

**OFFICERS' REPORTS
AND
PROCEEDINGS
OF THE
FORTY-THIRD
ANNUAL CONVENTION**

**OF THE
California
State Federation
of Labor**



**CONVENTION HELD AT LONG BEACH
September 21 to 25, 1942**



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MESSAGE OF GREETING

To the
FORTY-THIRD ANNUAL (VICTORY) CONVENTION
from the
President of the American Federation of Labor

► "This is Labor's war! Since the entrance of the United States into this titanic struggle, it is no longer a war—it is a crusade for freedom and justice!"

The poignancy of these words, uttered a quarter of a century ago by Samuel Gompers when America entered World War I, is even deeper today, when America is engaged in the greatest crusade for freedom and justice the world has even known. As an expression of Labor's whole-hearted support of our war effort, these words cannot be bettered.

This year we Americans face the most critical test in our history, for our political independence, our democracy, won by a bitter struggle and maintained through the years by constant vigilance, hangs in the balance of a world-wide war.

Many smaller nations already have fallen victim to ruthless aggression. We have seen what happened to their people.

Millions of workers have been conscripted into labor battalions and forced to toil like slaves for their conquerors to make arms for further bloodshed.

Thousands of innocent hostages have been murdered in a deliberate campaign of terror.

Whole populations have been robbed and starved by conscienceless plunderers.

America is now menaced by the same fate. The blood-thirsty and power-hungry dictators of Europe and Asia covet our land, our resources and our strength. They are all-out to destroy everything America stands for, because they know that so long as freedom flourishes here they are not safe.

By the same token, we Americans now realize that so long as oppression and slavery exist anywhere in the world our own freedoms are not secure. Therefore, we are fighting this war not only to protect our own rights and privileges, but to share them with every member of the human race.

We have now been in this war only eight short months. The enemy struck at us when we were not prepared. Almost overnight we have been forced to turn our plowshares into swords, to convert our huge peace-time industries into arsenals for war, to train our fun-loving young men into grim soldiers, to forget our private interests and ambitions and concentrate on the one and only job that is now the assignment of every American—to help win this war for survival.

The response of American workers to their country's emergency was instantaneous. Their first thought was not what they could get out of this war for themselves but what they could give to speed victory.

Voluntarily, American Labor relinquished the exercise of its right to strike. Voluntarily, the workers of our nation offered to put in longer hours. Voluntarily and enthusiastically, they threw themselves into the race for war production, with the result that American output of planes, guns, tanks, and ships now far outstrips that of our enemies.

No one has to crack the whip over American labor. Our workers and their union leaders are Americans first and trade-unionists second. There is nothing that they can do, no sacrifice they can make, that they will not gladly offer of their own free will.

The American Labor Movement has dedicated itself to proving that our free workers will outproduce the slave labor of the Axis powers, and that this great margin of our superiority will be a vital factor in winning the war and the peace to follow in that bright future when our swords will once again become plowshares, and freedom and justice will no longer be hopes, but living realities for all the peoples of the world.

WILLIAM GREEN,
President, American Federation of Labor.

Labor and Management Must Produce And Cooperate for Victory

Message to the Forty-Third Annual (Victory) Convention
of the California State Federation of Labor From

JOHN R. STEELMAN

Director, United States Conciliation Service, U. S. Department of Labor

► We Americans are now faced with a great task. We are now embroiled in a war of tremendous proportions and far-reaching consequences. We know that to be victorious we must have production and more production. And to finally have the thing for which we are fighting we must gain this goal of production without losing our democratic principles which make possible our American way of life.

To accomplish this task we must utilize all of our resources, our man power, our machines, and our ingenuity. And we must stand united.

Unity today means not only full coöperation between the great and small groups of this nation, but it means full coöperation *within* each group. It means that every individual must do his job to the best of his ability. And it means that we must sacrifice personal gain and glory to the good of the group and the advancement of this nation.

You men and those you represent are the very heart of our war effort. You can supply America with the necessary items. We may be short on tin and rubber, but we are not short on the strength, the courage, the skill, and the will to win. You men have been doing a real job. America appreciates what you are doing and the way you are doing it. And America is depending upon you to see us through to victory.

The President has again and again stressed the importance of uninterrupted production. In his executive order of January 12, he set forth the three steps in our national policy for maintaining continuous production. He said that, *first*, the parties shall resort to direct negotiations. Second, if the dispute is not settled through direct negotiations, the United States Conciliation Service should be notified. Third, if it is not settled in this way it may be certified to the War Labor Board.

You men and women have understood this order and have been seeking to coöperate with it. It would be fine if each of you would appoint yourselves as a committee of one to see that this available machinery of which the President speaks is fully utilized by your group so there will be no stoppage of work.

You should first attempt to use your established facilities for settling disputes. If the grievance is not disposed of in this way, the Conciliation Service will gladly send in a Commissioner of Conciliation who will do his best to bring a settlement in an impartial and voluntary way. Since the beginning of the defense program the Conciliation Service has made all of its facilities available to this program and has given priority to all cases involving production or transportation of materials vital to defense. This has been a large program and one which has kept us busy almost twenty-four hours a day. However, as you seek to maintain all-out production in the coming months by using available conciliation and mediation machinery, the Service will do its best to answer calls quickly and to serve the parties efficiently. If your grievance is not settled in this way, it may be referred to the War Labor Board for settlement.

Speaking of certification of cases to the Board, a number of problems have arisen along the way because parties have desired to have cases certified to the Board immediately. Of course, the executive order establishing the Board does say not only that the Board shall handle cases which the Secretary of Labor certifies, but also that the Board may enter a case at its own discretion after consultation with the Secretary of Labor. However, in actual practice the Board has not taken cases on its own discretion. The Board has handled only cases which have been certified to it by the Secretary after they have been handled by the Conciliation Service. This practice has been established, contrary to the thought of some, at the request of the War Labor Board. It was their desire in order that they could

best serve the Nation by handling cases quickly and effectively and in order to avoid a needless backlog of cases. Therefore, since there are no short-cuts to the Board, it would be well for the parties to first avail themselves of other established machinery for the peaceful settlement of disputes.

Since the declaration of war there have been many evidences that labor and management are coöperating and are using the available mediation, conciliation, and arbitration machinery.

As you know, immediately following the attack on Pearl Harbor, labor-management groups throughout the country pledged their full coöperation to the war effort and promised to maintain continuous production by using available mediation machinery to settle their grievances. And as this labor-management coöperation went into effect, there was a sharp and substantial decrease in the number and duration of stoppages.

This pledged coöperation was further established at the labor-industry conference called by the President, December 17. Here labor and management pledged "no strikes or lock-outs" for the duration of the war.

Before the House Naval Affairs Committee on March 25, 1942, Labor again emphasized its pledge of "no strikes for any cause for the duration."

You have probably asked yourselves just how successful these pledges have been. The newspapers have told us of a number of disputes. Actually, there have been very few work stoppages and with all these accounted for, and with employment greatly increased, less than one per cent of time has been lost due to work stoppages affecting the war effort. In other words, this labor-management coöperation has been more than 99 per cent successful.

Another example of this increased labor-management coöperation is found in the record of the Conciliation Service. Previous to the declaration of war, the active daily case load of the Service averaged about six hundred. In the last six months, this daily case load has been trebled. It now averages about 1,700 active cases. This increase, however, is *not* an indication of a national increase of strikes, but rather it is an indication of increased labor-management coöperation. This is shown by the fact that any time the average active cases for the day is checked, the number of stoppages affecting the war effort is about five. In other words, there is now a sincere desire to present cases for negotiation at an early stage of the dispute. It is then possible to use preventive measures. Therefore, almost all of the cases are being settled without any stoppage of work and thus without any harm to the war effort. An example of this is the record of the Service during the last twelve months. In this time the Service handled 4,185 threatened strikes and controversies and settled over 94 per cent without any stoppage of work.

