. 74 and 159 be filed.

The recommendation was adopted.

Resolution No. 69—"Construction of Modern Highways."

The Committee recommended concurrence, and further recommended that the Executive Council be instructed to take proper steps to carry out the purpose of the resolution, and to endeavor to prevent the work being done by WPA labor.

The recommendation was adopted.

Chairman Buzzell stated the report of the Committee on Resolutions had been completed and recommended its report, in toto, as may have been amended, be adopted.

Respectfully submitted,

J. W. BUZZELL, Chairman
JOHN L. SPALDING
GEORGE C. BENTSON
DANIEL C. MURPHY
J. L. R. MARSH
NATHAN SAPER
J. EARL COOK

Committee on Resolutions.

Motion was made to concur in the report of the Committee as a whole. The motion was adopted, and the Committee was discharged with thanks.

REPORT OF COMMITTEE ON LABELS AND BOYCOTTS

Delegate Van Hook, Chairman of the Committee on Labels and Boycotts, read the report of his Committee.

Resolution No. 26—"Montgomery Ward Stores."

The Committee recommended the Resolution be referred to the incoming Executive Council, with power to act.

The recommendation was adopted.

Resolution No. 39—"Brick and Clay Workers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 106—"Tovrea Packing Company."

The Committee recommended the Resolution be referred to the incoming Executive Board, with power to act.

The recommendation was adopted.

Resolution No. 143—"Cement Workers Union Label."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 148—"O'Keefe and Merritt."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 162—"Sherwin-Williams Paint Company."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 128—"Certain Cemeteries on 'We Don't Patronize' List."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 178—"Unfair Attitude of Gantner of California."

The Committee recommended concurrence. The recommendation was adopted.

"We Don't Patronize" List

As revised by the Forty-first Convention, September, 1940.

Builders—

Pacific Steel Building Corporation, Los Angeles.

Cannery—

Val Vita Cannery and Val Vita Products, Orange County.

Cemeteries—

Sunset View Cemetery.
Berkeley Crematorium, 101 Colusa Street.
El Cerrito, Alameda County, California.

Cotton Products—

J. G. Boswell Company, Corcoran, California.

Fire Department Equipment—

C. A. Muessdorffer, Ross, California ("CAM" products).

Foods, Candies and Beverages—

Bottled Coca-Cola (in the Sacramento Valley and San Joaquin Valley areas); also Coca-Cola Bottling Company products ("Coca-Cola," "Delaware Punch," and all "Frost" drinks) in the entire area from, and including, Bakersfield to the southern border of the State.

Pacific Coast Grape Products Company of Modesto. (Brands include "Dainty Mix" fruit salad, or cocktail, "Vine Gold" spiced seedless grapes, and "Southern Beauty" sliced cling peaches.)

Saylor's Chocolates, Inc., Oakland.
Walgreen Drug Store, Sacramento.
West Coast Macaroni Company, Oakland (West Coast and Pasa di Lusso brands), also manufacturers of the following:

Products handled throughout Northern California: Globe Brand—Los Angeles, California; San Diego Brand—San Diego, California.

Products handled throughout Sacramento Valley and vicinity: L. A. Pacific Macaroni—Los Angeles, California (Queen's Taste brand); Anthony Macaroni—Los Angeles, California (Mission brand); Kentucky Macaroni—Louisville, Kentucky (Del Monico brand, and an exclusive brand only for the Lucky Markets of Oakland which is Vitamac, handled in Northern California).

Hotel—

Hughes Hotel, Fresno.

Manufactured Products—

Gantner & Mattern Co., knit goods (sweaters and swim suits).

Hercules Foundry Co., Los Angeles, soil pipe and fittings.

Larson Ladder Co., San Jose, painters' and general utility ladders.

Washington-Eljor Co., Los Angeles, bath tubs, sinks, etc.

Motion Pictures—

Pictures in which Leon Errol appears as an actor.

Paint—

Sherwin-Williams Paint Company products.

Publications (weekly and monthly) and Printers (sales books)—

Curtis Company, Philadelphia (includes "Saturday Evening Post," "Ladies Home Journal," and "Country Gentleman.")

Donnelley Enterprises, Chicago (includes the magazines "Time" and "Life.")

Pacific Manifold Book Company, Emeryville, California (sales books printers).

Radios and Radio Supplies—

Emerson Radio Manufacturing Company products.

Resorts—

Hoberg's	Salinas
Siegler	Blue Lake Park
Adams Springs	Austin's
Harbin Springs	Saratoga Springs

(All above resorts are situated in Lake County.)

Restaurants—

Town House, Santa Barbara.

Stoves and Heaters—

Gaffers & Sattler Company, Los Angeles.

O'Keefe & Merritt Company, Los Angeles.

Thermidor Electric Company, Los Angeles (electric stoves and heaters).

This concluded the report of the Committee.

Respectfully submitted,

J. W. VAN HOOK, Chairman

E. E. MECHAM

M. F. JACOBSEN

WM. T. O'REAR

HARRY PREVOST

WM. H. AHERN

Committee on Labels and Boycotts.

Motion was made to concur in the report of the Committee as a whole.

The motion was adopted and the Committee discharged with thanks by the Convention.

REPORT OF COMMITTEE ON UNION LABEL INVESTIGATION

Chairman Rotell, of the Committee on Union Label Investigation, read the report of the Committee:

"Your Committee finds after an examination of 1115 of the 1157 credentials recorded by the Credential Committee, that the delegates to this Convention generally have lived up to the rules of the California State Federation of Labor. With few exceptions, the delegates had the specified number of union labels. Thirty-three delegates did not find it necessary to check their labels on their credentials.

"Your Committee finds a decided lack of true trade union spirit from the northern cities where products bearing union labels are to be had for the asking. On the other hand, a most encouraging sign was revealed by delegates from the southern part of the State where the union label is not displayed prominently by the retailers. These delegates are positive proof that our sisters and brothers from Southern California are becoming more union label conscious. In the opinion of your Committee this is a very encouraging sign, inasmuch as the southern part of our State will eventually become one of the bulwarks of unionism.

"Upon examination we find that having a union label on wearing apparel during the Convention week does not necessarily imply that a delegate is as conscientious about union-made garments during the remaining fifty-one weeks of the year. Some delegates occasionally remark that they have to search the town to find union-made garments. The Committee wishes to advise such delegates that one who is union-conscious and understands the problems of labor, can always find a way to obtain union-made products and the patronage of union services.

"Your Committee believes Organized Labor should investigate this matter more seriously, instead of simply asking the delegates to a Convention to purchase union label goods and patronize union services. It has been proven that many products worn by the men and women at this Convention, although made under fair labor standards, in clean and sanitary shops, and where the most ideal union conditions prevail, do not have the union label thereon. It is no secret to anyone present that most of us use non-union tobacco all the year 'round, but on this occasion, in order to spend a pleasant week in Santa Monica, we are smoking union-made cigars and cigarettes.

"Members of the Labor Movement must learn to use union-made products every day in the year; to coöperate with other unions and educate the housewives that while union-made products may not always bear the union label, they still are made under union working conditions.

"Your Committee therefore recommends that the California State Federation of Labor Convention held at Santa Monica during the week of September 23, 1940, go on record to

inaugurate a systematic educational campaign among its membership to make them union-conscious.

"If such a campaign were to be inaugurated immediately upon the adjournment of this Convention, the demand for union-made products would be felt in every retail establishment in the State. Then the retailers, when dealing with the manufacturers, will demand that the union label appear on all items ordered by them.

"It is the hope of this Committee that at the next Convention, every delegate will not only wear five union labels, but will have every piece of wearing apparel, as well as other articles frequently used, bearing the union label.

"In order to facilitate the marking of credentials for the lady delegates, the items to be marked off on the backs of the credentials should also include the different items of ladies' apparel.

"In conclusion, we wish to thank the delegates for the cooperation rendered to lighten the work of this Committee.

"The Committee moves the adoption of the report.

Respectfully submitted,

THOS. A. ROTELL, Chairman
ROSE PESOTTA
CHRISTINE VAN HOOK
CHARLES E. EDMONDS
EDNA BURKE
EMMA DAMON
C. L. SEAMAN
ANNE PETERSEN
LOUISE HOOKER

Committee on Union Label Investigation."

The report was concurred in as a whole and the Committee was discharged with thanks of the Convention.

Delegate May, Masters, Mates and Pilots No. 90, of San Francisco, made the following motion:

"Complying with the Constitution of the American Federation of Labor, Article IV, Section 5, the Secretary of this Federation is hereby instructed to notify those organizations that are officered or controlled by Communists, that they no longer will have representation or recognition in the California State Federation of Labor until such time as they comply with the instructions set forth in the Constitution of the American Federation of Labor, and all members of the California State Federation of Labor having knowledge of any Communists within affiliated locals, shall immediately notify the Secretary of the Federation; such information to be held confidential; and further that the Secretary be instructed to notify the various Locals of the passage of this motion."

The motion was seconded and adopted by the Convention.

Delegate McCabe thanked his supporters in the election and wished the successful candidate his hearty and sincerest best wishes, and promised the administration his whole-hearted support between elections.

Delegate Hollowwa, speaking in behalf of the Bakersfield Central Labor Council, stated the Central Labor Council had prepared an invitation to the Convention for the 1941 Convention. Brother Harris had been instructed to present the invitation, but was called back to Bakersfield and at the request of the delegates from Kern County, Bakersfield wished to go on record as inviting the California State Federation of Labor to hold its Convention in Bakersfield in 1942.

Delegate Lundeberg made a motion that Resolution No. 80 be referred to the incoming Executive Board for consideration.

The motion was seconded and unanimously adopted.

INSTALLATION OF OFFICERS

President Haggerty requested Delegate Andrew J. Gallagher to come to the platform and install the officers recently elected. Whereupon the officers gathered on the platform and the oath was administered by Delegate Gallagher.

The following are the officials of the California State Federation of Labor for the year 1940-1941:

President—C. J. Haggerty, Lathers Union No. 42, Los Angeles.

Vice-Presidents—

District No. 1—E. F. Nelson, Theatrical Stage Employees No. 122, San Diego.

District No. 2—Carl Fletcher, Painters No. 256, Long Beach.

District No. 3—C. T. Lehmann, Carpenters No. 25, Los Angeles, and Mae Stoneman, Waitresses No. 639, Los Angeles.

District No. 4—A. M. Gruber, Central Labor Council, San Pedro.

District No. 5—D. T. Wayne, Machinists No. 1185, Hollywood.

District No. 6—Loleta Grande, Culinary Alliance No. 498, Santa Barbara.

District No. 7—Edward F. Remus, Machinists No. 653, Fresno.

District No. 8—C. A. Green, Hod Carriers No. 1130, Modesto.

District No. 9—Thomas A. Small, Bartenders No. 340, San Mateo.

District No. 10—Anthony Noriega, Motion Picture Projectionists No. 162, San Francisco; C. T. McDonough, Cooks No. 44, San Francisco; Harry Lundeberg, Sailors' Union of the Pacific, San Francisco, and John L. Spalding, Plumbers No. 442.

District No. 11—Charles W. Real, Teamsters No. 70, Oakland.

District No. 12—Paul E. Burg, General Truck Drivers and Helpers No. 315, Martinez.

District No. 13—George M. Bobst, Carpenters No. 2114, Napa.

District No. 14—George M. Stokel, Teamsters, Chauffeurs, Stablemen and Helpers No. 150, Sacramento.

District No. 15—Albin J. Gruhn, Laborers No. 181, Eureka.

Secretary-Treasurer—Edward D. Vandeleur, Street and Electric Railway and Motor Coach Employees, Division 518, San Francisco.

Delegate to American Federation of Labor Convention—James H. Quinn, Hoisting and Portable Engineers No. 3, San Francisco.

Delegate Gallagher, in concluding his remarks, said the Convention had placed, in the hands of these men, the responsibility for conducting the affairs of this Federation for the ensuing year, and when the next Convention came around the delegates would be able to say: "Well, done, good and faithful servants."

THANKS OF CONVENTION EXTENDED TO LOCAL COMMITTEE

President Haggerty, at this point, took occasion to extend the thanks of the Convention to the local Entertainment Committee for having provided excellent entertainment for the delegates during their stay in Santa Monica. The Committee was composed of the following: Paul W. Hansen, chairman; C. G. O'Brien, secretary; C. L. Seaman, F. J. McEntee, Clarence Shaw, Al Mason, P. E. Weaver, Richard "Dick" Myers.

President Haggerty thanked the delegates for their complete and whole-hearted coöperation and remarked that no greater honor could be paid to any working man than to be chosen by his co-workers as their spokesman.

The delegates pledged allegiance to the American Flag, after which President Haggerty declared the 1940 Convention adjourned sine die.

Fraternally submitted,

CLAUDE HOPKINS,
HAROLD MITCHELL,
Assistant Secretaries.



Secretary.

TABULATION OF VOTE—ELECTION HELD

	Vice-Pres. for (Dist. No. 4)		Vice-Pres. for (Dist. No. 5)		Vice-Pres. for (Dist. No. 8)		Vice-Pres. for (Dist. No. 9)		Vice-Presidents for District No. 10				
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundeborg	William McCabe	C. T. McDonough	Anthony Noriega
ALAMEDA													
Fire Fighters No. 501 (15)													
M. J. Terry	15	....	....	....	15	15	....	....	15	15	....	15	15
ANAHEIM													
Carpenters No. 2203 (46)													
R. C. Ewing	23	....	....	23	....	....	23	....	23	23	....	23	23
W. H. Aupperle	23	....	23	....	....	....	23	23	....	23	....	23	23
ANTIOCH													
Cannery Workers No. 21582 (201)													
Mary L. Jenkins	201	....	....	....	201	....	201	....	....	201	....	201	201
Pulp, Sulphite and Paper Mill Workers No. 249 (94)													
Eros Calisesi .....	....	94	....	....	94	94	....	....	94	94	....	....	94
BAKERSFIELD													
Bartenders No. 378 (109)													
Earl E. Henry .....	....	109	....	....	109	....	109	109	....	....	109	109	....
Carpenters No. 743 (230)													
T. W. Marsh	115	....	115	....	....	115	....	115	....	115	....	115	115
J. W. Guthrie	115	....	....	....	115	....	115	115	....	115	....	115	....
Chauffeurs-Teamsters No. 87 (738)													
S. P. Smith .....	....	738	....	....	738	....	738	738	....	....	738	....	....
Cooks and Waiters No. 550 (363)													
Harry Coughlin .....	....	363	....	....	363	....	363	....	363	363	363	363	363
Electrical Workers No. 428 (39)													
James E. Dolph	20	....	....	20	....	20	....	20	....	20	....	20	20
Labor Council (Kern County) (2)													
Sam P. Smith .....	....	1	....	....	1	....	1	1	....	....	1	....	....
Earl E. Henry .....	....	1	....	....	1	....	1	1	....	....	1	1	....
BERKELEY													
Carpenters No. 1158 (153)													
George A. Hess	153	....	153	....	....	153	....	....	153	153	....	153	153
Chemical Workers No. 21939 (60)													
S. T. Dixon	60	....	....	....	60	60	....	....	60	60	....	60	60
BURBANK													
Culinary Workers and Bar- tenders No. 694 (133)													
O. Y. Olney	133	....	....	133	....	133	....	....	133	133	....	133	133
CHICO													
Bartenders and Culinary Workers No. 658 (114)													
A. S. Hale .....	....	57	....	....	57	....	57	57	....	....	57	57	....
L. J. Smith .....	....	57	....	....	57	....	57	57	....	....	57	57	....
Millmen No. 1495 (155)													
Maxfield C. Dodge	155	....	....	155	....	....	155	155	....	155	....	155	155
CROCKETT													
Sugar Refinery Employees No. 20037 (1277)													
T. H. Cotton	639	....	....	....	639	....	639	....	639	639	....	639	639
R. F. Nichols	638	....	....	....	638	....	638	....	638	638	....	638	638
EL CERRITO													
Operative Potters No. 165 (10)													
Frank Hull	10	....	....	....	10	10	....	....	10	....	....	10	....
ELDRIDGE													
California State Employees No. 14 (875)													
E. P. Parrott	875	....	....	....	875	875	....	....	875	875	....	875	875
EUREKA													
Barbers No. 431 (33)													
Walter D. Buchanan	33	....	....	33	....	33	....	33	....	....	33	....	....
Carpenters No. 1040 (103)													
Cliff Richter	103	....	....	103	....	103	....	103	....	103	....	....	....
Chauffeurs-Teamsters No. 684 (151)													
Ben Evans .....	....	76	....	....	76	....	76	76	....	....	76	....	....
A. D. Pettingell .....	....	75	....	....	75	....	75	75	....	....	75	....	....
Cooks and Waiters No. 220 (148)													
Joe King	148	....	....	....	148	....	148	....	148	148	148	148	....