Almost eight months have passed since war was declared. We have now had a chance to look at the picture fully. We now know that those who say that American industry is failing and that democracy cannot function efficiently are but the tools of Hitler. We have proven that we can produce, we can coöperate, and we can achieve peace in industry.

We, of course, realize that we still have a great task before us and that every minute counts, as President Roosevelt stated on February 23: "We are coming to realize that one extra plane, or extra tank, or extra gun, or extra ship completed tomorrow may, in a few months turn the tide on some distant battlefield; it may make the difference between life and death for some of our fighting men." In other words, ten strikes, or five strikes, or even one strike is ten, or five, for one too many. It is those extra ships and tanks and planes which may spell the difference between defeat and victory. We must have all-out and continuous production while our disputes are settled by conciliation and arbitration.

You men have been giving your strength and courage to fashion these extra guns, supplies, and ammunition. Your brothers, sons, husbands, and buddies have been carrying the arms and supplies you have fashioned. They are depending on you and will not be disappointed. Through your strength and determination, your skill and coöperation, you will help America be victorious.

REPORTS OF OFFICERS

REPORT OF PRESIDENT

Los Angeles, September 3.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

I extend a sincere and hearty welcome to the representatives and delegates in attendance at this very important convention, which meets at a time when our members, along with all of the American people, are facing the greatest crisis in our national history.

The tremendous problems which have confronted the Federation since our last convention have been met, I am happy to report, and handled in a constructive, intelligent way. The membership of the Federation has far exceeded the ratio of expansion which has taken place since I have had the honor to be the President of this great Federation.

During the sessions of our last convention, the delegates in attendance were intent on using every possible effort to advance what we called at that time the "Defense" Program. Since that time our nation has become embroiled in this terrible World War, so that since that memorable date of December 7, 1941, all of the ingenuity and ability and intelligence of the leaders and members of this great Federation have been devoted, not to a "defense" effort, but an "All-Out Total War" effort. California is recognized as one of the most important states in the Union in the production of the sinews and materials of war, which, naturally, caused a tremendous expansion of all types of industries important to the war effort in this great State, thereby placing a tremendous tax upon the working people and labor facilities of this State.

The building trades unions of this State are outstanding in their contribution to this entire war program. All of these important war projects have been finished, in all cases on time, and in many instances ahead of the schedule set by the agency in charge. The building trades unions of California wholeheartedly collaborated with the Building Trades Department, their parent body, in subscribing to a uniform agreement which had been reached between the Federal Government's agencies and the Building Trades Department to the end that stable conditions were set and agreed upon. This applied nationally as well as in California, which brought about uniformity in the entire construction industry and, while this called for a sacrifice on the part of unions, they gladly reduced their overtime rate to a uniform time-and-a-half basis for all war projects.

It should be noted here that, for the first time in the history of the nation, a labor agreement was consummated between agencies of

the Federal Government and the national unions within the building and construction industry, which should indicate to any thinking person that the Government of this great nation has the same confidence and trust in trade unions as the trade unions have in their government and its various agencies.

The work of the building trades unions was not confined alone to the continental limits of the United States; thousands of our members were applying their skill and abilities in the far-flung corners of the world. I would call your attention at this time to those gallant members who were captured by the Japanese in Wake Island on December 23, only after a courageous stand made alongside the military forces, using whatever implements or tools which they could find in an attempt to repel the invaders. About twelve hundred of them are now interned somewhere in Japan.

The officers of your Federation, including the President, feel that these men have not been fairly treated and that their dependents are not being properly cared for. At the request of the Executive Council, the President and the attorney for the Federation have made two trips to Washington in an attempt to have the Congress recognize the contracts under which these men were employed and accord them the same treatment, in the way of compensation, as was being accorded to the military forces and the civilians in the employ of government agencies, as well as sailing personnel, who might share the same fate as these brothers by being interned in enemy countries. I will recommend to the delegates that they take proper action at this convention to urge the Federal Government to see that this is done without delay.

The unions affiliated with our Metal Trades Department and their members are making an enviable record for the pages of history, as they are building ships of all kinds, faster and better than ever before in history and are exceeding all the figures that were ever computed as to time in the building of these ships. The same is true in our aircraft factories, where these crafts are being built quicker and better than it was deemed possible under any set of circumstances. The men and women of this great Department of the American Federation of Labor are also performing similar miracles in every other branch of industry necessary to the war effort. As President of this great Federation, I overlook no opportunity to call to the attention of the people of this great State and nation the marvelous contribution that is being made to this entire effort by all the members of our Federation in their everyday work life.

It is regrettable indeed that the only determining factor in this great industrial program is

the lack of vital materials. On several occasions the officials of your Federation have called the attention of government agencies to this shortage, suggested remedies many months ago, and have also pointed out the reasons why the shortage of materials now finds us unable to build more implements of war, faster and better than even the record we are now setting. Unfortunately in times of stress, such as our great nation is now undergoing, many of these warnings were not heeded. It accomplishes no good purpose to criticize at this time, but merely to repeat again that we shall continue to do the best we can with the available materials and tools that can be obtained.

Not only are the members of our great Federation giving their all in the application of their intelligence, ability and skill in the production of war materials, but in addition to many of our members being in the armed forces, they have sent thousands of their sons and brothers to the front in this great war. It is my fervent prayer that the Lord will protect those members and return them safely to us after they have accomplished successfully the task to which they assigned themselves.

There has been no plea or request to the members of our Federation by our Federal Government or any of its agencies that has not had instant response, and we can point with pride to our participation in the various financial campaigns of the Government such as the War Bonds, where California has been recorded as the outstanding State of the nation in the purchase of War Bonds. Much of that credit is due to the activities and devotion of the officers and members of this Federation, as well as great contributions made by our people to the Red Cross campaign, the Infantile Paralysis campaign and the Navy and Army Relief campaigns.

I am compelled to comment upon the actions of the enemies of labor, who never seem to rest, notwithstanding the fact that we are devoting all of our efforts and energy to the winning of this war. These enemies continue to be busy through campaigns of distortion of truth and facts to attempt to malign the membership of this great organization. It is a source of great regret to all of us that we are compelled to defend ourselves against these unwarranted, unfair and foul attacks, at this time particularly.

We are confronted this year with one of the most unfair pieces of legislation ever adopted by any body of legislators and must divert some of our time and energy away from this great war effort to protect ourselves and our members from complete annihilation due to the actions of these hostile, anti-labor groups. Proposition No. 1 must be defeated by the people of this State, and to obtain that defeat will require the united support of all of the members and friends of Organized Labor as the proponents of this measure will leave no stone unturned to see that this measure is adopted if at all possible.

It is important that our people continue

their Herculean efforts in furtherance of their war activities. It must be remembered, however, that they also must protect their organizations against this attempt at annihilation, for it is a well-known fact that if we are to enjoy the fruits of democracy, we must utilize its machinery for the protection of those who wish to retain the benefits of democracy. It has been well said that "eternal vigilance is the price of freedom" and if we are to maintain the freedom which we now enjoy within our trade unions, it behooves every member to be eternally vigilant in opposing the suppressive tactics of the anti-labor group, with particular reference to Proposition No. 1.

You will recall that this measure was placed on the ballot through the hard work of the unions of this Federation and they are to be complimented for the splendid accomplishment to that end, but that is only the first step in this long struggle. We must go forward with all of the energy, ability and ingenuity at our command to see that this Proposition No. 1 is defeated, and this cannot be done if our members are not instructed properly and if all the force is not organized throughout this State to defeat their vicious measure.

It is, therefore, extremely important—and I cannot stress this too strongly—that all of our unions immediately set up machinery to organize the voters of their particular district and area to see that every member realizes the full viciousness of the proposition to be defeated, and not only be sure that they themselves get out and vote, but that every person whom they can contact in their area or of whom they have knowledge also cast his vote on November 3, and particularly see that it is cast against Proposition No. 1.

I am confident that if all of our councils and unions, throughout this State, organize themselves properly we will again defeat this vicious measure as we did one related to it in 1938.

It is pleasing to report that, notwithstanding the tremendous opposition against Organized Labor in this State, our unions and Federation have continued a greater expansion and growth this year than ever before in their history. Naturally, the larger the membership, the greater the strength of the Federation and the better its position to render a better and more efficient service to the unions and membership of this State.

This Federation has achieved an enviable place in the American Federation of Labor, as it is recognized as one of the outstanding state federations within the American Federation of Labor. I am pleased and happy that I have been able to play a small part in this growth and advance, and proud to report that the service it is rendering is of a constructive nature and one which is always aimed at bettering the hours, wages and conditions of the people who make up this great Federation.

This year—like in all previous years, in fact more so—the Federation's legal staff was compelled to defend its affiliated organizations

on numerous occasions against the attacks of the anti-labor interests, who seem to have unlimited funds with which to employ attorneys to harass and annoy the membership of our Federation by injunctive processes and lawsuits and other legal trickery. The Federation this year was forced to extend itself in protecting our various councils and unions against a repetition in various parts of this State by the Associated Farmers and other anti-labor elements who attempted—and in many cases successfully had county and city governments adopt ordinances prohibiting the use of the secondary boycott. Due to the diligence of the State Federation and its legal staff, in all cases we were either successful in avoiding the adopting of these ordinances or, where they were adopted, we were successful in having them nullified by the courts of the particular county or the State and they have been declared invalid and unconstitutional. So that at this writing, in no place in California are we prohibited from using the secondary boycott method, which has always been labor's lawful and proper right.

In spite of all of the activity of the anti-labor element of California and the concentrated attack upon our people, it is pleasing to note that not alone have our old organizations continued to grow and prosper, but we

have successfully organized many new organizations in industries and in business places not heretofore organized. This renewed activity on the part of our various unions and the extra activities and time required by the participation in the war effort through the various governmental agencies has naturally resulted in an increased volume of work for the officers of your Federation who, I believe, have met this demand and have acquitted themselves admirably and in a manner that has redounded to the credit of the Federation. I am happy that I have had the privilege to have had a part in this growth and progress and renewed activity, and it has been a pleasure to have had the support and whole-hearted cooperation of the many unions and officials with whom it has been my privilege to work.

In conclusion I take this means of expressing my sincere thanks and appreciation to the officers and members of the Federation and to the officials and membership of the unions of our Federation for the many considerations and courtesies and cooperation extended to me as President of this great organization.

Sincerely and fraternally,

C. J. HAGGERTY,

President California State Federation
of Labor.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 1

(San Diego and Imperial Counties)

San Diego, September 2.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

I presume that everyone knows that San Diego has experienced a phenomenal growth as a result of the war effort, which caused a tremendous expansion in the war industries in this city. From a slumbering, quiet village, one might say, it was transformed overnight into a hustling and bustling industrial metropolis.

The unions, which were in a more or less lethargic state, were suddenly forced to assume the responsibility imposed by the need of the war industries to supply a sufficient amount of skilled, semi-skilled, and unskilled labor to fulfill the ambitious and gigantic program outlined and required by our Government. The unions discharged their responsibility in a most excellent manner and were the main contributing factor in guaranteeing the uninterrupted production of war material and the promoting of stable relations in the industry between the employer and employees.

Considering the metamorphosis that took place in the entire industrial complexion of San Diego, one cannot underestimate the substantial and remarkable progress the unions have made while keeping pace with the war industrial program. The ranks of the unions have been swelled by new membership, and wage scales and working conditions have been maintained on union standards commensurate

with the needs of the workers created by rising costs and living, and so forth.

These new members have also been assimilated by the unions, which is vitally important. This has involved the instilling into many of these new workers the ideology of unionism and making them good loyal members of the Labor Movement.

Regarding the fight against Proposition No. 1, the San Diego local campaign committee is deserving of the highest compliments for its vigorous campaign against this measure. A considerable sum of money has been raised by the local unions to supplement the state-wide campaign being so effectively directed by the California State Federation of Labor, and every considerable medium of publicity has been utilized by the local campaign committee to spread our message to the people in this area with as strong a punch as possible. There can be little doubt but that the Labor Movement in San Diego will give an excellent account of itself when the final tallies are made of the November votes.

In concluding this report, I wish to say that it has been an extreme pleasure to work with my colleagues as a vice-president of the California State Federation of Labor, and I wish to also express my thanks for the guidance and understanding furnished by the office of the Federation throughout the year.

Fraternally submitted,

EDWARD F. PIERCE.

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

Long Beach, August 21.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

The volume of membership in the American Federation of Labor for District No. 2 has increased to an extent unparalleled in the more than forty years of its history. The number of employers under contract with our unions has, likewise, increased to an unprecedented degree. Therefore, for purposes of brevity, this review will not dwell on the details of individual enterprises and separate local unions, but will be rather on the general side and by industries.

As is generally known, the city of Long Beach and certain sections of Orange County are now what has been defined by the military authorities as a "vital defense area." The great bulk of our growth in membership and increased volume of employment is directly chargeable to this situation. The migration of thousand upon thousands of men to this region has been necessary in order to adequately man defense plants and projects. The job of inducting many of these thousands into the several unions for the first time has been a tremendous task.

In the main, the Labor Movement of the Second District has cooperated wholeheartedly with Government agencies in prosecuting the war. There have been no work stoppages on war production or defense projects. Believe it or not, jurisdictional disputes between unions have diminished almost to the vanishing point. In proportion to the great volume of work and the number of union men involved, the no-strike pledge made to the Federal Government by the American Federation of Labor in December, 1941, has received some of its best support and cooperation from our unions in this region.

At the outset of the fiscal year 1941-42 there were fifteen functioning local unions in District No. 2 not yet affiliated with the State Federation of Labor. Be it said here to the credit of all concerned that no particular section of the district has any monopoly upon non-affiliates. Your vice-president has made a diligent effort to bring these unions into the Federation's family, both by personal visits and written solicitation. We have received assurances for earnest consideration of the matter in all cases. Quite a number have already filed applications. By convention time, it is anticipated that practically all will have entered the fold.

Orange County

The Orange County Central Labor Council has practically a hundred per cent affiliation of all local unions in their jurisdiction. This Council is functioning splendidly under the present leadership and is rendering a very distinct and valuable service to the wage-earning

citizenry of their community. During the period covered by this report, the Labor Movement of Orange County encountered more organized opposition from employer groups than in many years. Malicious interference with orderly employer-union relations, it seems, was not enough. Activity of the anti-union clique was made somewhat complete by their efforts to enact arbitrary legislation.

While we were assembled in convention at San Francisco last September, the business and citrus interests of Orange County were very busy forming what was officially designated the "Orange County Citizens' Association," and designed primarily to harass existing unions and prevent the formation of new ones. All classes of citizens were enrolled as members under the high-sounding come on. Every individual employer in business and agriculture was solicited for funds. Thus, it seems that a sizeable war chest was created overnight. Nonresident, "experienced" union-busters were imported and put to work as directors of the outfit.

The County Board of Supervisors and various city councils of the area were immediately besieged to enact little Slave Bills and anti-picketing ordinances. The fact that they failed of their purpose in this regard is in no wise chargeable to any lack of enthusiasm or ingenuity on their part. In the two major cases the Santa Ana City Council and the County Board of Supervisors declined to enact either a little Slave Bill or an anti-picketing ordinance, respectively, on representations personally made by the Central Labor Council and the undersigned. The activity of the State Federation in other counties of the State on similar cases, of which these local legislative bodies were apprised, we believe, has had much to do with our success so far in Orange County.