THURSDAY, SEPTEMBER 26, 1940

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15		Secretary- Treasurer			A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rosell	J. W. Van Hook	San Francisco	Stockton
....	15	....	15	....	15	....	....	....	15	....	15	....	15	....	....	15	....
....	23	....	....	23	....	....	23	....	23	....	23	....	23	....	....	....	23
....	23	....	....	23	....	....	23	....	23	....	23	....	23	....	....	....	23
....	201	....	....	201	....	....	201	201	....	201	....	....	201	....	....	....	201
94	94	....	94	....	....	....	94	....	94	....	94	....	94	....	....	....	94
....	109	109	....	109	....	....	109	109	....	....	....	109	....	109	....	....	109
....	115	....	....	115	115	....	....	115	....	....	....	115	115	....	....	....	115
....	115	....	....	115	115	....	....	115	....	....	....	115	115	....	....	....	115
738	738	738	738	....	....	....	738	738	....	738	....	....	738	....	....	....	738
....	....	....	363	....	....	....	363	....	363	....	....	363	....	....	363	....	363
....	20	....	20	....	....	....	20	20	....	....	20	....	20	....	....	20	....
1	1	1	1	....	....	....	1	1	....	1	....	....	1	....	....	....	1
....	1	1	....	1	....	....	1	1	....	....	....	1	....	1	....	....	1
....	153	....	153	....	....	....	153	153	....	....	153	....	153	....	....	....	153
....	60	....	....	60	60	....	....	....	60	....	60	....	....	60	....	60	....
....	133	....	133	....	133	....	....	....	133	....	133	....	....	....	133	....	133
....	....	....	57	....	....	57	....	57	....	57	....	....	....	....	57	....	57
....	....	....	57	....	....	....	57	57	....	57	....	....	....	....	57	....	57
....	155	....	155	....	155	....	....	155	....	....	155	....	155	....	....	....	155
....	....	639	639	....	....	....	639	....	639	....	639	....	639	....	....	....	639
....	....	638	638	....	....	....	638	....	638	....	638	....	638	....	....	....	638
....	....	....	10	....	10	....	....	....	10	....	10	....	....	....	10	....	10
....	875	....	875	....	875	....	....	....	875	....	875	....	875	....	....	....	875
....	....	....	33	....	....	....	33	....	33	....	33	....	33	....	....	33	....
....	....	....	....	103	103	....	....	....	103	....	103	....	103	....	....	103	....
76	76	76	76	....	....	....	76	....	76	76	....	....	76	....	....	....	76
75	75	75	75	....	....	....	75	....	75	75	....	....	75	....	....	....	75
....	....	148	148	....	....	148	....	....	148	....	148	....	....	....	148	....	148

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
EUREKA (Cont'd)													
Federated Trades Council (2)													
Albin J. Gruhn.....	1	....	....	1	....	1	....	1	....	1	....	1	1
William McCormick.....	1	....	....	....	1	....	1	....	1	1	....	1	....
Fire Fighters No. 652 (10)													
George R. Burke.....	10	....	....	....	10	10	....	....	10	10	....	10	10
Laborers No. 181 (96)													
Albin J. Gruhn.....	96	....	....	96	....	96	....	96	....	96	....	96	96
Painters No. 1034 (42)													
Frank T. Shipman.....	42	....	....	....	42	....	42	42	....	42	....	42	42
Retail Clerks No. 541 (27)													
William McCormick.....	27	....	....	....	27	....	27	....	27	27	....	27	....
Stage Employees No. 430 (31)													
Paul Artigues.....	16	....	....	....	16	16	....	....	16	16	....	16	16
Dale E. Wagner.....	15	....	....	....	15	15	....	....	15	15	....	15	15
FRESNO													
Bakery and Confectionery													
Workers No. 43 (184)													
Charles F. Baughman.....	184	....	....	....	184	....	184	....	184	184	184	184	....
Bartenders No. 566 (133)													
H. E. Leedham.....	133	....	....	....	133	133	....	....	133	133	....	133	....
Central Labor Council (2)													
E. J. Nicodemus.....	....	1	....	....	1	....	1	1	....	....	1	....	1
W. T. O'Rear.....	....	1	....	....	1	....	1	1	....	....	1	....	1
Culinary Alliance No. 62 (533)													
Helen L. Mallory.....	533	....	....	....	533	533	....	....	533	533	....	533	533
Fresno Packing House Em-													
ployees No. 19653 (400)													
John J. Sweeney.....	....	400	....	....	400	....	400	400	....	....	400	....	....
General Teamsters No. 431													
(1086)													
H. A. Macdonald.....	....	1086	....	....	1086	....	1086	1086	....	....	1086	....	....
Laundry Drivers No. 419 (50)													
A. V. Rowe.....	....	50	....	....	50	....	50	50	....	....	50	50	....
Laundry Workers No. 86 (148)													
W. C. Brooks.....	148	....	....	....	148	148	....	....	148	148	....	148	148
Motion Picture Machine													
Operators No. 599 (33)													
Willis B. Clarke.....	33	....	....	....	33	33	....	....	33	33	....	33	33
Winery and Distillery													
Workers No. 20554 (132)													
Wallace D. Henderson.....	....	132	....	....	132	....	132	132	....	132	....	....	....
GLENDALE													
Carpenters No. 563 (111)													
C. S. Dunning.....	111	....	111	....	....	111	....	111	....	111	....	111	111
Central Labor Union (2)													
C. S. Dunning.....	2	....	....	2	....	2	....	2	....	2	....	2	2
Culinary Workers and Bar-													
tenders No. 324 (40)													
Frank L. Johnston.....	14	....	....	14	....	....	14	....	14	14	....	14	14
Roland L. Tardif.....	13	....	....	13	....	....	13	....	13	13	....	13	13
Matilda Gibson.....	13	....	....	13	....	....	13	....	13	13	....	13	13
Painters No. 713 (29)													
Lyle Shrader.....	29	....	....	29	....	29	....	29	....	29	....	29	29
HAYWARD													
Cannery Workers No. 20843													
(538)													
Hal P. Angus.....	....	269	....	....	269	....	269	269	....	....	269	....	....
Otto Back.....	....	269	....	....	269	....	269	269	....	....	269	....	....
HOLLYWOOD													
American Guild of Variety													
Artists (13)													
Curtis J. Hyans.....	13	....	....	13	....	....	....	13	....	13	....	13	13
Machinists No. 1185 (410)													
Jack Ulrich.....	410	....	....	....	410	....	410	410	....	....	410	....	410
Motion Picture Costumers													
No. 705 (178)													
William L. Edwards.....	178	....	....	....	....	....	....	....	178	....	....	....	178
Motion Picture Studio Labor-													
ers No. 727 (217)													
Albert K. Erickson.....	217	....	....	....	217	217	....	....	217	....	....	....	217
Motion Picture Studio Elec-													
trical Technicians No. 728													
(683)													
A. J. Moran.....	683	....	....	683	....	683	....	....	683	683	....	683	683
Motion Picture Studio Projec-													
tionists No. 165 (315)													
Jack T. Payne.....	315	....	....	....	315	....	315	....	315	315	....	315	315
Motion Picture Property Studio													
Employees No. 44 (167)													
Warren A. Dailey.....	167	....	....	....	167	....	167	....	167	167	....	167	167
Moving Picture Painters No.													
644 (769)													
Herb K. Sorrell.....	385	....	....	385	....	385	....	385	....	....	385	385	385
Jack Warnock.....	384	....	....	384	....	384	....	384	....	....	384	384	384

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15		Secretary- Treasurer		A. F. of L. Delegate			Convention City		
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Boost	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
.... 1	1 ....	.... 1	.... 1	1	1 ....	.... ....	.... 1	1 1	.... ....	.... 1	1 ....	.... ....	1 ....	.... ....	.... 1	.... 1	1
....	10	....	10	....	10	....	....	....	10	....	10	....	10	....	....	10	....
....	96	....	....	96	96	....	....	96	....	....	96	....	96	....	....	....	96
....	42	....	....	42	42	....	....	....	42	....	42	....	42	....	....	42	....
27	....	27	....	27	....	....	27	27	....	27	....	....	....	....	27	27	....
....	16 15	....	16 15	....	16 15	....	....	16 15	....	....	16 15	....	....	16 15	....	....	16 15
....	....	184	....	184	....	....	184	184	....	....	184	....	184	....	....	....	184
....	....	....	133	....	....	....	133	133	....	....	133	....	....	....	133	....	133
....	1 1	1 1	1 1	....	....	....	1 1	1 ....	.... 1	1 1	....	....	1 1	....	....	1 1	....
....	533	....	533	....	....	....	533	....	533	....	533	....	....	....	533	....	533
400	400	400	400	....	....	....	400	400	....	400	....	....	400	....	....	....	400
1086	1086	1086	1086	....	....	....	1086	1086	....	1086	....	....	1086	....	....	1086	....
....	50	50	50	....	....	....	50	50	....	50	....	....	50	....	....	50	....
....	148	....	....	148	148	....	....	....	148	....	148	....	....	....	148	....	148
....	33	....	33	....	33	....	....	....	33	....	33	....	....	33	....	....	33
132	132	132	132	....	....	....	132	132	....	132	....	....	....	....	....	132	....
....	111	....	....	111	111	....	....	111	....	....	....	111	111	....	....	....	111
....	2	....	....	2	2	....	....	2	....	....	2	....	2	....	....	....	....
....	14 13 13	.... .... ....	14 13 13	.... .... ....	.... .... ....	14 13 13	.... .... ....	.... .... ....	14 13 13	.... .... ....	14 13 13	.... .... ....	.... .... ....	.... .... ....	14 13 13	.... .... ....	14 13 13
....	29	....	....	29	29	....	....	....	29	....	29	....	....	29	....	....	29
269 269	269 269	269 269	269 269	.... ....	.... ....	.... ....	269 269	269 269	.... ....	269 269	.... ....	.... ....	269 269	.... ....	.... ....	.... ....	269 269
....	13	....	....	13	13	....	....	....	13	....	13	....	....	....	13	....	13
410	410	....	410	....	410	....	....	410	....	....	....	410	....	410	....	....	410
....	....	....	178	....	178	....	....	....	178	....	178	....	178	....	....	178	....
....	....	....	217	....	217	....	....	....	217	....	217	....	217	....	....	....	217
....	683	....	683	....	683	....	....	....	683	....	683	....	683	....	....	683	....
....	315	....	315	....	315	....	....	....	315	....	....	....	....	315	....	....	315
....	167	....	167	....	167	....	....	....	167	....	167	....	....	....	167	....	167
....	385 384	.... ....	.... ....	385 384	385 384	.... ....	.... ....	.... ....	385 384	.... ....	.... ....	385 384	.... ....	.... ....	385 384	385 384	........

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyer	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
HOLLYWOOD (Cont'd)													
Painters No. 5 (254) John N. Gudvangen.....	254	....	....	254	....	....	254	254	....	....	254	....	254
Screen Actors Guild (2500) Kenneth Thomson	2500	....	....	2500	....	2500	....	2500	....	2500	....	2500	2500
Studio Carpenters No. 946 (2598) Ben Simmons	2598	....	....	2598	....	2598	....	2598	....	2598	....	2598	2598
Studio Electricians No. 40 (500) E. W. Parsons.....	500	....	....	500	....	500	....	500	....	500	....	500	500
Studio Grips No. 80 (150) Owen Crompton	150	....	....	150	....	150	....	....	150	150	....	150	150
Studio Transportation Drivers No. 399 (983) Joseph P. Tuohy.....	....	983	....	983	....	....	983	983	....	....	983	....	983
HUNTINGTON PARK													
Glass Bottle Blowers No. 146 (121) Carl F. Radsick.....	....	121	....	121	....	....	121	121	....	....	121	....	....
Meat Cutters No. 563 (301) Frank A. Kosky.....	301	....	....	301	....	301	....	301	....	301	....	301	301
Meat and Provision Drivers No. 626 (219) Les Dayton .....	....	219	....	....	219	....	219	219	....	....	219	....	....
INGLEWOOD													
Carpenters No. 634 (170) Luther Stagner	57	....	57	....	....	57	....	57	....	57	....	57	57
Willis J. Hill.....	57	....	57	....	....	57	....	57	....	57	....	57	57
Earl J. Ruddy.....	56	....	56	....	....	56	....	56	....	56	....	56	56
Painters, Decorators and Paperhangers No. 1346 (51) Cecil L. Seaman.....	51	....	....	51	....	....	....	51	....	51	....	51	51
LONG BEACH													
Auto Mechanics No. 1126 (101) Preston W. Hoover.....	101	....	....	....	101	101	....	....	101	101	....	101	101
Bakers No. 31 (138) Richard D. Myers.....	138	....	....	138	....	....	138	138	....	138	....	138	....
Barbers No. 622 (89) Charles E. Loop.....	89	....	....	89	....	....	89	89	....	....	....	89	89
Bartenders No. 686 (200) Edward W. Weaver.....	200	....	....	200	....	200	....	....	200	200	....	200	200
Building Service Employees No. 166 (17) Bertram E. Sherrill.....	....	9	....	....	9	....	9	9	....	9	....	....	....
Joe M. Butcher.....	....	8	....	....	8	....	8	8	....	8	....	....	....
Carpenters No. 710 (322) George D. Hammond	322	....	322	....	....	322	....	....	322	322	....	322	322
Central Labor Council (2) Gilbert A. Lahlum	1	....	....	1	....	1	....	....	1	1	....	1	1
George C. Bentson	1	....	1	....	....	1	....	....	1	1	....	1	....
Chauffeurs-Sales Drivers No. 572 (500) Richard J. Seltzer .....	....	500	....	....	500	....	500	500	....	....	500	....	....
Culinary Alliance No. 681 (550) Kathryn Arnold	550	....	....	....	550	550	....	....	550	550	....	550	550
Electrical Workers No. 711 (200) Ed. L. Brown	200	....	....	200	....	200	....	200	....	200	....	200	200
Fire Fighters No. 372 (81) H. H. Losh	81	....	....	....	81	81	....	....	81	81	....	81	81
Hod Carriers No. 507 (33) W. Loyd Leiby	33	....	....	33	....	33	....	33	....	33	....	33	33
Machinists No. 1235 (92) W. M. Thornberry	92	....	....	....	92	92	....	....	92	92	....	92	92
Moving Picture Projectionists No. 521 (33) L. A. Ward	33	....	....	33	....	33	....	....	33	33	....	33	33
Oil Industry Metal Trades Council (2) W. Loyd Leiby	1	....	....	1	....	1	....	1	....	1	....	1	1
Painters, Decorators and Pa- perhangers No. 256 (186) James H. Blackburn	186	....	....	186	....	186	....	186	....	186	....	186	186
Retail Clerks No. 324 (33) Herman Salloway	17	....	....	....	17	....	17	....	17	17	....	17	....
Robert F. Scott	16	....	....	....	16	....	16	....	16	16	....	16	....
Rig Builders No. 1458 (228) Howard Hays	228	....	....	228	....	228	....	228	....	228	228	....	228
Soap and Edible Oil Workers No. 18409 (149) Marshall Shafer	149	....	....	....	149	149	....	149	....	....	....	149	....
State, County and Municipal Employees No. 112 (45) George D. Price	23	....	....	23	....	23	....	....	23	23	....	23	23
William A. Minnick	22	....	....	22	....	22	....	....	22	22	....	22	22

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Boist	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
254	254	....	....	254	....	....	254	....	254	....	....	254	....	254	....	....	254
....	2500	....	....	2500	2500	....	....	2500	....	....	2500	....	....	....	2500	2500	....
....	2598	....	....	2598	2598	....	....	2598	....	....	2598	....	2598	....	....	....	2598
....	500	....	500	....	....	....	500	500	....	....	500	....	500	....	....	500	....
....	150	....	150	....	150	....	....	....	150	....	150	....	....	....	150	....	150
983	....	983	983	....	....	....	983	983	....	983	....	....	983	....	....	....	983
121	121	121	121	....	....	....	121	121	....	121	....	....	121	....	....	....	121
....	301	....	301	....	....	....	301	301	....	....	301	....	....	....	301	....	301
219	219	219	219	....	....	....	219	219	....	219	....	....	219	....	....	....	219
....	57	....	....	57	57	....	....	....	57	57	....	....	57	....	....	....	57
....	57	....	....	57	57	....	....	....	57	57	....	....	57	....	....	....	57
....	56	....	....	56	56	....	....	....	56	....	56	....	56	....	....	....	56
....	51	....	....	51	51	....	....	....	51	....	51	....	....	51	....	....	51
....	101	....	101	....	101	....	....	....	101	....	101	....	....	....	101	....	101
....	138	138	....	138	138	....	....	138	....	....	138	....	....	138	....	138	....
89	89	....	89	....	....	....	89	89	....	....	89	....	....	89	....	89	....
....	200	....	200	....	200	....	....	....	200	....	200	....	....	....	200	....	200
9 8	9 8	9 8	9 8	....	....	....	9 8	9 8	....	....	9 8	....	....	....	9 8	....	9 8
....	322	....	322	....	322	....	....	....	322	....	322	....	322	....	....	322	....
....	1 1	....	1 1	....	1 1	....	....	....	1 1	....	1 1	1 1	1 1	1 1	....	1 1	....
500	500	500	500	....	....	....	500	500	....	500	....	....	500	....	....	....	500
....	550	....	550	....	550	....	....	....	550	....	550	....	....	....	550	....	550
....	200	....	200	....	....	....	200	200	....	....	200	....	200	....	....	200	....
....	81	....	81	....	81	....	....	....	81	....	81	....	81	....	....	81	....
....	33	....	....	33	33	....	....	33	....	....	33	....	33	....	....	33	....
....	92	....	92	....	92	....	....	....	92	....	92	....	92	....	....	....	92
....	33	....	33	....	33	....	....	....	33	....	33	....	33	....	....	33	....
....	1	....	....	1	1	....	....	1	....	....	1	....	1	....	....	....	1
....	186	....	....	186	186	....	....	....	186	....	186	....	186	....	....	186	....
17 16	....	17 16	17 16	....	....	....	17 16	17 16	....	17 16	....	....	....	....	17 16	17 16	....
....	228	....	....	228	228	....	....	228	....	....	....	228	228	....	....	....	228
....	....	....	149	....	149	....	....	149	....	....	149	....	149	....	....	....	149
....	23 22	....	23 22	....	23 22	....	....	....	23 22	....	23 22	....	23 22	....	....	....	23 22