The Building Trades Council of Orange County now enjoys a hundred per cent affiliation of all unions in their jurisdiction. All major projects and a majority of the minor ones are operating under Union Shop agreements, a fact which represents a catastrophe in the eyes of the local Citizens' Association and a profound satisfaction to that small corps of stalwarts who kept the fires of unionism burning throughout the lean periods of the past decades in the section under discussion. Practically all Building Trades unions now maintain offices and business agents, with the result that that work is being thoroughly policed.

Some difficulty has been encountered in the boat-building industry at Newport Beach, which in recent months has mushroomed somewhat out of previous proportions. A three-way contest has been under way for control of this work, wherein our unions have been interfered with, both by the C. I. O. and

a Citizens' Association-sponsored independent union. The usual results have accrued to date.

Long Beach

The Long Beach Central Labor Council has made a slight gain in the total number of affiliates during the year. The paid per capita has more than doubled, however, for the same period. Fifty-five local unions are now in good standing therewith. The Long Beach Labor Movement as represented by the American Federation of Labor has subscribed generously of its time, effort, and money in local civilian defense activity. Approximately a quarter of a million dollars have so far been invested in War Bonds by local unions and delegated bodies. Other thousands were donated outright to war relief agencies. Single unions have purchased costly pieces of emergency equipment for the exclusive use of auxiliary service agencies.

In one case the individual members of a local union, whose rate of pay is below the average, voluntarily subscribed funds out of their own pockets with which to buy an expensive piece of equipment for the Long Beach Council of Defense. Unionism is represented on practically all local boards and committees in civilian war activity.

The Long Beach Building Trades Council has prospered handsomely during the period covered by this review. Like other delegated bodies of the Second District, it has attained a position heretofore unknown in the fourteen years of its existence. With the exception of a few small housing projects, all construction is operating under Union Shop agreements. As of this date, two small private enterprises are being picketed. The closing year witnessed a complete exodus of C. I. O. predatory activity from the building industry of this area. Organized employer activity, it would seem, has likewise taken at least temporary leave of this field.

The leadership of the local Building Trades, we believe, is to be commended on the extent to which harmonious relations have been maintained in view of their pyramided successes, both among affiliated unions and generally with employers. It should be remembered in this particular that freedom of action and the exercise of options ordinarily accruing to labor unions requires in time of war, especially in military areas, all the patient judgment of human nature.

As is reasonably well understood, the "A. G. C. Agreement" with the Building Trades now covers several southern counties, in which is included all of District No. 2. This contract has been of inestimable value, especially to unions having jurisdiction on work in remote sections. Increased wages embodied therein will probably be dealt with in detail elsewhere in the Convention Proceedings. It should not be assumed, however, that all employers in the industry are meeting the new wage scale one hundred per cent without a fight. Certain "gyppo" contractors in various sections are, and will likely continue—as they

always have—to perpetuate a peon's wage regardless of the era.

The *Long Beach Labor News*, official publication of the Central Labor Council, is still functioning, notwithstanding the difficulties with which labor journalism has been confronted in recent years. The local *Labor News*, it would seem will be no exception to the labor press generally, in that the fabulous proportions of unionism's success in these times has not been adequately shared with our "house organs." As usual, the *Labor News* will prepare a Labor Day Convention souvenir number for distribution to delegates, which probably will tell the story in more complete detail than can be accomplished herein.

As will be readily recalled, the Second District has never been a bulwark of Metal Trades production activity. Only one small steel shipyard lies within its confines. A bitter contest occurred in this yard with the C. I. O., lasting for two months in 1940 and culminating in success for the American Federation of Labor. No further interference has developed, however, hence the yard continues union under agreement. Negotiations are now under way for acquisition of property by the same company upon which to erect another steel shipyard.

A variety of small metal products shops have appeared on the scene, many of which are engaged in war production. A good share of these plants are operating union, but others are resisting organization by our unions. Unfortunately, employers in at least one small metal plant are taking complete advantage of current interference by the C. I. O. to perpetuate the open shop. Elsewhere in this field substantial progress is being made by our unions in organizing this difficult class of work.

Immediately adjacent to District No. 2, in the harbor area, upwards of 50,000 men are engaged in the construction of steel freighters for the Maritime Commission. All are carrying cards in the American Federation of Labor. The general atmosphere there is strangely reminiscent of the hectic days of organizing the shipyards of this region in 1917, 1918 and 1919. We're glad they're back. With one exception, all boatyards of the Long Beach Harbor area are operating under agreements with our unions. No serious controversies have occurred for approximately two years.

Miscellaneous production workers in several plants manufacturing a variety of commodities have made tangible gains in membership and improved conditions. As has been the case for several years now, only one plant of any consequence in the Long Beach area remains unorganized, due, primarily, to a company union and a not too common labor relations policy on the part of this company. One small factory producing a building material was shut down early in the war.

Two strikes took place during the year among production workers. One involving about one hundred men in flat glass at Fullerton lasted ten days and was settled by negotia-

tions, the union winning the principal point at issue—the union shop. The other tie-up concerned approximately two hundred fifty men in transite pipe and rock wool near Long Beach and lasted five weeks. In the end, the dispute was adjusted soon after Pearl Harbor by the War Labor Board in an arbitration award.

The Needle and kindred trades have likewise shared in the upswing of employment in the production field. The unions have taken timely advantage of the trend in organization during the current era and now have all plants under contract with increased personnel. Not too unlike other local lines of production, garment manufacturing in Long Beach in the past five years has witnessed a complete about-face from a union point of view. Fortunately, this transition has been brought about without serious trouble.

A unique situation among production workers is the local fish canning and processing industry. A few short years ago wages in this field, especially for women and girls, were the nation's lowest in the trade. Today, their wages and conditions are the best in the world.

Early in the closing year mass production of aircraft moved into Long Beach, apparently to stay, judging from the quality and volume of investments in lands, buildings, and equipment made by the Douglas Company. Approximately 18,000 people are steadily employed in this enterprise and working around the clock. As is usually the case with this particular company, organization of employees there has been extremely difficult, especially since Pearl Harbor when the Military took over. The International Association of Machinists has had a campaign under way for several weeks, in which steady, but reasonably sure progress has been made. A local union has been duly installed and its officers elected. Officers and members are now functioning both inside and outside of the gates on the organizing drive. The International has designed a long range program in this case which it is anticipated will, in the end, culminate in success. The campaign has the endorsement and wholehearted support of the Long Beach Labor Movement.

The great upsurge in membership, conditions of employment, wages, etc., during the closing twelve months has not omitted the Service Trades. Unions in this line of human endeavor here, it is readily conceded, have made a valiant effort to meet the exhausting demands made upon their physical endurance by a mushroom growth in population. Hard work and overtime hours under constant pressure, with limited facilities has been their portion in the Civilian War Effort, and for a wage

generally out of just proportion to that paid in other fields requiring a lesser degree of ordinary skill and ingenuity.

Complete unionization of everything that rolls on rubber in the Second District is rapidly approaching. It seems the men who drive trucks, buses, taxicabs, etc., have finally arrived at the realization that only in union is there relief. Some local cab companies are hiring girl drivers in the current pinch. There has been scarcely any serious trouble in this line, except one flat-rate outfit which continues to operate non-union after a fashion.

Space will not permit a detailed account of wage increases in the industries noted herein. Suffice it to state that all affiliates of the State Federation in this area secured for their members increased wages and improved conditions in varying degrees.

Formation of campaign committees and raising of funds for the defeat of Proposition No. 1 in November has largely been completed in District No. 2. Available monies are being budgeted for important phases of the work. Subcommittees have been functioning for some time on Primary Election details. Special headquarters have been established from which all activity is being centralized and directed. The topheavy influx of workers during recent months is making the job this year doubly difficult.

In concluding this chronicle of events in the local Trade Union Movement during the past twelve months, it is fitting that the undersigned acknowledge a pro rata of responsibility for the accommodations required by the Forty-third Annual (Victory) Convention. Four times in twenty years has the State Federation honored Long Beach by assembling here, though never in wartime. This fact, and our geographical situation has seriously limited the facilities upon which we planned one year ago. We are confident, however, that the demeanor of the delegates at large, under the circumstances, will be typical of the national spirit and in keeping with the finest traditions of unionism.

Your correspondent desires to express his profound gratitude to the lay membership, the many local unions and their leadership, as well as to the several delegated bodies of the Second District and to the office of the State Federation for an exemplary degree of tolerance and coöperation tendered throughout the year. To have served upon the Executive Council of the State Federation of Labor in these critical times has been most interesting and educational, a privilege for which I am genuinely grateful.

Fraternally submitted,
GEO. C. BENTSON.

REPORT OF VICE-PRESIDENTS FOR DISTRICT NO. 3**(Los Angeles City Proper, Whittier, and Riverside County)
(Los Angeles City Proper, Pomona, and San Bernardino County)**

Los Angeles, August 28.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

Revealing the consistent growth of the Los Angeles Central Labor Council during the fiscal year ending last June, twenty-seven additional unions have become affiliated or reinstated with the organization. The per capita tax membership is larger than ever before, with approximately 54,000 unionists represented—a gain of 4,000 over the previous year.

While the war effort has given work to a number of our Central Labor Council unions, substantial progress had been revealed by these organizations before the local program was well under way.

Building Trades

As reflected in the Los Angeles Building and Construction Trades Council, the work of this organization has experienced great advancement and has gone through some outstanding changes during the past year. Heavy construction work, Army and Navy projects—some of the latter under direction of the Government—have contributed to much employment for Building and Construction Trades Council tradesmen. Slum Clearance Housing projects, under supervision of the Housing Authority, have added to the work, together with recently renewed contracts with employer groups. This includes the Southern California Chapter of the Associated General Contractors of America.

On defense work, the Building and Construction Trades unions have accomplished their aim of establishing standard wage-work conditions, with the coöperation of the American Federation of Labor and local union organizations.

Indicative of further gains by that organization, the Los Angeles County District Council of Carpenters continues to branch into various new fields, including crate and box making, Venetian blind construction and trailer building. A county-wide organization campaign launched some time ago has also been responsible for many additional members in the Council's affiliated unions.

The local war industry program has likewise given much work to members of this Los Angeles group. Numerous members of the Council's affiliated unions have also accepted work on outlying projects.

Metal Trades

Because of the vast Army and Navy effort in this area, the Metal Trades Council unions are experiencing great progress, with employment of all skilled mechanics in Government as well as in private industry. Heavy growth in organizational work has also taken place in foundries, jobbing machine shops, pattern shops, blacksmith shops and manufacturing plants—and a great many blanket contracts have been negotiated.

Agreements with California and Consolidated shipyards represents the employment of a vast number of members of Metal Trades unions' and Machinists' groups are substantially represented in airplane plants, including Lockheed-Vega, two of the largest airplane concerns of the union.

Culinary Trades

Collective bargaining with employers has brought big gains to Culinary Workers' unions which are enjoying mutually beneficial relations—especially among the thousands of small establishments. Few strikes have prevailed. Substantial A. F. of L. contracts are in force in many of the larger establishments.

Garment Trades

Mass production of men's clothing, government contracts for military uniforms and other Army and Navy apparel has brought much activity to the Garment Trades' unions of this area. Parachute-making, under Government contract-supervision, has also given employment to members of these locals. Both the United Garment Workers and Ladies Garment Workers' International Unions, despite much employer opposition of late, are making consistent gains.

Teaming Trades

Substantial increases in wages and almost complete organization of workers in the Teamsters' field represents the progress made by this group. A recent vast membership drive brought many additional members. Contracts with concerns operating on government projects are responsible for much headway by the Teamsters. Operations in several branches, however, have been greatly handicapped because of priorities and commodity restrictions due to the war.

Studio Unions

Ten per cent wage increases in all mechanical trades have been secured for the studio unions and much organizational work has been under way. Other than this there has been little change. Culinary Workers unions, however, have been added to A. F. of L. organizations signatory to studio basic agreements.

General Organizational Work

In brief, Los Angeles has experienced great progress in all union activities. Brick and Clay workers, Glass Workers, Barbers and Beauticians and numerous other groups are advancing rapidly. They are gaining strength and bargaining power and all have the support of the A. F. of L. movement in this area.

We are indeed grateful for coöperation accorded us in our efforts to further our progress, and the office of the California State Federation of Labor merits the acclaim of all local unionists for its constructive procedure and consistent aid in our endeavors.

Fraternally submitted,

C. T. LEHMANN.
THOMAS L. PITTS.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 5**(Hollywood, North Hollywood, Burbank, San Fernando, Glendale and Pasadena)**

Hollywood, August 24.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

Hollywood

The past year has witnessed the greatest boom in the history of the motion picture industry. The largest mob scenes ever staged are being put on nightly at the box office of the film theaters throughout the country. And there are no "extras"—these are real cash customers desiring entertainment. According to theater managers, the present "boom" even surpasses the lush period of 1927-1928.

One studio, which has been a "white elephant" in the industry for years, suddenly shows a net profit of almost six million dollars for the first six months of 1942, approximately one and a half million dollars more than shown for the same period in 1941.

On the other hand, it is my personal opinion that our members of Organized Labor are not getting their just share of these profits. Wage scale adjustments are not in keeping with the employers' ability to pay, and in many instances wage increases negotiated last year are far behind wage scale increases negotiated for comparable crafts outside the motion picture industry. There is no doubt but that the lack of unity among the crafts in the motion picture industry is responsible for the failure to maintain the policy of higher wage brackets in the studios.

Outstanding progress has been made, however, by the Machinists under the leadership of D. T. Wayne, former Vice-President of District No. 5 operating in conjunction with the newly formed Studio Conference of Unions, he was able to negotiate a twenty per cent increase in the wage scale for his membership. Practically all other crafts in the industry negotiated a ten per cent increase. All of these increases were negotiated during the latter part of 1941 or the first part of 1942, and were retroactive to July 1, 1941.

Hundreds of technicians and mechanics of all kinds have left their employment in the studios to join the armed forces of the United States, or to enter the civilian branch of the Army or Navy. In most cases, the studios have made no effort to replace these men. Other groups of technicians and mechanics have left the studios to accept better paying positions in the various defense industries.

Only a united labor front by the various labor unions, representing approximately thirty thousand employees of the motion picture industry, can hope to cope successfully with the powerful Motion Picture Producers Association to obtain the wage scales and conditions our members have a right to ex-

pect. During the past year the employees of the motion picture studios have contributed several million dollars to various charities and the U. S. O., Navy and Army Relief, China and Russian Relief, and many others.

Outstanding was the contribution of \$560,000 made by the employees of the industry to the Red Cross Drive. This was approximately one-third of the total amount collected by all industries and agencies in the whole of Los Angeles County, a record of which the industry and our members can be justly proud. The industry also reports a 95 per cent quota for the 10 per cent pay roll Deduction Plan for the purchase of War Bonds.

Pasadena

At the present time, building in this district has practically stopped; only a few small defense factory jobs are going on. Most of the Building Trades members are working outside of the Pasadena district on various defense jobs; members are working in localities from San Diego on one end all the way up to Seattle, and as far back as Denver.

There has been some organization work among the small defense factories, through the Machinists' local. Fletcher Aircraft signed a closed shop agreement with the Machinists about six months ago, and Clark Aeronautical Corporation just recently signed a closed shop agreement with the Machinists.