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Norlega
LONG BEACH (Cont'd)													
Theatre Employees No. B-108 (31)													
G. A. Lahlum	31	....	....	31	....	31	....	....	31	31	....	31	31
United Garment Workers No. 56 (130)													
Margaret Green	65	....	....	....	65	65	....	....	65	65	....	65	65
Florence Edmonds	65	....	....	....	65	65	....	....	65	65	....	65	65
Warehousemen, Garage and Service Station Employees No. 495 (83)													
Phil J. Scott .....	....	83	....	....	83	....	83	83	....	....	83	....	....
LOS ANGELES													
Bakers No. 37 (1167)													
J. J. Doherty	1167	....	....	....	1167	1167	....	....	1167	1167	....	1167	1167
Bakers No. 453 (105)													
Joseph Olef	105	....	....	....	105	105	....	105	....	105	105	105	....
Bakery Drivers No. 276 (357)													
Beau Silverton .....	....	357	....	....	357	....	357	357	....	....	357	....	....
Barbers No. 295 (67)													
Alvin L. Holt	34	....	....	....	34	34	....	34	....	34	....	34	34
O. E. Martin	33	....	....	....	33	33	....	33	....	33	....	33	33
Bartenders No. 284 (689)													
Earl Hyatt	345	....	....	345	....	345	....	....	345	345	....	345	345
Thomas H. Meehan	344	....	....	344	....	344	....	....	344	344	....	344	344
Bill Posters and Billers No. 32 (80)													
C. C. Garnett	40	....	....	40	....	40	....	....	40	40	....	40	40
James A. Bane	40	....	....	40	....	40	....	....	40	40	....	40	40
Boilermakers No. 92 (131)													
Ralph E. Allen	66	....	....	....	66	....	66	66	....	66	....	66	....
E. V. Blackwell	65	....	....	65	....	....	65	65	....	65	....	65	....
Bookbinders No. 63 (125)													
Walter Stansberry	42	....	....	....	42	....	42	....	42	42	42	42	42
Al Simonds	42	....	....	....	42	....	42	....	42	42	42	42	42
Ruth Yousch	41	....	....	....	41	....	41	....	41	41	41	41	41
Bricklayers No. 2 (125)													
John V. McGinnis	125	....	....	125	....	....	....	....	....	....	125	....	....
Building Material and Dump Truck Drivers No. 420 (1861)													
Fred Hunziker .....	....	1861	....	....	1861	....	1861	1861	....	....	1861	....	....
Carpenters No. 25 (1178)													
M. Witt	197	....	....	....	....	197	....	197	....	197	....	197	197
F. W. Melville	197	....	197	....	....	197	....	197	....	197	....	197	197
E. J. Newton	196	....	196	....	....	196	....	196	....	196	....	196	196
Theodore A. Rhodus	196	....	196	....	....	196	....	196	....	196	....	196	196
A. R. Gifford	196	....	....	196	....	196	....	....	196	....	196	196	196
C. T. Lehmann	196	....	....	196	....	....	196	....	196	196	....	196	196
Cement Finishers No. 627 (153)													
Mark C. Bennett	153	....	....	153	....	153	....	153	....	153	....	153	153
Central Labor Council (2)													
Harry Sherman	1	....	....	1	....	1	....	....	1	1	....	1	1
Cooks No. 468 (448)													
Joe Dodge	448	....	....	448	....	448	....	....	448	448	....	448	448
Dairy Employees and Helpers No. 737 (105)													
Henry N. Balicki .....	....	105	....	....	105	....	105	105	....	....	105	....	....
Electrical Workers No. B-18 (550)													
E. P. Taylor	550	....	....	550	....	550	....	550	....	550	....	550	550
Electrical Workers No. 83 (350)													
B. R. Miller	88	....	....	88	....	88	....	88	....	88	....	88	88
Sherman C. Peabody	88	....	....	88	....	88	....	88	....	88	....	88	88
J. E. MacDonald	87	....	....	87	....	87	....	87	....	87	....	87	87
George E. Ellicott	87	....	....	87	....	87	....	87	....	87	....	87	87
Electrotypers No. 137 (36)													
Oliver E. Burns	36	....	....	36	....	36	....	36	....	....	....	36	....
Elevator Constructors No. 18 (132)													
E. D. Boyd	132	....	....	132	....	132	....	132	....	....	132	132	132
Garage Employees No. 770 (267)													
Preston H. Horner .....	....	267	....	....	267	....	267	267	....	....	267	....	....
Glass Bottle Blowers No. 100 (34)													
Hubert Mindermann .....	....	34	....	34	....	....	34	34	....	....	34	....	....
Holisting and Portable Engi- neers No. 12 (528)													
Frank Chapman	528	....	....	528	....	528	....	528	....	528	528	528	....
Jewelry Workers No. 23 (33)													
Frederic A. Kane .....	....	33	....	33	....	33	....	33	....	....	33	....	....
Ladies' Garment Workers No. 84 (128)													
Max Segal .....	....	....	....	....	....	....	64	....	....	64	64	....	....
Ladies' Garment Workers No. 96 (128)													
Rose Pesotta .....	....	....	....	....	....	....	64	....	....	64	64	....	....
Lathers No. 42 (91)													
Lloyd A. Mashburn	91	....	....	91	....	91	....	91	....	91	....	91	91

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer		A. F. of L. Delegate		Convention City		
Laurence Palacios	John L. Spaulding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Robst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
....	31	....	31	....	31	....	....	....	31	....	31	....	....	31	....	31	....
65 65	.... ....	.... ....	65 65	.... ....	.... ....	.... ....	65 65	.... ....	65 65	.... ....	65 65	.... ....	.... ....	.... ....	65 65	.... ....	65 65
83	83	83	83	....	....	....	83	83	....	83	....	....	83	....	....	....	83
....	1167	....	1167	....	1167	....	....	....	1167	....	1167	....	....	....	1167	....	1167
....	....	105	....	....	....	....	....	....	105	....	105	....	....	....	105	....	105
357	357	357	357	....	....	....	357	357	....	357	....	....	357	....	....	....	357
34 ....	.... 33	.... ....	34 33	.... ....	34 ....	.... ....	.... ....	.... ....	34 33	.... ....	34 33	.... ....	.... ....	.... ....	34 33	34 33	........
....	345 344	.... ....	345 344	.... ....	345 344	.... ....	.... ....	.... ....	345 344	.... ....	345 344	.... ....	.... ....	.... ....	345 344	.... ....	345 344
....	40 40	.... ....	40 40	.... ....	.... ....	.... ....	40 40	.... ....	40 40	.... ....	40 40	.... ....	.... ....	.... ....	40 40	.... ....	40 40
....	66 65	66 65	66 ....	.... 65	.... ....	.... ....	66 65	.... ....	66 65	.... ....	66 65	.... ....	.... ....	66 65	.... ....	.... ....	66 65
....	....	....	42 42 41	.... .... ....	.... .... ....	.... .... ....	42 42 41	.... .... ....	42 42 41	.... .... ....	42 42 41	.... .... ....	42 42 41	.... .... ....	.... .... ....	42 42 41	............
125	125	125	....	....	....	....	125	....	....	....	125	....	....	....	125	125	....
1861	1861	1861	1861	....	....	....	1861	1861	....	1861	....	....	1861	....	....	....	1861
....	197	....	197	....	197	....	....	....	197	....	197	....	197	....	....	....	197
....	197	....	197	....	197	....	....	....	197	....	....	197	197	....	....	....	197
....	196	....	196	....	196	....	....	....	196	....	196	....	196	....	....	....	196
....	196	....	196	....	196	....	....	....	196	....	196	....	196	....	....	....	196
....	196	....	196	....	196	....	....	....	196	....	196	....	196	....	....	....	196
....	196	....	196	....	196	....	....	....	196	....	196	....	....	....	196	....	196
....	153	....	....	153	153	....	....	153	....	....	153	....	153	....	....	153	....
....	1	....	1	....	1	....	....	....	1	....	1	....	....	....	1	....	1
....	448	....	448	....	448	....	....	....	448	....	448	....	....	....	448	....	448
105	105	105	105	....	....	....	105	105	....	105	....	....	105	....	....	....	105
....	550	....	550	....	....	....	550	550	....	....	550	....	550	....	....	550	....
....	88	....	88	....	....	....	88	88	....	....	88	....	88	....	....	88	....
....	88	....	88	....	....	....	88	88	....	....	88	....	88	....	....	88	....
....	87	....	87	....	....	....	87	87	....	....	87	....	87	....	....	87	....
....	87	....	87	....	....	....	87	87	....	....	87	....	87	....	....	87	....
....	....	....	....	36	36	....	....	....	36	36	....	....	36	....	....	36	....
....	132	....	....	132	132	....	....	132	....	....	132	....	132	....	....	132	....
267	267	267	267	....	....	....	267	267	....	267	....	....	267	....	....	....	267
34	34	34	34	....	....	....	34	34	....	34	....	....	34	....	....	....	34
....	....	528	....	528	528	....	....	528	....	....	528	....	528	....	....	....	528
....	....	....	33	....	....	33	....	....	....	....	....	33	....	....	33	33	....
....	....	64	....	....	....	....	....	....	....	....	64	....	....	64	....	....	64
....	....	....	....	....	....	....	....	....	....	....	64	....	....	64	....	....	64
....	91	....	91	....	91	....	....	....	91	....	91	....	91	....	....	....	91

LOS ANGELES (Cont'd)	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boye	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
Lumber and Sawmill Workers No. 2788 (882)													
Harry N. Sweet	882	....	882	....	....	882	....	882	....	882	....	882	882
Machinists No. 1422 (323)													
John M. Sweeney	323	....	....	....	323	323	....	....	323	323	....	323	323
Meat Cutters No. 421 (1003)													
G. W. Roach	335	....	....	335	....	335	....	335	....	335	....	335	335
Stephen Horn	334	....	....	334	....	334	....	334	....	334	....	334	334
George M. Swan	334	....	....	334	....	334	....	334	....	334	....	334	334
Milk Drivers and Dairy Em- ployees No. 93 (2913)													
Paul D. Jones .....	....	2913	....	....	2913	....	2913	2913	....	....	2913	....	....
Millinery Workers No. 41 (28)													
Helen S. Costello .....	....	28	....	28	....	....	28	....	28	....	28	28	28
Miscellaneous Employees No. 440 (718)													
John L. Cooper	718	....	....	718	....	718	....	....	718	718	718	718	718
Miscellaneous Foremen and Public Works Superin- tendents No. 17894 (101)													
Otto H. Wolff	101	....	....	101	....	....	101	101	....	101	....	101	101
Molders No. 374 (36)													
Robert Black	18	....	....	18	....	....	18	18	....	18	....	18	18
Moving Picture Projectionists No. 150 (416)													
M. J. Sands	416	....	....	....	416	416	....	....	416	416	....	416	416
Municipal Chauffeurs No. 403 (42)													
Charles M. Elliott .....	....	42	....	....	42	....	42	42	....	....	42	....	....
Musicians No. 47 (1833)													
J. K. Wallace .....	....	....	....	1833	....	....	....	1833	....	....	1833	....	....
Newspaper Pressmen No. 18 (200)													
Fred L. Pfister	200	....	....	....	200	....	200	....	200	200	200	200	....
Newspaper Writers and Re- porters No. 1 (119)													
Ed Gibbons	40	....	....	40	....	40	....	....	40	40	....	40	40
Harvey E. Garman	40	....	....	40	....	40	....	....	40	40	....	40	40
Ben Gordon	39	....	....	39	....	39	....	....	39	39	....	39	39
Office Employees No. 20798 (154)													
Henry E. Clemens	154	....	....	....	154	154	....	....	154	154	....	154	154
Painters No. 1348 (53)													
A. Boyarsky .....	....	53	....	....	53	53	....	53	....	....	53	53	53
Pattern Makers Association (82)													
J. W. Buzzell	41	....	....	41	....	....	41	....	41	41	....	41	41
William F. Jebe	41	....	....	41	....	....	41	....	41	41	....	....	41
Plumbers No. 78 (250)													
Ralph A. McMullen	250	....	....	250	....	250	....	250	....	250	250	....	250
Post Office Clerks No. 64 (400)													
Joseph Vaccariello	200	....	....	....	200	....	200	200	....	200	200	200	....
Frank M. Williams .....	....	200	....	200	....	....	200	200	....	200	....	200	....
Printing Pressmen No. 78 (315)													
Charles S. Hall	79	....	....	....	79	79	....	....	79	79	....	79	....
James T. Tracy	79	....	....	....	79	79	....	....	79	79	....	79	79
David Egan	79	....	....	79	....	....	79	....	79	79	79	79	79
Clarence R. Gittings	78	....	....	78	....	....	78	....	78	78	....	....	78
Produce Drivers and Employ- ees No. 630 (1451)													
Lee W. Owen .....	....	1210	....	....	1210	....	1210	1210	....	....	1210	....	....
John F. Lopez .....	....	241	....	....	241	....	241	241	....	....	241	....	....
Railway Carmen No. 1368 (50)													
R. S. Roberts	50	....	....	50	....	....	50	50	....	50	....	50	50
Reinforced Iron Workers No. 416 (125)													
C. F. Brown	125	....	....	125	....	125	....	125	....	125	....	125	125
Retail Food Clerks No. 770 (78)													
Joseph T. DeSilva	78	....	....	....	78	....	78	....	78	78	....	78	....
Sheet Metal Workers No. 108 (354)													
Leonard Graham	354	....	....	354	....	354	....	354	....	354	....	354	354
Shopmen No. 509 (54)													
Robert D. Wheelchel	54	....	....	54	....	54	....	54	....	54	....	54	54
Sprinkler Fitters No. 669 (57)													
R. F. Woods	29	....	....	29	....	29	....	29	....	29	....	29	29
W. Reynolds	28	....	....	28	....	28	....	28	....	28	....	28	28
Stereotypers No. 58 (106)													
C. C. Liles	106	....	....	106	....	106	....	106	....	106	....	106	106
Stove Mounters No. 68 (83)													
Kenneth Petro	42	....	....	....	42	....	42	....	42	42	....	....	42
Wilson Crawford	41	....	....	....	41	....	41	....	41	41	....	....	41
Theatrical Janitors No. 72 (173)													
Charles Bateman .....	....	58	....	....	58	....	58	58	....	58	....	....	....
Ray F. Finnell .....	....	58	....	....	58	....	58	58	....	58	....	....	....
Joseph Gargano .....	....	57	....	....	57	....	57	57	....	57	....	....	....
Teamsters No. 208 (3002)													
Alfred D. Pitts .....	....	3002	....	....	3002	....	3002	3002	....	....	3002	....	....

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15		Secretary- Treasurer			A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeuer	Alexander Watchman	James H. Quinn	Thomas A. Rottell	J. W. Van Hook	San Francisco	Stockton
....	882	....	....	882	882	....	....	882	....	....	882	....	882	....	....	882	....
....	323	....	323	....	323	....	....	....	323	....	323	....	....	....	323	....	323
....	335	....	....	335	335	....	....	335	....	....	335	....	....	....	335	....	335
....	334	....	....	334	334	....	....	334	....	....	334	....	....	....	334	....	334
....	334	....	....	334	334	....	....	334	....	....	334	....	....	....	334	....	334
2913	2913	2913	2913	....	....	....	2913	2913	....	2913	....	....	2913	....	....	....	2913
....	28	....	....	28	....	28	....	....	28	....	....	28	....	....	28	28	....
....	....	....	718	....	....	718	....	....	718	....	718	....	....	....	718	718	....
....	101	....	....	101	....	....	101	101	....	....	101	....	101	....	....	....	101
....	18	....	....	18	....	....	18	18	....	....	18	....	....	18	....	....	18
....	416	....	416	....	416	....	....	....	416	....	416	....	....	....	416	....	416
42	42	42	42	....	....	....	42	42	....	42	....	....	42	....	....	....	42
....	....	1833	....	1833	....	1833	....	....	....	....	....	1833	....	....	1833	....	1833
....	200	....	200	....	200	....	....	....	200	....	200	....	200	....	....	200	....
....	40	....	40	....	40	....	....	....	40	....	40	....	....	....	40	40	....
....	40	....	40	....	40	....	....	....	40	....	40	....	....	....	40	40	....
....	39	....	39	....	39	....	....	....	39	....	39	....	....	....	39	39	....
....	154	....	154	....	154	....	....	....	154	....	154	....	....	....	154	154	....
....	53	....	53	....	....	....	53	53	....	....	....	53	....	53	....	....	53
....	41	....	41	....	41	....	....	....	41	....	41	....	....	....	41	41	....
....	41	41	....	41	....	....	41	41	....	....	41	....	....	....	41	41	....
....	250	....	....	250	250	....	....	250	....	....	250	....	250	....	....	250	....
....	200	....	200	....	....	200	....	200	....	200	....	....	200	....	....	....	200
....	200	200	200	....	....	....	200	200	....	200	....	....	200	....	....	....	200
79	....	79	79	....	79	....	....	....	79	....	79	....	....	....	79	79	....
....	79	....	79	....	79	....	....	....	79	....	79	....	....	....	79	79	....
....	....	....	79	....	79	....	....	....	79	79	....	....	....	....	79	....	79
78	78	....	78	....	78	....	....	....	78	....	78	....	....	....	78	78	....
1210	1210	1210	1210	....	....	....	1210	1210	....	1210	....	....	1210	....	....	....	1210
241	241	241	241	....	....	....	241	241	....	241	....	....	241	....	....	....	241
....	50	....	....	50	50	....	....	50	....	....	50	....	....	....	50	....	50
....	125	....	....	125	125	....	....	125	....	....	125	....	125	....	....	125	....
78	....	78	78	....	....	....	78	78	....	78	....	....	....	....	78	78	....
....	354	....	....	354	354	....	....	354	....	....	354	....	....	....	354	....	354
....	54	....	....	54	54	....	....	54	....	....	54	....	54	....	....	54	....
....	29	....	....	29	29	....	....	29	....	....	29	....	29	....	....	29	....
28	....	....	....	28	28	....	....	28	....	....	28	....	28	....	....	28	....
....	106	....	106	....	106	....	....	....	106	....	106	....	....	....	106	....	106
....	42	42	....	42	....	....	42	....	42	....	42	....	....	42	....	....	42
....	41	41	....	41	....	....	41	....	41	....	41	....	....	41	....	....	41
58	58	58	58	....	....	....	58	58	....	....	58	....	....	....	58	....	58
58	58	58	58	....	....	....	58	58	....	....	58	....	....	....	58	....	58
57	57	57	57	....	....	....	57	57	....	....	57	....	....	....	57	....	57
3002	3002	3002	3002	....	....	....	3002	3002	....	3002	....	....	3002	....	....	....	3002