Considerable interest has been shown by all groups in Pasadena relative to the F. C. Nash picketing case. The case is known as the "Retail Clerks and Others vs. the F. C. Nash Company," and has been going on since January 30. An anti-picketing ordinance was passed by the city; Judge Willis declared it unconstitutional. At that, the Nash Company filed a request for a permanent injunction to prohibit picketing, and to collect damages. Judge Willis declared the city ordinance unconstitutional, but is hearing the case on the suit for damages and for the permanent injunction. A ruling is expected in a week or so. Meanwhile, the matter is being closely watched by the Labor Movement in Pasadena, as well as by other civic groups.

Glendale-Burbank

Very little construction work is going on at present in this district. Most of the Building Trades members are working in defense jobs in other localities. Construction work in the aircraft industries is practically all finished. Several large jobs are scheduled, however, for the near future. Among these is the Van Nuys Landing Field, on which work has started, and which is 100 per cent union.

It has been an honor and a privilege to serve as a representative of the California

State Federation of Labor for this district during the past year. The coöperation received from the representatives of Organized Labor in this district has been very much appreciated, particularly in the matter of handling a number of industrial cases for our members. I

also wish to express my thanks to the office of the Federation, which has generously aided us in many phases of our activities.

Faternally submitted,

AL SPEEDE.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 6

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

Santa Barbara, September 2.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

The past year has been marked by great achievement and progress throughout the entire Sixth District for all our local unions. Although Ventura County suffered through the prosecution of the Citrus Strike, the local unions have come through the aftermath with flying colors, enjoying the largest membership within their organization for many years.

Culinary alliance and Bartenders Local No. 663 has merged with Local No. 498 of Santa Barbara, and through this a stronger organization has been founded. For the first time in many years the working hours for men in the Culinary Crafts have been reduced from nine to eight hours per day, and an agreement was entered into with the Restaurant Employers on July 1, with a substantial increase in wages for everyone within the Culinary Crafts.

Retail Clerks No. 899 report a 100 per cent organization of all the major stores and markets with a membership record that this organization has never before enjoyed in Ventura County.

Teamsters Local No. 186 have all the service crafts in Ventura County organized 100 per cent with substantial agreements. They were also able to secure a closed shop agreement on all teamster operations on the Pacific Naval Air Base at Port Hueneme, with a wage scale from 75 cents to \$1.50 per hour, something heretofore unheard of in this area.

Building Trades organizations have made marked progress in Ventura County, also benefiting by contracts through the Pacific Naval Base.

In Santa Barbara our organizations are in a healthy condition, and are increasing their membership continuously. Many major agreements have been negotiated, bringing increases in wages and better working conditions for every one affected.

Culinary Alliance No. 498 negotiated contracts going into effect the 1st of July with a 205 increase in wages for all crafts. Also, their jurisdiction has been extended to cover both Lompoc and Hueneme, both of these places being organization a hundred per cent. The Biltmore Hotel has entered into an agreement with the Culinary Local of Santa Barbara, covering both Service and Culinary workers with a substantial raise in wages and better working conditions.

Building Trades organizations have transferred a number of members during the past

year on defense jobs, but are fast regaining their membership as defense work on a larger scale is being started within the district.

Retail Clerks, Butchers and other Service Crafts have increased their membership and bettered their conditions, although many of their members have entered the Army and Navy.

In the past year, Teamsters Local No. 186 has negotiated Bus, Lumber and Milk agreements, coming through victorious on their injunction and damage suit with the Live Oak and Riviera Dairies of Santa Barbara, through the help and coöperation of the Office of the State Federation and the capable services of Attorney Clarence Todd.

Among the newly organized locals are the Municipal Employees, who in a very short period of time have built a large organization with membership in every branch of operation, within the City of Santa Barbara.

In the Santa Maria and San Luis Obispo, the Butchers, Culinary Workers, Retail Clerks and Teamsters have made great progress in organization and have been successful in the negotiation of their agreements for wages and working conditions.

Building Trades Locals in this area have just recently completed the building of one of the largest Army Camps, Camp Cooke at Lompoc—a 100 per cent union job.

All through the district local unions have contributed to the war effort by buying War Bonds and making contributions to the U.S.O. and other similar organizations, and furnishing sun rooms for the soldiers at Camp Cooke.

A great effort has also been made throughout the district to obtain the registration of all union members, their families and friends, and Labor is assured that the unions will poll the largest vote in history in this coming election.

The campaign on Slave Bill 877 is well on its way with committees set up in each section of the district which are coöperating and working together for the defeat of this vicious measure.

It has been a privilege to serve the Sixth District as their Vice-President, and I wish to express my sincere thanks to the local unions and officers for the coöperation extended to me.

I also want to thank the office of the State Federation of Labor on my own behalf and on behalf of the local unions in the District for the help and coöperation they have given us in the past year, which added materially to the success of our efforts.

Faternally submitted,

LOLETA GRANDE.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 7**(Bakersfield to Merced)**

Bakersfield, August 24.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

The past year has been the most outstanding year in the history of the Labor Movement in the territory included in the Seventh District. This is particularly true of all crafts affiliated with the Building Trades. Each individual section has enjoyed its respective share of the enormous expansion program of the U. S. Army, Navy and Marines in constructing millions of dollars worth of new camps and adding millions of dollars worth of improvements to camps already built. Prosperity for other crafts naturally followed.

Most all, if not every craft has enjoyed an increase in wages and most of these were gained without a great deal of difficulty. Tremendous increases in membership have been made. Whenever it was necessary either to strike or call in conciliators, Labor has in every instance been very fortunate in the outcome.

Due to the national emergency, Labor has many times been called on to concede points which in other times and under other conditions than those existing would have been denied, but true to the fine spirit of coöperation shown by Labor in this all-out war effort, they have overlooked many technicalities and have shown their eagerness to give their all.

Not only is this true in regard to the things they do with their hands, but also their hearts. Almost without exception the various unions have given to all worthy charities and have

purchased many thousands of dollars worth of War Bonds. Furthermore, and most important of all, is the way Labor has given her boys to the armed forces.

The unions in District No. 7 have almost unanimously met their quotas of the expense of the Slave Bill Fight and Radio Program Funds without any delay. Their only regret is that this fight comes at a time when a great percentage of our members, particularly in the Building Trades, are away from their respective homes and voting places. But we are confident that enough of these will recognize the value of each single vote and use their absentee voting privilege. Throughout District No. 7 a vigorous campaign will be waged by Organized Labor from now until Election Day in November to get out every NO vote on Proposition No. 1 in the entire district.

Fortunately we were not called upon to use the services of the State Federation a great deal but whenever it was necessary to ask the Federation office for assistance and advice, they were quick to give us their fullest coöperation and for this we are indeed grateful. The unions are unanimous in their wholehearted praise of the fine work being done by the State Federation and are fully cognizant of the necessity of being as closely knit as possible during times like these.

Personally, it has been a great pleasure to serve on the Executive Board of this great organization, and I offer my sincere thanks to the delegates of the past convention for having extended me the privilege.

Fraternally submitted,

F. M. ENGLE.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 8**(San Joaquin and Adjacent Counties)**

Modesto, September 2.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

It gives me pleasure to be able to again report that Organized Labor in District No. 8, which covers Stanislaus, Merced, Tuolumne, Mariposa and San Joaquin Counties, has moved only in a progressive manner. Membership has increased double in practically all crafts, and there have been increases in wage scales in each of the counties.

New affiliations with the Stanislaus County Central Labor Council are as follows: Winery Workers No. 47, Laundry Workers No. 177, Motor Coach Employees No. 1225, Packing House Employees No. 22911.

Engineers Local No. 3 has sent in a full-time business representative, with office lo-

cated at Stockton to take care of the increased business in both San Joaquin and Stanislaus Counties.

The Boiler Makers and Ship Welders International has also sent in a full-time representative and established a permanent office at Stockton. A membership of between three and four thousand is expected to make up this new local.

Electricians Local No. 591 established an office since the Federation's last convention; also at Stockton. Additional business agents have been added to the Laborers Local No. 73: one at Stockton and one at a branch office in Tracy.

As elsewhere, the majority of jobs now under construction are defense projects. (Barracks, hospitals, landing fields, warehouses, housing projects, etc.)

Butchers and Poultry Workers Union No.

108, Modesto, was very instrumental in getting the meat shops to close at six p. m. every evening and no fresh meats sold on Sundays. At this writing, Butchers Local No. 108 is working on getting the grocery stores to close at seven p. m. daily.

Teamsters Local No. 386, with headquarters at Modesto, moved into new and larger quarters during the middle of September. Following this move, Butchers Local No. 108 and Retail Clerks No. 1273 moved into the Teamsters and Butchers offices, respectively.

For several years the Stockton locals have been attempting to purchase a new Labor Temple and their dream came true this year when it was made possible for them to secure the Montgomery Ward Store building. This is a three-story affair and will house the majority of the locals in Stockton under the one roof before long.

Stenographers, Typists, Bookkeepers and Assistants Union No. 20545 has added new members again this year, and all the members have received increases in wages ranging from \$2.50 to \$5.00 per week.

The cannery unions in this district have stabilized themselves so that now they may be considered to be securely situated in the industry and commanding the respect and control due them. It has been a tremendous job to obtain the necessary labor with which to continue operations in the canneries as required by the increased demands imposed by the war. Cannery unions can be credited with doing an admirable job in supplying this labor and thereby doing their share toward assuring the production of sufficient food stuffs for the armed forces. This marks another contribution of labor in California to the war effort and its importance cannot be overestimated.

The unions in this territory have coöperated with all of their resources in putting over the "Food for Victory" campaign of the California State Federation of Labor so that the crops could be harvested instead of permitted to rot in the fields. In a number of ways the unions helped to expedite the induction of as many workers as possible in this field in order that the farmers would not be caught short. The unions throughout this territory have collaborated closely with each other in promoting the campaigns connected with the Federation's program.

Mention must be made of the splendid co-

operation of the Fresno Unions. It is important to point out that in Fresno, Modesto and Stockton, virile campaign committees have been established to defeat Proposition No. 1 in the November elections. These committees have been departmentalized so that the various activities could be methodically and effectively directed to include the registration of the members of the unions and assure their voting in the election, the dissemination of the literature issued from time to time by the Federation, supplemented by local reading matter, and the holding of meetings to convey our message to the citizens in the respective communities. I am confident that at the November elections the showing that will be made by the unions in this district will compare favorably with those in other territories.

This district was the scene of the greatest concentration of efforts by the proponents of Slave Bill 877 to put over the infamous "little Slave Bill" ordinances and so hog-tie Organized Labor until, as they hoped, they could make the Slave Bill a state law. Last year's convention was hardly over and the Federation's campaign against S. F. 877 was just getting under way when the unions throughout this area suddenly found themselves on the firing line of the battle against this measure.

The prompt and vigorous stand taken by the Federation and the activities of its legal department, plus the firm and responsible manner in which our unions coöperated with the Federation in its campaign against the "little Slave Bills" resulted in a retreat all along the line and the repeal of all the ordinances. We in this district have firsthand knowledge of how Slave Bill 877 can be defeated in November if Organized Labor lines up 100 per cent to vote Proposition No. 1 out of existence.

Before closing I wish to take this opportunity to express my sincere appreciation and gratitude to all members of Organized Labor, to the officers and delegates of the various councils, and to the office of the California State Federation of Labor, for all courtesies and coöperation extended to me whenever called upon.

I also wish to thank the State Federation of Labor for the honor of having been of service to them as Vice-President for District No. 8.

Sincerely and fraternally,

yours in union,

C. A. GREEN.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 9

(Santa Clara and Adjacent Counties)

San Mateo, August 24.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

Since making my last report to the Convention, the various and huge building programs of the United States Government, such

as the construction of army camps in Salinas, Watsonville, Monterey and Moffatt Field, have all been completed and the Labor Movement has fulfilled all of its obligations with genuine patriotic zeal. The consummation of these immense undertakings has naturally tested the resources of the Labor Movement in providing a sufficient number of craftsmen

for the various jobs, and I believe it would be no exaggeration to say that Labor has proved itself to be one of the most potent forces in helping the Government prepare itself for this present emergency.

In connection with the war effort, I would like to point out that the Labor Movement in San Mateo was solely and completely responsible for the establishment of the San Mateo County Blood Bank. By taking this initiative, the Labor Movement was not only able to contribute an indispensable activity in promoting our preparedness, but it also saved the governmental units of the community substantial sums of money. It would be incomplete to report this event without mentioning U. S. Simonds of the Carpenters' Union, Local No. 162, as well as the other affiliates of the Building Trades Council, whose work was mainly responsible for the success of the Blood Bank. The citizens of San Mateo County did not have to pay a single penny for its establishment.

A matter that has been of grave concern to the Labor Unions in this district has been the turmoil created in Monterey by the inexcusable jurisdictional raids, or attempted raids, conducted by the C. I. O. on the Seine and Line Fishermen's Union there. Some time ago a number of C. I. O. Alaska fishermen insisted on the right of maintaining membership in the A. F. of L. Union. This question caused considerable friction and confusion, thereby jeopardizing stable employer-employee relations. It finally reached a climax through the acid test of a court decision, which was rendered in favor of the A. F. of L. Fishermen's Union, by granting them the right to remove from the membership rolls anyone belonging to a dual organization. This decision ended permanently, we believe, this jurisdictional fight which has kept things constantly simmering in Monterey.

Just recently a new development in this standing struggle broke out when the boats of the A. F. of L. fishermen were commandeered by the Navy. Only an insignificant number of ships were left to the A. F. of L. fishermen, thereby giving to the C. I. O. fishermen a tremendous advantage. Since the A. F. of L. Union had contractual relations with the fish cannery operators, they insisted that the C. I. O. fishermen who brought their catches into the port would be guided by the provisions of the A. F. of L. contract with the employers, thereby maintaining adequate standards established by the A. F. of L. Union. That this was not unprecedented can be further qualified by the fact that the A. F. of L. union had previously agreed to let members of the C. I. O. Fishermen's Union bring their catches into Monterey under a permit form, and the C. I. O. agreed to reciprocate in like fashion with the A. F. of L. fishermen when working in Alaska.

That the C. I. O. Fishermen's Union was interested in more than working under the A. F. of L. union's permit is eloquently evidenced by their establishment of an office for fish cannery workers in Monterey. In plain language,

it has become amply obvious that the C. I. O. is carrying out a long-range perspective of moving into the fish cannery field, and by taking advantage of the present emergency and exploiting that advantage to the utmost, to eliminate the A. F. of L. unions altogether from the fishing and fish-canning fields. Because of its strategic value, the C. I. O. union seems to be determined to accomplish this objective regardless of their unions' pledges to waive jurisdictional raids and adhere to the "Unity for Victory" policy. Naturally, this struggle is of direct concern to the whole A. F. of L. union movement in the area, since its disposal will involve the status of the A. F. of L. in the territory.

The A. F. of L. union immediately contacted the California State Federation of Labor, which in turn dispatched letters to the War Production Board, the National War Labor Board, and all parties that would in any way have authority relative to this whole question. The California State Federation of Labor considered this matter of prime importance to the Labor Movement, and through its legal department arranged to have this question placed in the hands of an impartial arbitrating body agreeable to all parties, to iron out all the differences, in order to avoid the remotest possibility of an interruption in the catching and canning of fish.

The Federation views with great apprehension this tendency of the C. I. O., since from the very beginning of the "Unity for Victory" movement, for the launching of which the Federation was mainly responsible, the Federation has adhered with thorough scrupulousness to the pledge made of avoiding any strike or stoppage of work as a result of any jurisdictional dispute, or any other cause, for that matter. It is to be hoped that the matter will be satisfactorily disposed of and that the C. I. O. union will be discouraged from continuing its destructive policy of infringing on the rights of established unions in the territory where they have existed for a long time and where the employees have indicated with an impressive consistency their choice of the A. F. of L. union as their bargaining agency.