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speide	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundeberg	William McCabe	C. T. McDonough	Anthony Noriega
LOS ANGELES (Cont'd)													
Van, Storage, Transfer Drivers No. 389 (547)													
H. L. Dougan		547			547		547	547			547		
Waiters No. 17 (1060)													
J. W. Van Hook	1060			1060		1060			1060	1060		1060	1060
Waitresses and Cafeteria Workers No. 639 (792)													
Mae Stoneman	792			792		792			792	792		792	792
Wholesale Grocery Drivers No. 848 (501)													
Thomas L. Pitts		501			501		501	501			501		
Wholesale Grocery Ware- housemen No. 595 (139)													
Ralph Woolpert		139			139		139	139			139		
Window Cleaners No. 101 (62)													
Paul Doyle	62			62		62			62	62		62	62
Women's Label League No. 36 (2)													
Grace M. Arisman	1				1		1		1	1		1	1
United Garment Workers No. 94 (31)													
John Misterly	31				31		31		31	31		31	31
United Garment Workers No. 125 (473)													
Adele Sterling	473				473		473		473	473		473	473
LOYALTON													
Lumber and Sawmill Workers No. 2695 (319)													
Vern Woodworth	319			319		319		319		319		319	319
MARTINEZ													
Carpenters No. 2046 (209)													
G. H. Weise	105			105		105		105		105		105	105
C. A. Jeffers	104			104		104		104		104		104	104
Central Labor Union (Contra Costa County) (2)													
Freda Roberts	1			1		1		1		1		1	1
Charles W. Savage		1			1		1		1	1		1	
General Truck Drivers and Helpers No. 315 (622)													
Paul E. Burg	622				622	622			622	622		622	622
Painters No. 741 (59)													
Eugene Kuntz	59			59		59		59		59		59	59
Plumbers No. 159 (74)													
Jack Sorensen	74			74		74		74				74	74
MARYSVILLE													
Barbers No. 720 (33)													
J. E. March	33			33			33	33		33	33	33	
Central Labor Council (2)													
J. E. March	2			2			2						
Teamsters No. 137 (926)													
J. H. Chrisman		926			926		926	926			926		
MERCED													
Carpenters No. 1202 (71)													
A. C. Allen	71			71		71		71		71		71	71
Central Labor Council (2)													
A. C. Allen	2			2		2		2			2	2	2
MODESTO													
Central Labor Council (Stan- islaus County) (2)													
H. F. Blanchard		1			1	1		1			1		
C. A. Green	1			1		1		1		1		1	1
Chauffeurs, Teamsters No. 386 (826)													
Earl N. Flint		276			276	276		276			276		
Ralph Gargano		275			275	275		275			275		
H. F. Blanchard		275			275	275		275			275		
Hod Carriers No. 1130 (19)													
C. A. Green	19			19		19		19		19		19	19
Stage Employees No. 564 (64)													
Charlie Sanches	64				64	64			64	64		64	64
MONOLITH													
United Cement, Lime and Gyp- sum Workers No. 52 (155)													
Robert R. Hollowwa		155			155		155	155			155		
MONTEREY													
Bartenders and Culinary Workers No. 433 (164)													
Fred Stager									164		164	164	
Central Labor Council (Mon- terey Peninsula) (2)													
George Issel	1				1	1			1	1		1	1

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rottel	J. W. Van Hook	San Francisco	Stockton
547	547	547	547	....	....	....	547	547	....	547	....	....	547	....	....	....	547
....	1060	....	1060	....	....	1060	....	....	1060	....	1060	....	....	....	1060	....	1060
....	792	....	792	....	792	....	....	....	792	....	792	....	....	....	792	....	792
501	501	501	501	....	....	....	501	501	....	501	....	....	501	....	....	....	501
139	139	139	139	....	....	....	139	139	....	139	....	....	139	....	....	....	139
....	62	....	....	62	62	....	....	....	62	....	62	....	....	62	....	62	....
....	1	....	....	1	....	....	1	....	1	....	1	....	....	....	1	....	1
....	31	....	31	....	....	....	31	....	31	....	31	....	....	31	....	31	....
....	473	....	473	....	....	....	473	....	473	....	473	....	....	....	473	....	473
....	319	....	....	319	319	....	....	319	....	....	319	....	319	....	....	319	....
....	105	....	....	105	105	....	....	105	....	....	105	....	105	....	....	....	105
....	104	....	....	104	104	....	....	....	104	....	104	....	104	....	....	....	104
....	1	....	....	1	1	....	....	....	1	....	1	....	1	....	....	....	1
....	1	1	1	1	....	....	1	1	....	....	1	....	1	1	....	....	1
....	622	....	622	....	622	....	....	622	....	....	622	....	622	....	....	622	....
....	59	....	....	59	59	....	....	59	....	....	59	....	59	....	....	....	59
74	74	....	....	74	74	....	....	74	....	....	74	....	74	....	....	74	....
....	33	....	33	....	....	....	33	....	33	....	33	....	33	....	....	33	....
....
926	926	926	926	....	....	....	926	926	....	926	....	....	926	....	....	....	926
71	....	....	....	71	71	....	....	71	....	....	71	....	71	....	....	71	....
....	2	....	....	2	2	....	....	2	....	....	2	....	2	....	....	2	....
1	1	1	1	....	....	....	1	1	....	1	....	....	1	....	....	....	1
....	1	....	....	1	1	....	....	1	....	....	1	....	....	....	....	....	1
276	276	276	276	....	....	....	276	276	....	276	....	....	276	....	....	....	276
275	275	275	275	....	....	....	275	275	....	275	....	....	275	....	....	....	275
275	275	275	275	....	....	....	275	275	....	275	....	....	275	....	....	....	275
....	19	....	....	19	19	....	....	19	....	....	19	....	19	....	....	....	19
....	64	....	64	....	64	....	....	64	....	....	64	....	....	64	....	....	64
155	155	155	155	....	....	155	....	155	....	....	....	155	....	....	155	....	155
....	164	164	....	....	....	164	....	....	....	....	....	164	....	....	....	164	....
....	1	....	1	....	1	....	....	1	....	....	1	....	1	....	....	....	1

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Joyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundeberg	William McCabe	C. T. McDonough	Anthony Noriega
MONTEREY (Cont'd)													
Fish Cannery Workers of the Pacific (1922)													
George Issel	1922	....	....	....	1922	1922	....	....	1922	1922	....	1922	1922
Seine and Line Fishermen (500)													
John Crivello	500	....	....	....	500	500	....	....	500	500	....	500	500
NAPA													
Carpenters No. 2114 (98)													
George M. Bobst	98	....	....	98	....	98	....	....	98	98	....	98	98
Central Labor Council (2)													
George M. Bobst	1	....	....	1	....	1	....	....	1	1	....	1	1
Earl A. McCall	1	....	....	1	....	1	....	1	....	1	....	1	....
Hod Carriers No. 371 (149)													
Earl A. McCall	149	....	....	149	....	149	....	149	....	149	....	149	149
United Garment Workers No. 137 (105)													
Dora Walls	105	....	....	....	105	....	105	....	105	105	105	....	105
United Garment Workers No. 197 (257)													
Mary Beland	257	....	....	....	257	....	257	....	257	257	257	....	257
NEWARK													
Stove Mounters No. 61 (250)													
Walter Lobato	250	....	....	....	250	....	250	....	250	250	....	....	250
OAKLAND													
Automobile Mechanics No. 1546 (583)													
A. J. Hayes	583	....	....	....	583	583	....	....	583	583	....	....	....
Automobile Salesmen No. 1095 (300)													
John P. Philpott	300	....	....	....	300	....	300	....	300	300	....	300	....
Bakery Wagon Drivers and Salesmen No. 432 (400)													
Sam McHugh .....	....	100	....	....	100	....	100	100	....	....	100	....	....
Daniel Shea .....	....	100	....	....	100	....	100	100	....	....	100	....	....
Smith Baker	100	....	....	100	....	100	....	100	....	100	....	100	100
Frank Nelk	100	....	....	....	100	100	....	....	100	100	....	100	100
Barbers No. 134 (400)													
C. A. Silva .....	....	134	....	....	134	134	....	134	....	....	134	....	....
O. R. Freitas .....	....	133	....	....	133	....	133	133	....	....	133	....	....
Adrian Ruyle .....	....	133	....	....	133	....	133	133	....	....	133	....	....
Bartenders No. 52 (714)													
John F. Quinn .....	....	714	....	714	....	....	714	....	714	....	714	714	....
Beauticians No. 134-A (44)													
Beryl H. Speyer .....	....	44	....	....	44	44	....	44	....	....	44	....	....
Cannery Workers No. 20905 (2204)													
Dorothy Whitmarsh	441	....	....	....	441	....	441	....	441	441	....	441	441
George Eastman .....	....	440	....	....	440	....	440	440	....	440	440	....	....
Fred Tibbs	441	....	....	....	441	....	441	....	441	441	....	441	441
Joe R. Geisler	441	....	....	....	441	....	441	....	441	441	....	441	441
Rose Sanders	441	....	....	....	441	....	441	....	441	441	....	441	441
Carpenters No. 36 (1192)													
L. V. Frates	1192	....	....	1192	....	1192	....	....	1192	....	1192	1192	....
Carpenters No. 1473 (215)													
Jack Fraser	215	....	215	....	....	....	215	....	215	....	....	....	....
Cemetery Employees No. 20373 (28)													
Howard H. Reed	28	....	....	....	28	28	....	....	28	28	....	28	28
Central Labor Council (Ala- meda County) (2)													
Jack Kopke	2	....	....	2	....	2	....	2	....	2	2	....	....
Construction and General La- borers No. 304 (1503)													
Lee Lalor	1503	....	....	1503	....	1503	....	1503	....	1503	....	1503	1503
Cooks No. 228 (300)													
Paul L. Sander	300	....	....	300	....	....	300	....	300	....	300	300	....
Corrugated Fibre Products Workers No. 382 (400)													
Joseph D. McManus	400	....	....	....	400	400	....	....	400	400	....	400	400
Culinary Alliance No. 31 (1222)													
Fred Young	1222	....	....	1222	....	....	1222	....	1222	....	1222	1222	....
Electrical Workers No. 595 (450)													
S. E. Rockwell	450	....	....	450	....	450	....	450	....	450	....	450	450
Fire Fighters No. 55 (227)													
George W. Moffitt	227	....	....	....	227	227	....	....	227	227	....	227	227
Garage Employees No. 78 (526)													
Jerry B. Piper .....	....	526	....	....	526	....	526	526	....	....	526	....	....
General Warehousemen No. 853 (189)													
George C. Towers	189	....	....	....	189	189	....	....	189	189	....	189	189
Ice Wagon Drivers No. 610 (114)													
William H. Lithgow .....	....	114	....	....	114	....	114	114	....	....	....	....	....
Laundry Workers No. 2 (300)													
Walter East	150	....	....	....	150	150	....	150	....	....	....	....	150
Laura Fontanella .....	....	150	....	....	150	150	....	....	150	....	....	....	150

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15		Secretary- Treasurer			A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Boost	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Hotell	J. W. Van Hook	San Francisco	Stockton
....	1922	....	1922	....	1922	....	....	1922	....	....	1922	....	1922	....	....	....	1922
....	500	....	500	....	500	....	....	500	....	....	500	....	500	....	....	....	500
....	98	....	....	98	98	....	....	....	98	....	98	....	98	....	....	....	98
....	1	....	....	1	1	....	....	....	1	....	1	....	1	....	....	....	1
....	1	....	....	1	1	....	....	1	....	....	1	....	1	....	....	....	1
....	149	....	....	149	149	....	....	149	....	....	149	....	149	....	....	....	149
....	....	105	105	....	....	....	105	105	....	105	....	....	....	....	105	105	....
....	....	257	257	....	....	....	257	257	....	....	257	....	....	....	257	....	257
....	250	250	....	250	....	....	250	....	250	....	250	....	....	250	....	....	250
....	....	....	583	....	....	....	....	....	583	....	583	....	583	....	....	....	583
300	....	300	300	....	....	....	300	300	....	300	....	....	....	....	300	300	....
100	100	100	100	....	....	....	100	100	....	100	....	....	100	....	....	....	100
....	....	....	100	....	....	....	100	100	....	100	....	....	100	....	....	....	100
....	100	....	100	....	100	....	....	100	....	....	100	....	100	....	....	....	100
....	100	....	100	....	100	....	....	....	100	....	100	....	100	....	....	....	100
134	134	134	134	....	....	....	134	....	134	134	....	....	134	....	....	134	....
133	133	133	133	....	....	....	133	....	133	133	....	....	133	....	....	133	....
133	133	133	133	....	....	....	133	....	133	133	....	....	133	....	....	133	....
714	....	714	714	....	....	714	....	714	....	714	....	....	714	....	....	714	....
44	44	44	44	....	....	....	44	44	....	44	....	....	44	....	....	....	44
....	441	....	441	....	....	....	441	....	441	....	441	....	441	....	....	....	441
440	....	440	440	....	....	....	440	440	....	440	....	....	440	....	....	....	440
....	441	....	441	....	....	....	441	....	441	....	441	....	441	....	....	....	441
....	441	....	441	....	....	....	441	....	441	....	441	....	441	....	....	....	441
....	441	....	441	....	....	....	441	....	441	....	441	....	441	....	....	....	441
1192	1192	....	1192	....	1192	....	....	1192	....	....	....	1192	1192	....	....	....	1192
....	215	....	215	....	....	215	....	215	....	....	....	215	215	....	....	....	215
....	28	....	....	....	28	....	....	....	28	....	28	....	28	....	....	28	....
2	....	2	....	2	2	....	....	2	....	2	....	....	2	....	....	2	....
....	1503	....	....	1503	1503	....	....	1503	....	....	1503	....	1503	....	....	....	1503
....	....	....	300	....	....	300	....	300	....	....	....	300	....	....	300	300	....
....	400	....	400	....	400	....	....	....	400	....	400	....	400	....	....	....	400
....	....	....	1222	....	....	1222	....	1222	....	....	....	1222	....	....	1222	1222	....
....	450	....	450	....	....	....	450	450	....	....	450	....	450	....	....	450	....
....	227	....	227	....	227	....	....	....	227	....	227	....	227	....	....	227	....
526	526	526	526	....	....	....	526	526	....	526	....	....	526	....	....	....	526
....	189	....	189	....	189	....	....	....	189	....	189	....	189	....	....	189	....
....	....	114	114	....	....	....	114	114	....	114	....	....	114	....	....	....	114
150	150	150	150	....	....	....	150	150	....	150	....	....	150	....	....	....	150
150	150	150	150	....	....	....	150	150	....	150	....	....	150	....	....	150	....

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
OAKLAND (Cont'd)													
Manifold Book Workers No. 439 (76)													
Harold Mitchell	76				76	76			76	76		76	76
Milk Wagon Drivers No. 302 (650)													
Jeffery Cohelan		650			650		650	650			650		
Moving Picture Projectionists No. 169 (75)													
Irving S. Cohn	75				75	75			75	75		75	75
Oakland Production Workers No. 1518 (196)													
Charles Phillips	196				196	196			196	196		196	196
Office Workers No. 20744 (92)													
Georgia E. Fields	92			92		92		92		92		92	92
Plumbers No. 444 (53)													
Samuel J. Donohue	53			53		53			53	53		53	
Retail Food Clerks No. 870 (1500)													
C. C. Nelson	1500				1500		1500		1500	1500		1500	
Steam Fitters No. 342 (60)													
C. D. Gibbon	30			30		30		30		30		30	30
George Madsen	30			30		30		30		30		30	30
Street Carmen No. 192 (953)													
Edward E. Vandeleur, Jr. ..	953				953	953			953	953		953	953
Teamsters No. 70 (2887)													
Earl W. Platt	2887				2887	2887			2887	2887		2887	2887
Theatrical Employees No. B-82 (53)													
Jack W. Lubkert	53				53	53			53	53		53	53
Theatrical Janitors No. 121 (65)													
Frank Figone	65				65		65		65	65		65	65
Theatrical Stage Employees No. 107 (42)													
William Daul	21				21	21			21	21		21	21
Warren R. Sawyer		21		21			21		21	21	21		
OROVILLE													
Bartenders and Culinary Workers No. 654 (216)													
Raymond V. Westfall		216			216		216	216				216	
Cannery Workers No. 21634 (35)													
Ethel Westfall		18			18		18	18			18		
Rollo R. Rannels		17			17		17	17			17		
Central Labor Council (Butte County) (2)													
Raymond V. Westfall		1			1		1	1				1	
A. S. Hale		1			1		1	1			1	1	
PALO ALTO													
Barbers No. 914 (100)													
Philip Jost	100				100		100	100			100		
Carpenters No. 668 (217)													
Roy W. Sturtevant	217			217		217		217			217		
Teachers No. 442 (33)													
Donald A. Crawford	33				33	33		33			33		
PASADENA													
Central Labor Union (2)													
Charles H. Pettis	1			1		1			1	1		1	1
Culinary Workers and Bar- tenders No. 531 (255)													
Fred Sweet	85			85		85			85			85	
H. J. McGovern	85			85		85			85			85	85
Charles H. Pettis	85			85		85			85	85		85	85
Electrical Workers No. 418 (190)													
E. E. Meecham	190			190		190		190		190		190	190
Plumbers No. 280 (87)													
B. B. Sheffield	87			87		87		87		87		87	87
PETALUMA													
Bartenders and Culinary Workers No. 271 (36)													
Earl P. Byars	36			36			36		36	36	36	36	
Beauticians No. 419-A (35)													
Lily Bone		35			35		35				35		
Carpenters No. 981 (35)													
Richard Taylor	35			35		35		35		35		35	35
Central Labor Council (2)													
Lily Bone		1			1		1	1			1		
Richard Taylor	1			1		1		1		1		1	1
PITTSBURG													
Chemical Workers No. 20280 (220)													
Billy Van Sandt	74			74			74	74		74			74
Charles W. Savage		73			73	73			73	73		73	
Bert Veregge	73				73		73	73		73		73	73

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12			Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer			A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton		
....	76	....	76	....	76	....	....	....	76	....	76	....	76	....	....	76	....	
650	650	650	650	....	....	....	650	650	....	650	....	....	650	....	....	....	650
....	75	....	75	....	75	....	....	....	75	....	75	....	75	....	....	....	75
....	196	....	196	....	196	....	....	....	196	....	196	....	196	....	....	....	196
....	92	....	....	92	92	....	....	92	....	92	....	....	92	....	....	92	....	
53	53	....	....	53	53	....	....	....	53	53	....	....	53	....	....	53	....	
1500	....	1500	1500	....	....	....	1500	1500	....	1500	....	....	1500	....	....	1500	....	
....	30 30	....	....	30 30	30 30	....	....	30 30	....	30 30	....	....	30 30	....	....	30 30	....	
....	953	....	953	....	953	....	....	....	953	....	953	....	953	....	....	953	....	
....	2887	....	2887	....	2887	....	....	....	2887	....	2887	....	2887	....	....	2887	....	
....	53	....	53	....	53	....	....	....	53	....	53	....	53	....	....	....	53
65	....	....	65	....	65	....	....	....	65	....	65	....	65	....	....	....	65
.... 21	21 21	....	21 ....	.... 21	21 21	....	....	.... 21	21 ....	.... 21	21 ....	....	21 21	....	....	....	21 21
....	....	....	216	....	....	....	216	216	....	216	....	....	....	....	216	....	216
18 17	18 17	18 17	18 17	....	....	....	18 17	18 17	....	18 17	....	....	18 17	....	....	....	18 17
....	....	....	1	....	....	....	1	1	....	1	....	....	....	....	1	....	1
....	....	....	1	....	....	1	....	1	....	1	....	....	....	....	1	....	1
....	....	....	100	....	100	....	....	100	....	100	....	....	....	....	....	100	....	
....	....	....	217	....	....	217	....	217	....	....	....	217	217	....	....	....	217
....	....	....	33	....	....	33	....	33	....	....	....	33	33	....	....	33	....	
....	....	....	1	....	....	1	....	....	1	....	1	....	....	....	1	....	1
....	....	....	85	....	....	85	....	85	....	....	85	....	....	....	85	....	85
....	....	....	85	....	....	85	....	....	85	....	85	....	....	....	85	....	85
....	190	....	190	....	....	....	190	190	....	....	190	....	190	....	....	190	....	
....	87	....	....	87	87	....	....	87	....	....	87	....	87	....	....	87	....	
....	....	36	36	....	....	36	....	36	....	....	....	36	....	....	36	36	....	
35	35	35	35	....	....	....	35	35	....	35	....	....	35	....	....	....	....
....	35	....	....	35	35	....	....	....	35	....	....	35	35	....	....	....	35
1	1	1	1	....	....	....	1	1	....	1	....	....	1	....	....	....	....
....	1	....	....	1	1	....	....	....	1	....	....	1	1	....	....	....	1
74	....	74	74	....	....	....	74	74	....	74	....	....	74	....	....	....	74
....	73	73	73	....	....	....	73	73	....	....	73	....	73	....	....	....	73
....	....	73	73	....	....	....	73	....	73	....	73	....	73	....	....	....	73

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
PITTSBURG (Cont'd)													
Fish Cannery Workers of the Pacific (237)													
Lucein Neveu	237	....	....	....	237	237	....	....	237	237	....	237	237
Glass Bottle Blowers No. 160 (33)													
John Calston .....	....	33	....	33	....	....	33	....	33	....	33	....	....
POMONA													
United Brick and Clay Work- ers No. 616 (219)													
M. F. Brooks	110	....	....	110	....	110	....	110	....	110	110	....	....
John O. Grissom	109	....	....	109	....	109	....	109	....	109	....	109	109
RICHMOND													
Bartenders and Culinary Workers No. 595 (441)													
Bernice A. Andrade .....	....	221	....	....	221	221	....	....	221	221	....	221	....
Frank Brown .....	....	220	....	....	220	220	....	....	220	220	....	220	....
Cannery Workers No. 20794 (100)													
Harry L. Holbrook	100	....	....	....	100	100	....	....	100	100	100	100	....
Electrical Workers No. 302 (104)													
Harry D. Gates	104	....	....	104	....	104	....	104	....	104	....	104	104
Fire Fighters No. 188 (49)													
G. W. Eves	49	....	....	....	49	49	....	....	49	49	....	49	49
Fish Cannery Workers of the Pacific (188)													
Dorothy Stewart	188	....	....	....	188	188	....	....	188	188	....	188	188
Moving Picture Projectionists No. 560 (33)													
Charles Zielinski	33	....	....	....	33	33	....	....	33	33	....	33	33
Retail Clerks No. 1179 (440)													
D. T. Crowley	440	....	....	....	440	....	440	....	440	440	....	440	....
RIVERSIDE													
Carpenters No. 235 (16)													
C. W. Mitchell	16	....	....	16	....	16	....	16	....	16	16	....	....
Central Labor Council (2)													
Jules Medoff .....	....	1	....	....	1	....	1	1	....	....	1	....	....
C. W. Mitchell	1	....	....	1	....	1	....	1	....	1	1	....	....
Hod Carriers No. 1184 (16)													
L. W. La Jeunesse	16	....	....	16	....	16	....	16	....	16	....	16	16
Retail Clerks No. 1167 (15)													
Dick E. McDonald	15	....	....	....	15	....	15	....	15	15	....	15	....
United Cement, Lime and Gyp- sum Workers No. 48 (264)													
Jules Medoff .....	....	132	....	....	132	....	132	132	....	....	132	....	....
Frank M. Collins .....	....	132	....	....	132	....	132	132	....	....	132	....	....
SACRAMENTO													
Bakers No. 85 (480)													
William E. Fleck .....	....	....	....	....	....	....	....	....	....	....	....	....	....
Bookbinders No. 35 (87)													
Robert L. Ennis	87	....	....	....	87	....	87	....	87	87	87	87	87
Cannery Workers No. 20324 (1646)													
Albert E. Bilger	823	....	....	....	823	....	823	....	823	823	....	823	823
Micheal Elorduy .....	....	823	....	....	823	....	823	823	....	....	823	....	....
Chauffeurs, Teamsters and Helpers No. 150 (1924)													
Albert A. Marty .....	....	1924	....	....	1924	....	1924	1924	....	....	1924	....	....
Construction and General La- borers No. 185 (542)													
Harry Sherman	542	....	....	542	....	542	....	542	....	542	....	542	542
Cosmeticians No. 112-A (22)													
Juanita Miller .....	....	22	....	....	22	....	22	22	....	....	22	....	....
Electrical Workers No. 340 (54)													
W. C. Stringer	54	....	....	54	....	54	....	54	....	54	....	54	54
Federated Trades Council (2)													
Robert L. Ennis	1	....	....	....	1	....	1	....	1	1	1	1	1
J. L. R. Marsh .....	....	....	....	1	....	....	....	1	....	1	....	....	1
Fire Fighters No. 522 (20)													
Frank O. Smith	20	....	....	....	20	20	....	....	20	20	....	20	20
Laundry Workers No. 75 (408)													
Marshall Burrus .....	....	408	....	....	408	....	408	408	....	....	408	....	....
Machinists No. 33 (600)													
Lloyd E. Lewis	600	....	....	....	600	600	....	....	600	600	....	600	600
Painters No. 487 (260)													
J. L. R. Marsh .....	....	....	....	260	....	....	....	260	....	260	....	....	260
Plumbers, Gas and Steam Fit- ters No. 447 (46)													
J. T. Harvey, Sr.	23	....	....	23	....	23	....	23	....	23	....	23	23
Arthur F. Polck	23	....	....	23	....	23	....	23	....	23	....	23	23
Printing Pressmen No. 60 (89)													
William J. McQuillan	89	....	....	....	89	89	....	....	89	89	....	89	89
Teachers No. 31 (49)													
Ruth Dodds	49	....	....	....	....	....	49	....	....	49	....	....	....

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spaulding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Robst	Al Finan	Charles F. Daley	Alvin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
....	237	....	237	....	237	....	....	237	....	....	237	....	237	....	....	....	237
33	33	33	33	....	....	....	33	....	33	33	....	....	....	33	....	33	...
....	....	....	....	110	110	....	....	110	....	....	110	....	110	....	....	....	110
....	109	....	....	109	109	....	....	109	....	....	109	....	109	....	....	....	109
....	221	221	221	....	....	....	221	221	....	....	221	....	....	....	221	....	221
....	220	220	220	....	....	....	220	220	....	....	220	....	....	....	220	....	220
....	....	100	100	....	100	....	....	....	100	....	100	....	100	....	....	....	100
....	104	....	104	....	....	....	104	104	....	....	104	....	104	....	....	104	...
....	49	....	49	....	49	....	....	....	49	....	49	....	49	....	....	49	...
....	188	....	188	....	188	....	....	188	....	....	188	....	188	....	....	....	188
....	33	....	33	....	33	....	....	....	33	....	33	....	33	....	....	....	33
440	....	440	440	....	....	....	440	440	....	440	....	....	....	....	440	440	...
....	16	16	....	16	16	....	....	16	....	16	....	....	16	....	....	....	16
1	1	1	1	....	....	....	1	1	....	1	....	....	....	....	1	....	1
....	16	....	....	16	16	....	....	16	....	....	16	....	16	....	....	....	16
15	....	15	15	....	....	....	15	15	....	15	....	....	....	....	15	15	...
132	132	132	132	....	....	....	132	132	....	132	....	....	....	....	132	....	132
132	132	132	132	....	....	....	132	132	....	132	....	....	....	....	132	....	132
....	....	....	....	....	....	....	....	....	....	....	....	240	240	....	....	....	240
....	....	....	87	....	....	....	87	....	87	....	87	....	87	....	....	87	...
....	823	823	823	823	....	....	823	823	823	823	823	....	823	823	....	823	823
823	823	823	823	....	....	....	823	823	....	823	....	....	823	823	....	....	823
1924	1924	1924	1924	....	....	....	1924	1924	....	1924	....	....	1924	....	....	....	1924
....	542	....	....	542	542	....	....	542	....	....	542	....	542	....	....	....	542
22	22	22	22	....	....	....	22	....	22	22	....	....	22	....	....	22	...
....	54	....	54	....	....	....	54	54	....	....	54	....	54	....	....	....	54
....	....	....	1	....	....	....	1	....	1	....	1	....	1	....	....	1	...
....	....	....	....	....	....	....	1	....	1	....	1	....	1	....	....	....	1
....	20	....	20	....	20	....	....	....	20	....	20	....	20	....	....	20	...
408	408	408	408	....	....	....	408	408	....	408	....	....	408	....	....	....	408
....	600	....	600	....	600	....	....	....	600	....	600	....	600	....	....	....	600
....	....	....	....	260	....	....	260	....	260	....	260	....	260	....	....	....	260
....	23	....	....	23	23	....	....	23	....	....	23	....	23	....	....	23	...
....	23	....	....	23	23	....	....	23	....	....	23	....	23	....	....	23	...
....	89	....	89	....	89	....	....	....	89	....	89	....	89	....	....	89	...
....	....	....	....	....	....	....	....	49	....	....	49	....	49	....	....	49	...

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
SALINAS													
Central Labor Council (2)													
Dorothy Johns	1	....	....	1	....	1	....	....	1	1	....	1	1
Culinary Alliance No. 467 (141)													
Dorothy Johns	71	....	....	71	....	71	....	....	71	71	....	71	71
Charles W. McLaughlin	70	....	....	70	....	70	....	....	70	70	....	70	70
SAN BERNARDINO													
Carpenters No. 944 (117)													
J. Ernest Hood	117	....	....	....	117	....	117	117	....	....	....	117	117
Central Labor Council (2)													
Harry E. Reynolds	1	....	....	....	1	1	....	....	1	....	1	1	1
Chauffeurs, Teamsters No. 467 (609)													
A. O. May .....	....	609	....	....	609	....	609	609	....	....	609	....	....
Culinary Workers and Bar- tenders No. 535 (100)													
Harry E. Griffin	100	....	....	100	....	100	....	....	100	100	100	100	100
Motion Picture Machine Op- erators No. 577 (33)													
M. E. Franklin	17	....	....	....	17	....	17	....	17	....	....	....	17
H. E. Reynolds	16	....	....	....	16	....	16	....	16	....	....	16	16
SAN DIEGO													
Barbers No. 256 (109)													
B. N. Moses	109	....	....	....	109	109	....	109	....	109	....	109	109
Carpenters No. 1571 (81)													
Henry Hutson	81	....	....	....	81	....	81	81	....	....	81	....	....
Cooks, Waitresses and Help- ers No. 402 (211)													
F. W. Schneider	211	....	....	211	....	211	....	....	211	211	....	211	211
Electrical Workers No. 465 (477)													
Robert E. Noonan	477	....	....	477	....	477	....	477	....	477	....	477	477
Electrical Workers No. B-569 (257)													
Maurice J. Collins	129	....	....	129	....	129	....	129	....	129	....	129	129
M. L. Ratcliff	128	....	....	128	....	128	....	128	....	128	....	128	128
Federated Trades Council (2)													
Edward F. Pierce	1	....	....	....	1	1	....	1	....	1	....	1	....
Fish Cannery Workers of the Pacific (700)													
Pauline Furth	700	....	....	....	700	700	....	....	700	700	....	700	700
Hook and Line Bait Boat Fish- ermen (500)													
J. B. Skinner	500	....	....	....	500	500	....	....	500	500	....	500	500
International Fire Fighters No. 145 (187)													
S. H. Shawver	187	....	....	....	187	187	....	....	187	187	....	187	187
Motion Picture Projectionists No. 297 (36)													
Earl F. Nelson	36	....	....	....	36	36	....	....	36	36	....	36	36
Retail Clerks No. 769 (36)													
Edward F. Pierce	36	....	....	....	36	....	36	....	36	36	....	36	....
Teamsters, Chauffeurs and Helpers No. 542 (1000)													
J. P. Poteet .....	....	1000	....	....	1000	....	1000	1000	....	....	....	....	....
Theatrical Stage Employees No. 122 (33)													
E. H. Dowell	33	....	....	....	33	33	....	....	33	33	....	33	33
Waiters and Bartenders No. 500 (104)													
Peter N. George	104	....	....	104	....	104	....	....	104	104	104	104	104
SAN FRANCISCO													
Apartment House Employees No. 14 (536)													
O. E. Smith .....	....	179	....	....	179	....	179	179	....	....	179	179	....
Tom Conroy .....	....	179	....	....	179	....	179	179	....	....	179	179	....
Joe P. Carver .....	....	178	....	....	178	....	178	178	....	....	178	178	....
Auto Mechanics No. 1305 (1800)													
John MacFarlane	217	....	....	....	217	217	....	....	217	217	....	217	217
Rollie M. Carr	217	....	....	....	217	217	....	....	217	217	....	217	217
Fritz Mey	217	....	....	....	217	217	....	....	217	217	....	217	217
Elmo Elliott	217	....	....	....	217	217	....	....	217	217	....	217	217
Harry Ritchie	216	....	....	....	216	216	....	....	216	216	....	216	216
Carl Hoppe	216	....	....	....	216	216	....	....	216	216	....	216	216
Automotive Warehousemen No. 241 (283)													
Gerald Cruise	283	....	....	....	283	283	....	....	283	283	....	283	283
Bakers No. 24 (1303)													
Fred Schierbaum	1303	....	....	....	1303	1303	....	1303	....	1303	1303	1303	....
Bakery Wagon Drivers No. 484 (854)													
Clarence J. Walsh .....	....	854	....	....	854	....	854	....	854	....	854	....	....
Barbers No. 148 (542)													
Joseph H. Honey	181	....	....	181	....	181	....	181	....	181	....	181	181
Grover Duke .....	....	181	....	....	181	....	181	181	....	....	....	....	181
James A. Cramp	180	....	....	....	180	180	....	180	....	....	....	180	180

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
1	....	....	1	....	....	1	....	....	1	....	1	....	....	....	1	....	1
71 ....	.... 70	....	71 70	....	....	71 70	....	....	71 70	....	71 70	....	....	....	71 70	....	71 70
117	117	....	....	117	117	....	....	....	117	117	....	....	117	....	....	....	117
....	1	....	....	1	1	....	....	1	....	1	....	....	....	....	1	....	1
609	609	609	609	....	....	....	609	609	....	609	....	....	609	....	....	....	609
....	....	....	100	....	....	100	....	....	100	100	....	....	100	....	....	....	100
17	17 16	17 16	17 16	....	17 16	....	....	.... 16	17	17 16	....	....	17 16	....	....	....	17 16
109	....	....	109	....	109	....	....	....	109	....	109	....	....	....	109	....	109
....	....	....	81	....	....	....	81	81	....	81	....	....	....	....	81	....	81
....	211	....	211	....	211	....	....	211	....	....	211	....	....	....	211	....	211
....	477	....	477	....	....	....	477	477	....	....	477	....	477	....	....	477	....
....	129 128	....	129 128	....	....	....	129 128	129 128	....	....	129 128	....	129 128	....	....	....	129 128
1	....	1	1	....	....	....	1	1	....	1	....	....	....	....	1	....	1
....	700	....	700	....	700	....	....	700	....	....	700	....	700	....	....	....	700
....	500	....	500	....	500	....	....	500	....	....	500	....	500	....	....	....	500
....	187	....	187	....	187	....	....	....	187	....	187	....	187	....	....	....	187
....	36	....	36	....	36	....	....	....	36	....	36	....	36	....	....	....	36
36	....	36	36	....	....	....	36	36	....	36	....	....	....	....	36	....	36
....	....	1000	1000	....	....	....	1000	....	1000	1000	....	....	1000	....	....	....	1000
....	33	....	33	....	33	....	....	....	33	....	33	....	33	....	....	....	33
....	....	....	....	104	....	104	....	104	....	....	104	....	....	....	104	....	104
179 179 178	179 179 178	....	179 179 178	....	....	179 179 178	....	179 179 178	....	....	....	179 179 178	....	179 179 178	....	....	179 179 178
....	217	....	217	....	217	....	....	....	217	....	217	....	....	217	....	....	217
....	217	....	217	....	217	....	....	....	217	....	217	....	....	217	....	....	217
....	217	....	217	....	217	....	....	....	217	....	217	....	....	217	....	....	217
....	216	....	216	....	216	....	....	....	216	....	216	....	....	216	....	....	216
....	216	....	216	....	216	....	....	....	216	....	216	....	....	216	....	....	216
....	283	....	283	....	283	....	....	....	283	....	283	....	....	283	....	....	283
....	1303	....	1303	....	....	1303	....	....	1303	....	....	1303	1303	....	....	....	1303
854	....	854	854	....	....	854	....	854	....	....	....	854	....	854	....	....	854
....	181	....	181	....	....	....	181	....	181	....	181	....	....	181	....	....	181
180	....	180	180	....	....	....	180	....	180	181	180	....	....	180	....	....	180

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Laudenberg	William McCabe	C. T. McDonough	Anthony Noriega
SAN FRANCISCO (Cont'd)													
Bartenders No. 41 (2208)													
Arthur Dougherty	736	....	....	....	736	736	....	....	736	736	736	736	....
Bruno Mannori .....	....	736	....	....	736	....	736	....	736	....	736	736	....
William McCabe .....	....	736	....	....	736	....	736	....	736	....	736	736	....
Beauticians No. 12 (124)													
Walter W. Pierce	62	....	....	....	62	....	62	....	62	62	....	62	62
Bee Odle Snyder	62	....	....	....	62	....	62	....	62	62	....	62	62
Bill Posters and Billers No. 44 (47)													
George Lea Phillips	24	....	....	....	24	24	....	....	24	24	....	24	24
Loyal H. Gilmour	23	....	....	23	....	23	....	....	23	23	....	23	23
Blacksmiths No. 168 (94)													
Frank H. Weibel	94	....	....	94	....	....	94	94	....	94	94	94	....
Bookbinders and Bindery Wom- en No. 31-125 (450)													
August Halling	225	....	....	....	225	....	225	....	225	....	225	....	....
Bette Bell .....	....	....	....	....	....	....	....	....	....	....	225	....	....
Bottlers No. 293 (875)													
John Montaldo	219	....	....	219	....	219	....	....	219	219	219	219	....
Paul G. Pfahler	219	....	....	219	....	219	....	....	219	219	219	....	....
Anton J. Ziegler, Jr.	219	....	....	219	....	219	....	....	219	219	219	219	....
William H. Ahern	218	....	....	218	....	218	....	....	218	218	218	218	....
Brewery Workmen No. 7 (608)													
Henry Jenichen	304	....	....	304	....	304	....	....	304	304	304	304	....
Elmer Schaffer	304	....	....	304	....	304	....	....	304	304	304	304	....
Brewery Drivers No. 227 (650)													
Martin Christen	163	....	....	163	....	163	....	....	163	163	163	163	....
John S. Horn	163	....	....	163	....	163	....	....	163	163	163	163	....
George D. Peverley	162	....	....	162	....	162	....	....	162	162	162	162	....
Albert Kozlosky	162	....	....	162	....	162	....	....	162	162	162	162	....
Building Material Drivers No. 216 (150)													
J. E. Moore	150	....	....	150	....	150	....	150	....	....	....	150	150
Bus Drivers No. 1225 (239)													
T. O. Hensley	239	....	....	....	239	239	....	....	239	239	....	239	239
Candy and Confectionery Workers No. 24 (119)													
David Dunham .....	....	60	....	60	....	....	60	60	....	60	....	60	....
Earl J. Piercy	59	....	....	59	....	....	59	59	....	59	....	59	....
Carpenters No. 22 (1429)													
Joseph C. Stuart	1429	....	....	1429	....	1429	....	1429	....	1429	....	1429	1429
Carpenters No. 483 (924)													
Lewis F. Stone	924	....	....	924	....	924	....	924	....	924	....	924	924
Carpenters No. 2164 (275)													
James Baird	275	....	....	275	....	....	275	....	275	....	275	....	....
Cemetery Employees (53)													
Jim Symes	53	....	....	....	53	53	....	....	53	53	....	53	53
Chauffeurs No. 265 (967)													
James C. McBride	967	....	....	....	967	967	....	....	967	967	....	967	967
Circular Distributors No. BB-11 (138)													
Lew C. G. Blix	138	....	....	138	....	138	....	....	138	138	....	138	138
Cleaning and Dye House Workers No. 7 (657)													
William M. Matthews	657	....	....	657	....	....	657	657	....	....	657	657	....
Commission Market Drivers No. 280 (78)													
Silvio Giannini	78	....	....	....	78	78	....	....	78	78	....	78	78
Construction and General La- borers No. 261 (378)													
Claude E. McGovern	315	....	....	315	....	315	....	315	....	315	....	315	315
Jack Leonard	63	....	....	63	....	63	....	63	....	63	....	63	63
Cooks No. 44 (2617)													
Joe Belardi .....	....	437	....	437	....	....	437	....	437	....	437	437	....
C. T. McDonough	436	....	....	....	436	436	....	....	436	436	436	....	436
Joe Bader	436	....	436	....	....	436	....	....	436	436	436	436	436
Harvey Rainbow	436	....	....	....	436	436	....	....	436	436	436	436	436
Rene Battaglini .....	....	436	....	436	....	....	436	....	436	....	436	436	....
Joe A. Moore	436	....	....	....	436	436	....	....	436	436	436	436	436
Cracker Bakers No. 125 (323)													
Joseph L. Parker	323	....	....	....	323	....	323	323	....	323	323	323	....
Dairy and Creamery Employ- ees No. 304 (650)													
Albert Brown .....	....	650	....	....	650	....	650	650	....	....	650	....	....
Draftsmen No. 11 (100)													
John J. Casey .....	....	100	....	....	100	....	100	100	....	....	100	....	....
Electrical Workers No. 6 (200)													
Joseph Nunan	200	....	....	200	....	200	....	200	....	200	....	200	200
Electrical Workers No. B-202 (269)													
L. G. Ellicott	269	....	....	269	....	269	....	269	....	269	....	269	269
Film Exchange Employees No. B-17 (31)													
Frances Hendricks	31	....	....	....	31	31	....	....	31	31	....	31	31
Fire Fighters No. 541 (21)													
J. J. Lovell	21	....	....	....	21	21	....	....	21	21	....	21	21
Fish Cannery Workers of the Pacific (89)													
Agnes Tuoto	89	....	....	....	89	89	....	....	89	89	....	89	89

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15		Secretary- Treasurer			A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Boist	Al Finan	Charles F. Daley	Albin J. Grubin	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Roell	J. W. Van Hook	San Francisco	Stockton
....	736	....	736	....	736	....	....	....	736	....	736	....	....	736	....	736	....
....	736	736	736	....	....	736	....	736	....	....	....	736	....	....	736	736	....
....	736	736	736	....	....	736	....	736	....	....	....	736	....	....	736	736	....
....	62	....	62	....	....	....	62	....	62	....	62	....	....	62	....	62	....
62	....	....	62	....	....	....	62	....	62	....	62	....	....	62	....	62	....
....	24	....	24	....	24	....	....	....	24	....	24	....	24	....	....	24	....
....	23	....	23	....	....	....	23	....	23	....	23	....	....	23	....	23	....
....	94	....	94	....	....	....	94	....	94	....	94	....	94	....	....	94	....
....	....	....	....	....	....	....	225	225	....	....	....	225	225	....	....	225	....
....	....	....	....	....	....	....	225	225	225	....	....	225	225	....	....	225	....
....	219	....	219	....	....	219	....	219	....	....	219	....	....	219	....	219	....
....	219	....	219	....	....	219	....	219	....	....	219	....	....	....	219	219	....
....	219	....	219	....	....	219	....	219	....	....	219	....	....	....	219	219	....
....	218	....	218	....	....	218	....	218	....	....	218	....	....	218	....	218	....
....	304	....	304	....	....	304	....	304	....	....	304	....	....	304	....	304	....
....	304	....	304	....	....	304	....	304	....	....	304	....	....	....	304	304	....
....	163	....	163	....	....	163	....	163	....	....	163	....	....	163	....	163	....
....	163	....	163	....	....	163	....	163	....	....	163	....	....	....	163	163	....
....	162	....	162	....	....	162	....	162	....	....	162	....	....	....	162	162	....
....	162	....	162	....	....	162	....	162	....	....	162	....	....	162	....	162	....
....	150	150	150	....	....	....	150	....	150	....	150	....	....	150	....	....	150
....	239	....	239	....	239	....	....	....	239	....	239	....	239	....	....	239	....
60	....	60	....	60	....	....	60	....	60	....	60	....	....	60	....	60	....
59	59	....	....	59	59	....	....	....	59	....	59	....	....	59	....	59	....
....	1429	....	....	1429	1429	....	....	1429	....	....	1429	....	1429	....	....	....	1429
....	924	....	....	924	924	....	....	....	924	....	924	....	924	....	....	924	....
....	275	275	275	....	....	275	....	275	....	....	....	275	275	....	....	275	....
....	53	....	....	53	53	....	....	53	....	....	53	....	....	53	....	53	....
....	967	....	967	....	967	....	....	967	....	....	967	....	....	967	....	967	....
....	138	....	....	138	138	....	....	....	138	....	138	....	....	....	138	....	138
657	....	657	657	....	....	657	....	657	....	....	....	657	....	657	....	657	....
....	78	....	78	....	78	....	....	....	78	....	78	....	....	78	....	78	....
....	315	....	....	315	315	....	....	315	....	....	315	....	315	....	....	....	315
....	63	....	....	63	63	....	....	63	....	....	63	....	63	....	....	....	63
....	436	....	....	437	....	437	....	437	....	....	436	437	....	....	437	437	....
....	....	....	436	....	....	436	....	....	436	....	....	436	....	....	436	436	....
....	....	....	....	....	....	436	....	436	....	....	....	436	....	....	436	436	....
....	....	....	436	....	436	....	....	436	....	....	436	436	....	436	....	436	....
....	....	....	436	....	436	....	....	436	....	....	436	436	....	436	....	436	....
....	....	....	436	....	436	....	....	436	....	....	436	436	....	436	....	436	....
....	....	323	....	323	....	....	323	....	323	....	323	....	....	....	....	....	323
650	650	650	650	....	....	....	650	650	....	650	....	....	650	....	....	....	650
100	100	100	100	....	....	....	100	100	....	100	....	....	....	100	....	100	....
....	200	....	200	....	....	....	200	200	....	....	....	200	200	....	....	200	....
....	269	....	269	....	....	....	269	269	....	....	269	....	269	....	....	....	269
....	31	....	....	31	31	....	....	....	31	....	31	....	....	....	31	31	....
....	21	....	21	....	21	....	....	....	21	....	21	....	21	....	....	21	....
....	89	....	89	....	89	....	....	89	....	....	89	....	89	....	....	....	89

SAN FRANCISCO (Cont'd)	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
Garage and Service Station Employees No. 665 (1000)													
Leon Vorhes	1000	....	....	....	1000	1000	....	....	1000	1000	....	1000	1000
General Warehousemen No. 860 (475)													
Harold S. Mathews .....	....	475	....	....	475	....	475	475	....	....	475	....	....
Hoisting and Portable Engi- neers No. 3 (500)													
Victor S. Swanson	500	....	....	....	500	500	....	500	....	500	500	500	....
Hotel and Apartment House Employees No. 283 (1625)													
Forest Seitzinger	271	....	....	....	271	....	271	....	271	....	271	271	....
Louis H. Reznick	271	....	....	....	271	....	271	....	271	....	271	271	....
Zelma Delaney .....	....	271	....	....	271	....	271	....	271	....	271	271	....
Mary E. Moore .....	....	271	....	....	271	....	271	271	....	....	271	271	....
J. Smith Glover	271	....	....	....	271	....	271	....	271	....	271	271	....
Aline Henderson	270	....	....	....	270	....	270	....	270	....	270	270	....
Ice Wagon Drivers No. 519 (144)													
Lloyd B. Kern	144	....	....	....	144	144	....	....	144	144	....	144	144
Jewelry Workers No. 36 (200)													
George F. Allen .....	....	200	....	....	200	....	200	200	....	....	200	200	....
Labor Council (2)													
Henry S. Foley .....	....	1	....	....	1	....	1	....	1	....	1	....	....
Margaret Werth .....	....	1	....	....	....	....	1	....	1	1	1	1	1
Laundry Workers No. 26 (2100)													
Charles Keegan .....	....	350	....	....	350	....	350	350	....	....	350	....	350
Margie Hackett .....	....	350	....	....	350	....	350	350	....	....	....	....	350
Laurence Palacios .....	....	350	....	....	350	....	350	350	....	....	350	....	....
Earl Young .....	....	350	....	....	350	....	350	....	350	....	....	....	....
Tillie Clifford .....	....	350	....	....	350	....	350	350	....	....	....	....	350
Mae Quirk .....	....	350	....	....	350	....	350	....	350	....	....	....	350
Lithographers No. 17 (650)													
Oscar Witthoft	325	....	....	....	325	....	325	325	....	325	....	....	325
Morris B. Dulberg	325	....	....	....	325	....	325	325	....	....	....	....	325
Masters, Mates and Pilots No. 90 (1083)													
C. F. May	1083	....	....	....	1083	1083	....	....	1083	1083	....	1083	1083
Milk Wagon Drivers No. 226 (1022)													
Carl Barnes	1022	....	....	....	1022	1022	....	....	1022	1022	....	1022	1022
Miscellaneous Employees No. 110 (2366)													
Nick Doris .....	....	395	....	....	395	....	395	....	....	....	395	395	....
Oden Lee .....	....	395	....	....	395	....	395	....	395	....	395	395	....
A. T. Gabriel .....	....	394	....	....	394	....	394	....	394	....	394	394	....
James Dimakes .....	....	394	....	....	394	....	394	....	394	....	394	394	....
Ygnacio Castillon .....	....	394	....	....	394	....	394	....	394	....	394	394	....
Wayne Cantu .....	....	394	....	....	394	....	394	....	394	....	394	394	....
Molders No. 164 (352)													
John J. Gibson	352	....	....	....	352	....	352	....	352	352	....	....	352
Motion Picture Projectionists No. 162 (148)													
Anthony L. Noriega	148	....	....	....	148	148	....	....	148	148	....	148	148
Municipal Park Employees No. 311 (350)													
Andrew J. Gallagher	350	....	....	....	350	....	350	....	....	....	....	350	350
Musicians No. 6 (1625)													
Clarence H. King	1625	....	....	....	1625	1625	....	....	1625	1625	....	1625	1625
Newspaper and Periodical Drivers No. 921 (220)													
Fletcher S. Batchelder .....	....	220	....	....	220	....	220	....	220	....	220	....	....
Office Employees No. 21320 (100)													
Henrietta Williams	100	....	....	....	100	100	....	....	100	100	....	100	100
Operating Engineers No. 64 (861)													
Herbert L. Kelley	861	....	....	....	861	....	....	861	....	861	861	861	....
Packers and Preserve Workers No. 20989 (300)													
Lawrence T. Bregante	300	....	....	....	300	300	....	....	300	300	....	300	300
Painters No. 19 (917)													
William Sutherland	459	....	....	....	459	....	459	....	459	....	....	459	459
John Mullane	458	....	....	....	458	....	458	....	458	....	....	458	458
Pattern Makers Association (163)													
Thomas Stoffer	163	....	....	....	163	....	....	163	....	163	....	....	163
Post Office Clerks No. 2 (750)													
Mel D. Bynon	375	....	....	....	375	....	375	....	375	....	....	375	375
Herman A. Weirich	375	....	....	....	375	375	....	375	....	....	....	375	375
Printing Pressmen No. 24 (590)													
Robert L. Reynolds	590	....	....	....	590	590	....	....	590	590	590	590	....
Production Machine Operators No. 1327 (858)													
Emmett Campion	429	....	....	....	429	429	....	....	429	429	....	429	429
Joseph L. Ferris	429	....	....	....	429	429	....	....	429	429	....	429	429
Professional Embalmers No. 9049 (100)													
Phil A. Murphy	100	....	....	....	100	....	100	....	100	100	....	100	100

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist No. 13			Vice-Pres. for Dist. No. 15		Secretary- Treasurer			A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Boost	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
....	1000	....	1000	....	1000	....	....	....	1000	....	1000	....	....	1000	....	....	1000
475	475	475	475	....	....	....	475	475	....	475	....	....	475	....	....	....	475
....	....	500	500	....	....	....	500	....	500	....	....	500	500	....	....	500	....
....	....	....	271	....	....	271	....	271	....	....	....	271	....	271	....	271	....
....	....	....	271	....	....	271	....	271	....	....	....	271	....	....	271	271	....
271	271	....	271	....	....	271	....	271	....	....	....	271	....	271	....	271	....
....	....	....	271	....	....	271	....	271	....	....	....	271	....	271	....	....	271
....	....	....	270	....	....	270	....	270	....	....	....	270	....	270	....	270	....
....	144	....	144	....	144	....	....	....	144	....	144	....	....	144	....	....	144
200	....	200	200	....	....	200	....	200	....	....	....	200	....	200	....	....	200
....	....	1	....	....	....	1	....	1	....	....	....	1	....	1	....	1	....
....	....	....	....	....	....	1	....	1	....	....	....	1	....	1	....	1	....
350	....	350	350	....	....	....	350	350	....	350	....	....	....	350	....	....	350
350	350	350	350	....	....	....	350	350	....	350	....	....	....	350	....	....	350
350	350	350	350	....	....	....	350	350	....	350	....	....	350	....	....	....	350
350	350	350	350	....	....	....	350	350	....	350	....	....	....	350	....	....	350
350	350	350	350	....	....	....	350	350	....	350	....	....	....	350	....	....	350
350	350	350	350	....	....	....	350	350	....	350	....	....	....	350	....	....	350
325	325	....	325	....	325	....	....	325	....	....	325	....	....	325	....	325	....
325	325	325	325	....	325	....	....	325	....	....	325	....	....	325	....	325	....
....	1083	....	1083	....	1083	....	....	....	1083	....	1083	....	....	1083	....	1083	....
....	1022	....	1022	....	1022	....	....	....	1022	....	1022	....	....	1022	....	....	1022
....	....	....	....	....	....	395	....	395	....	....	....	395	....	395	....	395	....
395	395	....	....	395	....	395	....	395	....	....	....	395	....	395	....	....	395
394	394	....	....	394	....	394	....	394	....	....	....	394	....	....	394	394	....
394	394	....	....	394	....	394	....	394	....	....	....	394	....	....	394	394	....
394	394	....	....	394	....	394	....	....	394	....	....	394	....	394	....	394	394
....	....	....	....	394	....	394	....	394	....	....	....	394	....	....	394	394	....
....	352	352	....	352	....	....	352	....	352	....	352	....	....	352	....	352	....
....	148	....	148	....	148	....	....	....	148	....	148	....	....	....	148	....	148
....	350	350	....	....	350	....	....	350	....	....	350	....	....	350	....	350	....
....	1625	....	1625	....	1625	....	....	1625	....	....	1625	....	....	....	....	1625	....
220	....	220	220	....	....	220	....	220	....	....	....	220	....	220	....	220	....
....	100	....	100	....	100	....	....	100	....	....	100	....	100	....	....	100	....
....	....	861	861	....	....	....	861	861	....	....	....	861	861	....	....	....	861
....	....	300	300	....	300	....	....	....	300	....	300	....	....	300	....	300	....
....	459	....	....	459	459	....	....	....	459	....	459	....	459	....	....	459	....
....	458	....	....	458	458	....	....	....	458	....	458	....	458	....	....	....	458
....	163	163	....	163	....	....	163	163	....	....	163	....	....	163	....	163	....
375	375	....	375	....	....	....	375	....	375	....	375	....	375	....	....	375	....
....	375	375	375	....	....	....	375	....	375	....	375	....	375	....	....	375	....
....	590	....	590	....	590	....	....	....	590	....	....	590	....	590	....	590	....
....	429	....	429	....	429	....	....	....	429	....	429	....	....	429	....	....	429
....	429	....	429	....	429	....	....	....	429	....	429	....	....	429	....	....	429
100	....	....	100	....	100	....	....	100	....	....	100	....	....	100	....	100	....

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9	Vice-Presidents for District No. 10				
	A. M. Gruber	Harold Waterbury	Frank Royce	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Lundeberg	William McCabe	C. T. McDonough	Anthony Noriega
SAN FRANCISCO (Cont'd)													
Retail Delivery Drivers No. 278 (625)													
W. R. Otto	625	....	....	....	625	625	....	....	625	625	....	625	625
Retail Fruit and Vegetable Clerks No. 1017 (200)													
Allen Brodke	200	....	....	....	200	....	200	....	200	200	....	200	....
Retail Furniture and Appliance Salesmen No. 1285 (88)													
Thomas Daugherty	88	....	....	....	88	....	88	....	88	88	....	88	....
Retail Grocery Clerks No. 648 (1167)													
C. H. Jinkerson	1167	....	....	....	1167	....	1167	....	1167	1167	....	1167	....
Sailors Union of the Pacific (3000)													
Charles Kindell	3000	....	....	....	3000	3000	....	....	3000	3000	....	3000	3000
Shipfitters and Helpers No. 9 (175)													
L. H. Keel	175	....	....	....	175	....	175	175	....	175	....	175	....
Sign and Pictorial Painters No. 510 (316)													
Thomas C. Meagher	316	....	....	316	....	316	....	316	....	316	....	316	316
Sprinkler Fitters, Auxiliary No. 669 (12)													
John Allan	12	....	....	12	....	12	....	12	....	12	....	12	12
Street Car and Motor Coach Operators Division No. 1114 (407)													
Edward D. Vandeleur	407	....	....	....	407	407	....	....	407	407	....	407	407
Street Carmen No. 1004 (1000)													
S. W. Douglas	1000	....	....	....	1000	1000	....	....	1000	1000	....	1000	1000
Street Railway Employees No. 518 (900)													
William J. McHugh	225	....	....	....	225	225	....	....	225	225	225	225	225
James J. O'Brien	225	....	....	....	225	225	....	....	225	225	225	225	225
Frank A. Rivers .....	....	225	....	....	225	....	225	....	225	....	225	....	....
John J. Sherry, Jr.	225	....	....	....	225	225	....	....	225	225	225	225	225
Teamsters No. 85 (2292)													
Joseph F. Buckley	382	....	....	....	382	382	....	....	382	382	....	382	382
John Doering	382	....	....	....	382	382	....	....	382	382	....	382	382
Alfred Allsop	382	....	....	....	382	382	....	....	382	382	....	382	382
Dennis Doherty	382	....	....	....	382	382	....	....	382	382	....	382	382
Louis Casazza	382	....	....	....	382	382	....	....	382	382	....	382	382
John A. Ryan	382	....	....	....	382	382	....	....	382	382	....	382	382
Theatrical Employees No. B-18 (173)													
Nell Joyce	173	....	....	....	173	173	....	....	173	....	....	....	173
Theatrical Stage Employees No. 16 (116)													
F. B. Williams	116	....	....	....	116	116	....	....	116	....	....	....	116
Union Label Section (2)													
Thomas Rotell	2	....	....	....	2	2	....	....	2	2	....	2	2
United Garment Workers No. 131 (542)													
Nellie Casey	181	....	....	....	181	....	181	....	181	181	....	181	181
Catherine Barrett	181	....	....	....	181	181	....	....	181	181	....	181	181
Mayme Graham	180	....	....	....	180	....	180	....	180	180	....	180	180
Waiters No. 30 (4089)													
Fred Oestreich	1023	....	....	....	1023	....	1023	....	1023	....	1023	1023	....
Louis A. Francoeur	1022	....	....	....	1022	1022	....	....	1022	1022	....	1022	1022
William H. Bartleson	1022	....	....	1022	....	....	1022	....	1022	....	1022	1022	....
John McKelvey .....	....	....	....	....	....	....	1022	....	1022	....	1022	1022	....
Waitresses No. 48 (3196)													
Gussie Neubert	533	....	....	....	533	....	533	....	533	....	533	533	533
Lizzie Bryant	533	....	....	....	533	533	....	....	533	533	....	533	533
Betty Winchell .....	....	533	....	....	533	533	....	....	533	....	533	533	....
Minnie Lucey .....	....	533	....	....	....	....	533	....	533	....	533	533	533
Elizabeth Kelly .....	....	532	....	....	532	....	532	....	532	....	532	532	532
Louise Halverson .....	....	532	....	....	....	....	532	....	532	....	532	532	532
Web Pressmen No. 4 (200)													
Thomas Hines	200	....	....	....	200	200	....	....	200	200	200	200	....
Window Cleaners No. 44 (217)													
D. Foggel	217	....	....	217	....	217	....	....	217	217	....	217	217
SAN JOSE													
Auto Mechanics No. 1101 (275)													
E. B. Scott	275	....	....	....	275	275	....	....	275	275	....	275	275
Barbers No. 252 (150)													
Anthony Agrillo .....	....	150	....	....	150	....	150	150	....	....	150	....	....
Bartenders No. 577 (187)													
Herschell Morgan	187	....	....	....	187	187	....	....	187	187	....	187	187
Cannery Workers No. 20852 (2109)													
Angelo Ghirlanda .....	....	352	....	....	352	....	352	352	....	....	352	....	....
Joseph Lamarra .....	....	352	....	....	352	....	352	352	....	....	352	....	....
John Dunn .....	....	352	....	....	352	....	352	352	....	....	352	....	....
Fred Less	351	....	351	....	....	....	....	351	....	....	351	351	351
Alvera Querantes .....	....	351	....	....	351	....	351	351	....	....	351	....	....
Don Sanfilippo .....	....	351	....	....	351	....	351	351	....	....	351	....	....
Carpenters No. 316 (305)													
Floyd Day	305	....	....	305	....	305	....	305	....	....	305	....	....

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rottel	J. W. Van Hook	San Francisco	Stockton
....	625	....	625	....	625	....	....	....	625	....	625	....	....	625	....	625	....
200	....	200	200	....	....	....	200	200	....	200	....	....	....	....	200	200	....
88	....	88	88	....	....	....	88	88	....	88	....	....	....	....	88	88	....
1167	....	1167	1167	....	....	....	1167	1167	....	1167	....	....	....	....	1167	1167	....
....	3000	....	3000	....	3000	....	....	....	3000	....	3000	....	3000	....	....	....	3000
....	175	175	175	....	....	....	175	....	175	....	175	....	....	175	....	175	....
....	316	....	....	316	316	....	....	....	316	....	316	....	316	....	....	316	....
12	....	....	....	12	12	....	....	12	....	....	12	....	12	....	....	12	....
....	407	....	407	....	407	....	....	....	407	....	407	....	407	....	....	407	....
....	1000	....	1000	....	1000	....	....	....	1000	....	1000	....	....	1000	....	1000	....
....	....	....	225	....	225	....	....	....	225	....	225	....	....	225	....	225	....
....	....	225	225	....	....	225	....	225	225	....	225	225	....	225	....	225	....
....
....	382	....	382	....	382	....	....	....	382	....	382	....	382	....	....	382	....
....	382	....	382	....	382	....	....	....	382	....	382	....	....	382	....	382	....
....	382	....	....	....	382	....	....	....	382	....	382	....	382	....	....	382	....
....	382	....	382	....	382	....	....	....	382	....	382	....	382	....	....	382	....
....	382	....	382	....	382	....	....	....	382	....	382	....	....	382	....	382	....
....	382	....	382	....	382	....	....	....	382	....	382	....	....	382	....	382	....
....	....	....	173	....	173	....	....	....	173	....	173	....	....	173	....	....	173
....	....	....	116	....	116	....	....	....	116	....	116	....	....	116	....	....	....
....	2	....	2	....	....	....	....	2	....	....	2	....	....	2	....	2	....
....	181	....	181	....	....	....	181	....	181	....	181	....	....	181	....	181	....
....	181	....	181	....	....	181	....	....	181	....	181	....	....	181	....	181	....
....	180	....	....	180	....	180	....	....	180	....	180	....	....	180	....	180	....
1022	....	....	1023	....	....	1023	....	1023	....	....	1022	1023	....	....	1023	1023	....
....	....	....	1022	....	....	1022	....	1022	....	....	1022	....	....	....	1022	1022	....
....	....	....	....	1022	....	1022	1022	1022	....	....	1022	1022	....	....	1022	1022	1022
....	....	533	533	....	....	533	....	....	533	....	533	....	....	533	....	533	....
....	....	533	533	....	....	533	....	....	533	....	533	....	....	....	533	533	....
....	....	533	....	....	....	533	....	533	....	....	....	533	533	....	....	533	....
....	....	532	....	....	....	532	....	532	....	....	....	532	....	532	....	532	....
....	....	532	....	....	....	532	....	532	....	....	....	532	....	....	532	532	....
....	200	....	200	....	200	....	....	200	....	....	....	200	....	200	....	200	....
....	217	....	....	217	217	....	....	....	217	....	217	....	....	217	....	217	....
....	275	....	275	....	275	....	....	....	275	....	275	....	275	....	....	....	275
150	150	150	150	....	....	....	150	....	150	150	....	....	....	....	150	150	....
....	187	....	187	....	....	....	187	....	187	....	187	....	....	....	187	....	187
352	352	352	352	....	....	....	352	352	....	352	....	....	352	....	....	....	352
352	352	352	352	....	....	....	352	352	....	352	....	....	....	352	....	352	....
352	352	352	352	....	....	....	352	352	....	352	....	....	....	352	....	352	....
....	351	....	....	351	....	....	351	....	351	....	....	....	351	....	....	....	351
351	351	351	351	....	....	....	351	351	....	351	....	....	351	....	....	....	351
351	351	351	351	....	....	....	351	351	....	351	....	....	....	351	....	....	351
....	....	....	305	....	....	305	....	305	....	....	....	305	305	....	....	....	305

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boye	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Lundeberg	William McCabe	C. T. McDonough	Anthony Noriega
SAN JOSE (Cont'd)													
Cement Laborers No. 270 (539)													
J. E. Foster	270	....	....	270	....	270	....	270	....	270	....	270	270
William Zalabak	269	....	....	269	....	269	....	269	....	269	....	269	269
Central Labor Council (2)													
Ray Manbeck .....	....	2	....	....	2	....	2	2	....	....	2	....	....
Cooks, Waiters and Waitresses No. 180 (167)													
Harry Hays	167	....	....	....	167	167	....	....	167	167	....	167	167
Dried Fruit and Nut Packers No. 21084 (49)													
Maxine Smiley .....	....	25	....	....	25	....	25	25	....	....	....	25	....
Eunice Cupples .....	....	24	....	....	24	....	24	24	....	....	....	24	....
Fire Fighters No. 374 (22)													
C. D. Havins	22	....	....	....	22	22	....	....	22	22	....	22	22
Garage and Service Station Employees No. 556 (200)													
James Limbach .....	....	200	....	....	200	....	200	200	....	....	200	....	....
Lathers No. 144 (48)													
Robert A. Judson	48	....	....	48	....	48	....	48	....	....	....	....	48
Laundry Workers No. 33 (129)													
I. J. Hernandez .....	....	65	....	....	65	....	65	65	....	....	65	....	....
Lola Chantler .....	....	64	....	....	64	....	64	64	....	....	64	....	....
Machinists No. 504 (261)													
Charles T. Slinger	261	....	....	....	261	261	....	....	261	261	....	261	261
Moving Picture Projectionists No. 431 (33)													
C. H. Tillson	17	....	....	....	17	17	....	....	17	17	....	17	17
R. E. Pinkham	16	....	....	....	16	16	....	....	16	16	....	16	16
Painters No. 507 (125)													
Otto Sargent	125	....	....	125	....	....	....	125	....	125	....	....	125
Plumbers No. 393 (139)													
F. G. Volkers	139	....	....	139	....	139	....	139	....	139	....	139	139
Teamsters No. 287 (1448)													
C. P. Edwards .....	....	1448	....	....	1448	....	1448	1448	....	....	1448	....	....
Theatrical Stage Employees No. 134 (42)													
Felix Caserta	42	....	....	42	....	....	42	42	....	....	42	....	....
SAN MATEO													
Bartenders No. 340 (177)													
Thomas A. Small	177	....	....	....	177	177	....	....	177	177	....	177	177
Beauticians No. 914-A (33)													
Mae E. Wright	33	....	....	33	....	....	33	....	33	33	....	33	33
Carpenters No. 162 (419)													
George E. Brunner	419	....	419	....	....	419	....	419	....	419	....	419	419
Central Labor Council (San Mateo County) (2)													
Richard McAllister	1	....	....	1	....	1	....	....	1	1	....	1	....
Ruth M. Bradley .....	....	1	....	....	1	1	....	....	1	1	....	1	1
Laundry Workers No. 143 (28)													
Ruth M. Bradley .....	....	28	....	....	28	28	....	....	28	28	....	....	28
Printing Pressmen No. 315 (33)													
Richard McAllister	33	....	....	33	....	33	....	....	33	33	....	33	....
Stage Employees No. 409 (33)													
Herald Butterfield	33	....	....	....	33	33	....	....	33	....	....	....	33
SAN PEDRO													
Bartenders No. 591 (161)													
Marshall Petrie	161	....	....	....	161	161	....	....	161	161	....	161	161
Butchers No. 551 (159)													
Frank Krasnesky	159	....	....	....	159	....	159	....	159	159	....	159	159
Carpenters No. 1140 (183)													
Charles Lockhart	183	....	183	....	....	183	....	....	183	183	....	183	183
Central Labor Council (San Pedro and Wilmington) (2)													
A. M. Gruber	1	....	....	1	....	1	....	....	1	1	....	1	1
Cecil O. Johnson	1	....	....	....	1	1	....	....	1	1	....	1	1
Culinary Alliance No. 754 (508)													
James Rockas	508	....	....	....	508	508	....	....	508	508	....	508	508
Lumber and Sawmill Workers No. 2607 (825)													
Ben Grice	413	....	....	....	413	....	413	....	413	413	....	413	413
Jack Dillon	412	....	....	....	412	....	412	....	412	412	....	412	412
Machinists No. 1484 (158)													
Charles E. Edwards	79	....	....	....	79	79	....	....	79	79	....	79	79
Paul Slonecker	79	....	....	....	79	79	....	....	79	79	....	79	79
Operating Engineers No. 235 (267)													
M. F. Jacobsen	267	....	....	267	....	267	....	267	....	267	267	267	....
Painters, Decorators and Pa- perhangers No. 949 (72)													
Jack V. Eaton	72	....	....	72	....	72	....	72	....	72	....	72	72
Pile Drivers No. 2375 (183)													
T. F. Murphy	183	....	....	183	....	183	....	....	183	183	....	183	183
Port Watchmen No. 137 (149)													
J. D. Stephens II .....	....	99	....	99	....	....	99	99	....	99	....	99	99
T. H. Jacks .....	....	50	....	50	....	....	50	50	....	50	....	50	50

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12			Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary-Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spaulding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton	
....	270	....	....	270	270	....	....	270	....	....	270	....	270	....	....	....	270
....	269	....	....	269	269	....	....	269	....	....	269	....	269	....	....	....	269
2	2	2	2	....	....	....	2	2	....	2	....	....	2	....	....	....	2
....	167	....	167	....	....	....	167	....	167	....	167	....	....	....	167	....	167
25	25	25	25	....	....	....	25	25	....	25	....	....	....	25	....	25	....
24	24	24	24	....	....	....	24	24	....	24	....	....	24	....	....	24	....
....	22	....	22	....	22	....	....	....	22	....	22	....	22	....	....	22	....
200	200	200	200	....	....	....	200	200	....	200	....	....	200	....	....	....	200
....	....	....	....	48	48	....	....	48	....	....	48	....	48	....	....	....	48
65	65	65	65	....	....	....	65	65	....	65	....	....	65	....	....	....	65
64	64	64	64	....	....	....	64	64	....	64	....	....	64	....	....	....	64
....	261	....	261	....	261	....	....	....	261	....	261	....	261	....	....	....	261
....	17	....	17	....	17	....	....	....	17	....	17	....	....	17	....	....	17
....	16	....	16	....	16	....	....	....	16	....	16	....	....	16	....	....	16
125	125	....	....	125	125	....	....	....	125	....	125	....	125	....	....	....	125
....	139	....	....	139	139	....	....	139	....	....	139	....	139	....	....	139	....
1448	1448	1448	1448	....	....	....	1448	1448	....	1448	....	....	1448	....	....	....	1448
....	42	42	42	....	....	42	....	42	....	....	....	42	....	42	....	....	42
....	177	....	177	....	....	177	....	....	177	....	177	....	....	....	177	....	177
33	....	....	33	....	....	....	33	33	....	....	33	....	....	33	....	33	....
....	419	....	419	....	419	....	....	....	419	....	419	....	419	....	....	....	419
1	1	....	1	....	1	....	1	1	....	1	....	....	1	....	1	....	1
1	....	....	1	....	....	....	1	1	....	1	....	....	1	....	....	....	1
28	....	....	28	....	....	....	28	28	....	28	....	....	28	....	....	....	28
33	33	....	33	....	33	....	....	....	33	....	33	....	....	....	33	....	33
....	....	....	33	....	....	....	33	....	33	....	33	....	33	....	....	....	33
....	161	....	161	....	161	....	....	....	161	....	161	....	....	....	161	....	161
....	159	....	159	....	159	....	....	....	159	....	159	....	159	....	....	159	....
....	183	....	183	....	183	....	....	183	....	....	183	....	183	....	....	....	183
....	1	....	1	....	1	....	....	....	1	....	1	....	....	....	1	....	1
....	1	....	1	....	1	....	....	....	1	....	1	....	1	....	....	....	1
....	508	....	508	....	508	....	....	....	508	....	508	....	....	....	508	....	508
....	413	....	....	413	413	....	....	413	....	....	413	....	413	....	....	....	413
....	412	....	....	412	412	....	....	412	....	....	412	....	412	....	....	....	412
....	79	....	79	....	79	....	....	....	79	....	79	....	....	79	....	....	79
....	79	....	79	....	79	....	....	....	79	....	79	....	79	....	....	....	79
....	....	267	....	267	267	....	....	267	....	....	267	....	267	....	....	....	267
....	72	....	....	72	72	....	....	....	72	....	72	....	....	....	72	....	72
....	183	....	183	....	183	....	....	....	183	....	183	....	....	....	183	....	183
....	....	99	99	....	....	....	99	99	....	....	99	....	....	....	99	....	99
....	....	50	50	....	....	....	50	50	....	....	50	....	....	....	50	....	50

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
SAN PEDRO (Cont'd)													
Retail Clerks No. 905 (266) Edna E. Johnson	266	....	....	266	....	266	....	....	266	266	....	266	266
Seine and Line Fishermen's Union (217) Valentino Fiorentino	217	....	....	....	217	217	....	....	217	217	....	217	217
Shipyard Laborers No. 802 (283) L. McClain	283	....	....	283	....	283	....	283	....	283	....	283	283
Truck Drivers No. 692 (1669) Harold Waterbury .....	....	1669	....	....	1669	....	1669	1669	....	....	1669	....	....
Waitresses No. 512 (195) Edna N. Burke	195	....	....	....	195	195	....	....	195	195	....	195	195
Women's Union Label League No. 467 (2) Anna Glass .....	....	....	....	....	1	1	....	....	1	1	....	1	....
Mayme Bebo	1	....	....	....	1	1	....	....	1	1	....	1	1
SAN RAFAEL													
Barbers No. 582 (33) Emil C. Long	33	....	....	33	....	33	....	33	....	....	33	....	33
SANTA ANA													
Beet Sugar Workers No. 20748 (221) S. L. Sitton .....	....	221	....	....	221	....	221	221	....	....	221	....	....
Central Labor Council (Orange County) (2) Sam Westheimer	2	....	....	....	2	2	....	....	2	2	....	2	2
Fire Fighters No. 509 (27) R. S. Fink	27	....	....	....	27	27	....	....	27	27	....	27	27
Hod Carriers No. 652 (126) Ralph C. Conzelman	126	....	....	126	....	126	....	126	....	....	....	....	126
Stage Employees No. 504 (50) A. V. Narath	50	....	....	50	....	50	....	....	50	....	....	....	50
SANTA BARBARA													
Building Service Employees No. 185 (36) Richard L. Byers .....	....	36	....	....	36	....	36	36	....	36	....	....	....
Carpenters No. 1062 (279) Armond Gauthier	279	....	....	279	....	279	....	279	....	279	....	279	279
Central Labor Council (2) Fred E. Draper	1	....	....	1	....	1	....	1	....	1	....	1	1
Chauffeurs, Teamsters and Helpers No. 914 (241) A. C. Frowiss .....	....	241	....	....	241	....	241	241	....	....	241	....	....
Construction and General La- borers No. 591 (123) Fred E. Draper	123	....	....	123	....	123	....	123	....	123	....	123	123
Culinary Alliance No. 498 (300) Loleta Grande	300	....	....	....	300	300	....	....	300	300	....	300	300
Electrical Workers No. 413 (50) Roy A. Brockman	50	....	....	50	....	50	....	50	....	50	....	50	50
Fire Fighters No. 525 (38) J. P. McGree	38	....	....	....	38	38	....	....	38	38	....	38	38
Meat Cutters No. 556 (89) D. K. McDougal	89	....	....	89	....	89	....	89	....	89	....	89	89
Stage Employees No. 442 (33) L. C. Smith	33	....	....	....	33	33	....	....	33	33	....	33	33
SANTA CRUZ													
Butchers No. 266 (117) Kaspar Bauer .....	....	117	....	....	117	117	....	117	....	....	117	....	117
Central Labor Council (2) Rex Stoffer .....	....	2	....	....	2	....	2	2	....	....	2	....	....
SANTA MONICA													
Carpenters No. 1400 (124) E. E. Coomler	124	....	124	....	....	....	124	124	....	124	124	124	124
Central Labor Council (2) C. G. O'Brien	1	....	....	1	....	1	....	1	....	1	....	1	1
Clarence Shaw	1	....	....	1	....	1	....	1	....	1	....	1	1
Culinary Workers and Bar- tenders No. 814 (316) Al Mason	316	....	....	....	316	316	....	....	316	....	....	316	316
Meat Cutters No. 587 (185) George Veix, Sr.	185	....	....	185	....	185	....	185	....	185	....	185	185
Painters No. 821 (61) Fred W. Johnson	61	....	....	61	....	61	....	61	....	61	....	61	61
Plumbers No. 545 (15) Frank J. McEntee	15	....	....	15	....	15	....	15	....	15	....	15	15
Retail Clerks No. 1442 (28) Frank Baker	14	....	....	....	14	....	14	....	14	14	....	14	....
O. I. Clappitt	14	....	....	....	14	....	14	....	14	14	....	14	....
Women's Union Label League No. 649 (2) Mrs. P. C. Payne	1	....	....	1	....	1	....	1	....	1	....	1	1
Helen Sherman	1	....	....	1	....	1	....	1	....	1	....	1	1

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary-Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spaulding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Robst	Al Finan	Charles F. Daley	Albin J. Grunn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
....	266	....	266	....	266	....	....	....	266	....	266	....	....	....	266	....	266
....	217	....	217	....	217	....	....	217	....	....	217	....	217	....	....	....	217
....	283	....	....	283	283	....	....	283	....	....	283	....	283	....	....	....	283
1669	1669	1669	1669	....	....	....	1669	1669	....	1669	....	....	1669	....	....	....	1669
....	195	....	195	....	195	....	....	....	195	....	195	....	....	....	195	....	195
1	1	....	1	....	1	....	....	....	1	....	1	....	1	....	....	1	....
....	1	....	1	....	1	....	....	....	1	....	1	....	1	....	....	....	....
....	33	33	....	33	....	....	33	....	33	33	....	....	....	33	....	....	33
221	221	221	221	....	....	....	221	221	....	221	....	....	221	....	....	....	221
....	2	....	....	2	2	....	....	2	....	....	2	....	....	....	2	....	2
....	27	....	27	....	27	....	....	....	27	....	27	....	27	....	....	27	....
....	....	....	....	126	126	....	....	126	....	....	126	....	126	....	....	....	126
....	....	....	50	....	50	....	....	....	50	....	50	....	....	50	....	50	....
36	36	36	36	....	....	....	36	36	....	....	36	....	....	....	36	....	36
....	279	....	279	....	279	....	....	....	279	....	279	....	....	279	....	....	279
....	1	....	....	1	1	....	....	....	1	....	1	....	1	....	....	....	1
241	241	241	241	....	....	....	241	241	....	241	....	....	241	....	....	....	241
....	123	....	....	123	123	....	....	123	....	....	123	....	123	....	....	....	123
....	300	....	300	....	....	....	300	....	300	....	300	....	....	....	300	300	....
....	50	....	50	....	....	....	50	50	....	....	50	....	50	....	....	50	....
....	38	....	38	....	38	....	....	....	38	....	38	....	38	....	....	38	....
....	89	....	....	89	89	....	....	89	....	....	89	....	....	....	89	....	89
....	33	....	33	....	33	....	....	....	33	....	33	....	....	33	....	....	33
....	117	117	....	117	117	....	....	....	117	....	....	117	....	....	117	117	....
2	2	2	2	....	....	....	2	2	....	2	....	....	2	....	....	....	2
....	....	....	....	124	124	....	....	....	124	....	124	....	124	....	....	....	124
....	1	....	....	1	1	....	....	....	1	....	1	....	1	....	1	....	1
....	1	....	....	1	1	....	....	....	1	....	1	....	....	....	1	....	1
....	....	....	316	....	....	316	....	....	316	....	316	....	....	....	316	316	....
....	185	....	....	185	185	....	....	....	185	....	185	....	185	....	....	185	....
....	61	....	....	61	61	....	....	....	61	....	61	....	....	....	61	....	61
....	15	....	....	15	15	....	....	15	....	....	15	....	15	....	....	....	15
14	....	14	14	....	....	....	14	14	....	14	....	....	....	....	14	14	....
14	....	14	14	....	....	....	14	14	....	14	....	....	....	....	14	14	....
....	1	....	....	1	1	....	....	....	....	....	1	....	1	....	....	1	....
....	1	....	....	1	1	....	....	....	1	....	1	....	1	....	....	....	1

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lema	Otto E. Sargent	Thomas A. Small	Harry Lundeberg	William McCabe	C. T. McDonough	Anthony Noriega
SANTA PAULA													
Carpenters No. 2015 (11)													
George Biggers	11	....	....	11	....	11	....	11	....	11	....	11	11
SANTA ROSA													
Bartenders and Culinary Workers No. 770 (158)													
Al Finan .....	....	158	....	158	....	....	158	....	158	158	158	158	....
Central Labor Council (2)													
Al Finan .....	....	2	....	2	....	....	2	....	2	2	2	2	....
Moving Picture Machine Op- erators No. 420 (31)													
Al Garcia	31	....	....	....	31	31	....	....	31	31	....	31	31
STOCKTON													
Bartenders No. 47 (269)													
Frank T. Quirk	269	....	....	....	269	....	269	....	269	....	....	269	269
Building Service Employees No. 24 (100)													
Marion Clark .....	....	100	....	....	100	....	100	100	....	....	100	....	100
Cannery Workers No. 20676 (792)													
Lena Lema .....	....	792	....	....	792	....	792	792	....	....	792	....	....
Central Labor Council (2)													
R. T. Drummond	1	....	....	....	1	....	1	....	1	....	....	1	1
J. I. Chase	1	....	....	....	1	....	1	....	1	1	....	1	1
Fire Fighters No. 456 (33)													
W. C. Fox	33	....	....	....	33	33	....	....	33	33	....	33	33
Laundry Workers No. 177 (11)													
Robert S. Mathers	11	....	....	11	....	11	....	....	11	11	....	....	11
Machinists No. 364 (275)													
J. I. Chase	138	....	....	....	138	138	....	....	138	138	....	138	138
H. A. Felton	137	....	....	....	137	137	....	....	137	137	....	137	137
Moving Picture Projectionists No. 428 (33)													
J. W. Southwick	33	....	....	....	33	33	....	33	....	33	....	33	33
Operating Engineers No. 508 (94)													
J. C. Fitzgerald .....	....	94	....	....	94	94	....	94	....	....	94	94	....
Paper Makers No. 320 (50)													
R. T. Drummond	50	....	....	....	50	50	....	....	50	....	....	50	50
Stove Mounters No. 69 (31)													
Joseph Lewis	31	....	....	....	31	....	31	....	31	31	....	....	31
TERMINAL ISLAND													
Fish Cannery Workers No. 20147 (1944)													
Martin Fransone	1944	....	....	....	1944	1944	....	....	1944	1944	....	1944	1944
Seine and Line Fishermen's Union (356)													
Kinzo Wakayama	356	....	....	....	356	356	....	....	356	356	....	356	356
VALLEJO													
Beauticians No. 335-A													
Sarah A. Foss .....	....	53	....	....	53	....	53	53	....	....	53	....	53
Boilermakers No. 148 (122)													
Charles F. Daley .....	....	122	....	....	122	....	122	122	....	....	....	122	122
Central Labor Council (2)													
Charles F. Daley .....	....	1	....	....	1	....	1	1	....	....	....	1	1
Frank C. Chesebro .....	....	1	....	....	1	....	1	1	....	....	1	....	....
Culinary Workers No. 560 (228)													
Robert A. Crosby .....	....	228	....	....	228	....	228	....	228	....	228	228	....
Electrical Workers No. B-180 (161)													
Andrew Low	161	....	....	161	....	161	....	161	....	161	....	161	161
Hod Carriers No. 326 (252)													
E. L. Cereda .....	....	252	....	....	252	252	....	252	....	....	252	....	....
Painters No. 376 (40)													
Carl Forsberg	40	....	....	....	....	40	....	40	....	....	40	40	40
Sheet Metal Workers No. 221 (71)													
Paul R. Everson .....	....	71	....	....	71	....	71	71	....	....	71	....	....
Teamsters, Chauffeurs No. 490 (269)													
F. C. Chesebro .....	....	269	....	....	269	....	269	269	....	....	269	....	....
Theatrical Stage Employees No. 241 (28)													
Truman Enlow	28	....	....	....	28	28	....	....	28	28	....	28	28
VAN NUYS													
Carpenters No. 1913 (74)													
Frank E. Boyce	37	....	37	....	....	....	37	37	....	37	....	37	37
A. J. McCleary .....	....	37	37	....	....	....	37	37	....	37	37	....	....

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15		Secretary-Treasurer			A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spaulding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Gruhn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Wachman	James H. Quinn	Thomas A. Rotell	J. W. Van Hook	San Francisco	Stockton
....	11	....	....	11	11	....	....	11	....	....	11	....	11	....	....	11	....
....	....	158	....	158	....	158	....	158	....	....	....	158	....	158	....	158	....
....	....	2	....	2	....	2	....	2	....	....	....	2	....	2	....	2	....
....	31	....	31	....	31	....	....	....	31	....	31	....	....	31	....	....	31
269	269	....	269	....	....	....	269	269	....	....	269	....	269	....	....	....	269
100	....	100	100	....	....	....	100	100	....	100	....	....	100	....	....	....	100
792	792	792	792	....	....	....	792	792	....	792	....	....	792	....	....	....	792
1	....	1	1	....	....	....	1	1	....	1	....	....	1	....	....	....	1
....	1	....	1	....	1	....	....	....	1	....	1	....	....	1	....	....	1
....	33	....	33	....	33	....	....	....	33	....	33	....	33	....	....	33	....
11	11	....	11	....	11	....	....	11	....	11	....	....	11	....	....	....	11
....	138	....	138	....	138	....	....	....	138	....	138	....	....	138	....	....	138
....	137	....	137	....	137	....	....	....	137	....	137	....	....	137	....	....	137
....	....	33	....	33	....	....	33	33	....	....	33	....	....	33	....	....	33
....	94	....	94	....	94	....	....	94	....	94	....	....	94	....	....	....	94
50	50	....	50	....	....	....	50	50	....	50	....	....	50	....	....	....	50
....	31	31	....	31	....	....	31	....	31	....	31	....	....	31	....	....	31
....	1944	....	1944	....	1944	....	....	1944	....	....	1944	....	1944	....	....	....	1944
....	356	....	356	....	356	....	....	356	....	....	356	....	356	....	....	....	356
53	....	53	....	53	....	....	53	....	53	53	....	....	53	....	....	53	....
122	....	122	122	....	....	....	122	122	....	122	....	....	122	....	....	....	122
1	....	1	1	....	....	....	1	1	....	1	....	....	1	....	....	....	1
....	1	....	1	....	....	....	1	1	....	1	....	....	1	....	....	....	1
228	....	228	228	....	....	228	....	228	....	....	....	228	....	....	228	....	228
....	161	....	161	....	....	....	161	161	....	....	161	....	161	....	....	161	....
252	252	252	....	252	....	....	252	252	....	252	....	....	252	....	....	....	252
....	....	....	40	....	....	40	....	40	....	....	....	40	....	40	....	40	....
71	71	71	71	....	....	....	71	71	....	71	....	....	71	....	....	....	71
269	269	269	269	....	....	....	269	269	....	269	....	....	269	....	....	....	269
....	28	....	28	....	....	....	28	....	28	....	28	....	28	....	....	....	28
....	37	....	....	37	37	....	....	37	....	....	37	....	37	....	....	37	....
37	37	....	....	37	37	....	....	....	37	....	....	37	37	....	....	37	....

	Vice-Pres. for Dist. No. 4		Vice-Pres. for Dist. No. 5			Vice-Pres. for Dist. No. 8		Vice-Pres. for Dist. No. 9		Vice-Presidents for District No. 10			
	A. M. Gruber	Harold Waterbury	Frank Boyce	Al Speede	D. T. Wayne	C. A. Green	Lena Lena	Otto E. Sargent	Thomas A. Small	Harry Lundberg	William McCabe	C. T. McDonough	Anthony Noriega
VENTURA													
Central Labor Council (2)													
George Biggers	1	....	....	....	....	1	....	1	....	1	....	1	1
Charles J. Pulaski	1	....	....	1	....	1	....	1	....	1	....	1	1
Culinary Workers and Bar- tenders No. 663 (59)													
Ida Hill	59	....	....	59	....	59	....	....	59	59	....	59	59
Laborers No. 585 (262)													
Henry W. Dawn	262	....	....	262	....	262	....	262	....	262	....	262	262
Plumbers No. 484 (33)													
Charles J. Pulaski	33	....	....	33	....	33	....	33	....	33	....	33	33
Teamsters No. 186 (203)													
Charles R. Jones .....	....	203	....	....	203	....	203	203	....	....	203	....	....
VISALIA													
Moving Picture Machine Op- erators No. 605 (42)													
Albert M. Cox	42	....	....	....	42	42	....	....	42	42	....	42	42
WESTWOOD													
Lumber and Sawmill Workers No. 2836 (1168)													
W. K. Merrill	390	....	....	390	....	390	....	390	....	390	....	390	390
William C. Corbett	389	....	....	389	....	389	....	389	....	389	....	389	389
George W. Becker	389	....	....	389	....	389	....	389	....	389	....	389	389
Office Employees No. 21697 (81)													
Joyce E. Merrill	81	....	....	81	....	81	....	81	....	81	....	81	81

Vice-Presidents for District No. 10			Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 13			Vice-Pres. for Dist. No. 15			Secretary- Treasurer		A. F. of L. Delegate			Convention City	
Laurence Palacios	John L. Spalding	Thomas P. White	Paul E. Burg	Russ Roberts	George M. Bobst	Al Finan	Charles F. Daley	Albin J. Grunn	Frank T. Shipman	G. A. Silverthorn	Edward D. Vandeleur	Alexander Watchman	James H. Quinn	Thomas A. Rotal	J. W. Van Hook	San Francisco	Stockton
....	1	....	....	1	1	....	....	1	....	....	1	....	1	....	....	1	....
....	59	....	59	....	59	....	....	....	59	....	59	....	....	....	59	....	59
....	262	....	....	262	262	....	....	262	....	....	262	....	262	....	....	....	262
....	33	....	....	33	33	....	....	33	....	....	33	....	33	....	....	33	....
203	203	203	203	....	....	....	203	203	....	203	....	....	203	....	....	....	203
....	42	....	42	....	42	....	....	....	42	....	42	....	....	42	....	....	42
....	390	390	390	390	390	390	390
....	389	389	389	389	389	389	389
....	389	389	389	389	389	389	389
....	81	81	81	81	81	81	81

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THE UNION LABEL THE UNION SHOP CARD THE UNION BUTTON

- These emblems are the guarantee to union members and to their numerous friends among the buying public that they are patronizing firms which maintain standard working conditions, hours and wages.
 - Business concerns which recognize the right of their employees to collective bargaining, and which then enter into contracts arrived at through this method, rightfully are entitled to protection from unfair competition. Union members in particular should recognize this right when spending union-earned wages.
 - Those who are not union members should recognize that they are indirect beneficiaries of standards maintained by Union Labor, though without cost or sacrifice to themselves. Ask them to spend their earnings to the advantage of those who provide such benefits.
 - The Union Label, the Union Shop Card, and the Union Button act as a continual boycott against UNFAIR conditions. A continual demand for these emblems costs you nothing—and its practical results cannot be measured.
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