The A. F. of L. unions will support their brothers in the fishing and fish-canning fields unconditionally and unqualifiedly until the matter is settled favorably in their behalf.

As for the latest activities of Labor in behalf of the war effort, I am glad to report that the unions in this district have purchased a great number of bonds and in proportion to those purchased by Labor throughout the nation. There have been no disputes of any consequence that have interfered in any way with production in the war industries since the pledge made by the California State Federation of Labor following the attack on Pearl Harbor not to strike or permit any stoppage of work involving these vital industries. We are particularly proud of being able to say that we have kept our pledge.

On the Slave Bill fight, the unions in this area have contributed liberally to the Federation fund, and local campaign committees

have been established to supplement the statewide campaign against this obnoxious, dictatorial measure. These committees are also prepared to concentrate on this campaign so that the greatest number of voters can be mobilized to register their opposition against it on election day.

The problem of placing establishments that serve drinks out of bounds by the military forces has been practically nonexistent in this district, I am proud to report. To my knowledge, I know of no single place that has been put in this category, and the Bartenders' Union, in its eagerness to comply with all of the regulations as well as the requirements of the armed forces, has been at all times co-operative. By taking the initial steps in anticipating and solving problems that would cause any collision between civilian and military authorities over this issue, the unions have acted wisely and effectively and to the best interests of Labor.

In concluding, I want to express my appreciation and gratitude to the members of Organized Labor, the officers of the various Councils, and the local business representatives for the coöperation and courtesy which they have extended to me at all times whenever the occasion arose. It would be an incomplete report if I did not mention the office of the California State Federation of Labor, which has not only directed the basic major campaigns which have involved our membership, but has always taken a great interest in all of our problems and furnished coöperation without even being requested to do so. I believe the record for the past year of the California State Federation of Labor has been such that is deserving of the highest compliments I can possibly give it. I also wish to thank the Federation for the honor of having served as Vice-President of District No. 9.

Faternally submitted,

THOMAS A. SMALL.

REPORTS OF VICE-PRESIDENTS FOR DISTRICT NO. 10

(San Francisco)

(REPORT OF ANTHONY L. NORIEGA)

San Francisco, August 26.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

Overshadowing all labor questions during the past year was the entrance of the United States into the war, with its attendant disturbing conditions within the ranks of our local unions. Inducements offered through higher wages, and enlistments in the armed forces have proven a problem in demands for replacements. While the building and iron trades unions have enjoyed a wave of prosperity, those unions in non-essential industries have had to bear the hardships of keeping their local unions intact. Many have assumed a moral obligation to see that all of their members entering the armed services are upon demand returned to their former positions. With few exceptions, however, all our local unions have increased their weekly pay with better working conditions.

Due to withdrawal of advertising contracts, the Bill Posters have had reduced employment. In one instance a packing company canceled a year's contract as the Government had taken over its entire output. However, those who remained to protect their local unions, and were not tempted by inducements from other industries, have managed to find steady employment.

The Theatrical Janitors have received an increase of one dollar per day, making the scale the highest of any like craft. The other Building Service Employees, including the Hospital and Institutional Workers, have, under the direction of International Vice-President

Charles Hardy, secured an increase in pay with better working conditions.

The Theatrical Stage Employees are enjoying better conditions ever since the advent of sound pictures with continually improved working conditions and increased pay. The Motion Picture Operators enjoy steady employment with advanced conditions, including increase in pay, the six-hour day and the six-day week. Most operators' locals have mutually agreed not to offer better conditions as an inducement to entice members from other local unions of operators, believing members should remain at home during this emergency, and protect their own local unions.

The American Guild of Variety Artists has a difficult time endeavoring to keep its potential members in line, due to the transit nature of their employment. The Actors request the coöperation of Organized Labor in keeping their local unions intact. With night club employment, they are progressing.

The Film and Poster Exchange, also Theatrical (front of the house) employees have secured better working conditions with increases in wages. Both are hard pressed to fill vacancies in their jurisdiction, due to former members accepting inducements from the War Industries, also enlistments in the armed forces.

San Francisco Musicians have wholeheartedly endorsed the action of the American Federation of Musicians in convention assembled, relative to the present controversy regarding the Federal action against refusal of musicians in making phonograph records under certain conditions. Surely the action against the Musicians is a weak one, for the Prosecution has

requested a two months' delay. This controversy can be settled amicably through collective bargaining as prescribed by the various federal agencies, still it would appear that the prosecution lacks confidence, because the Norris-La Guardia Act specifically forbids Federal judges to issue injunctions in labor disputes. Records cannot comply with public requests without "Name Bands," yet these very records destroy their jobs when used in broadcasting stations. Employment of musicians would not entail a financial hardship for the prosperous broadcasting stations, yet they

refuse to give employment to thousands of unemployed musicians. Locally, the Musicians have improved working conditions for their minority who are employed.

In closing, I wish to add my word of appreciation for the unfailing support and assistance given us by the office of the Federation in meeting and solving the various problems faced during the year by the unions in this district.

Fraternally submitted,

ANTHONY L. NORIEGA.

(REPORT OF GEORGE KELLY)

San Francisco, July 29.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

As one of the vice-presidents for District No. 10, I am pleased to report that Organized Labor in this district has taken great strides during the past year. Despite the unheard-of number of emergencies created in every line of production and distribution by our country's entrance into the war, and the weight of responsibility the unions gladly volunteered to take upon themselves as part of their contribution toward quickening the tempo of our war efforts, membership has shown a general increase, wages and conditions have materially improved, and labor relations have never been stronger or more stabilized.

At the present time the Chauffeurs boast the largest membership in the history of their organization. Their all-out participation in our war effort may be no better exemplified than by stating the following facts: To date, the Chauffeurs have invested \$100,000 in War Bonds. As a result of a two-dollar assessment of each member, \$4,000 has been contributed to the Red Cross. August 20, 1942, has been designated as Chauffeurs' Union Day at the San Francisco Blood Bank, and the Chauffeurs will go in a body to donate their blood to this most worthy cause.

Needless to say, the especially important contribution which the Chauffeurs can make to Civilian Defense has been included in defense plans for this district. That they can be counted upon to discharge ably all duties that may be required of them in any defense emergency, goes without saying.

The fight against Slave Bill 877 (Proposition No. 1) being waged by Organized Labor under the leadership of the California State Federation of Labor has been backed up in

every way. The Chauffeurs have turned \$675 over to the Federation to aid in the campaign that will defeat this vicious, anti-labor measure. Moreover, the Chauffeurs Union is sponsoring an advertising campaign at a cost of \$2200, which, by means of sixty billboards, thirty to be illuminated and thirty unilluminated, will focus the public eye from October 1 until Election Day on Labor's message to the citizens of California to vote this Nazi bill out of existence.

So valuable have been the services to the Organized Labor Movement in this state and to our war effort of the "This is Our America" radio program sponsored by the California State Federation of Labor, that the Chauffeurs have presented a resolution to the Joint Council of Teamsters No. 7, of the Bay area, to assess the membership five cents per capita tax so that the strong, clear voice of Labor will continue to reach the ever-growing audience of interested listeners.

At all times and in every difficulty, I am happy to state, I have found the Federation's office more than generous in helping to solve the various problems that have arisen, and the knowledge that this expert assistance and wise leadership is available whenever needed is heartening indeed.

In closing, I would like to state that I am deeply grateful to have been one of the Federation's vice-presidents, and it is even more gratifying in view of the fact that the Federation at present has the largest membership in the history of any Federation of Labor in the entire country. I also wish to express my sincere appreciation for the pleasure and honor of working with my colleagues in the Federation, since I have always found them to be most congenial and cooperative.

Fraternally submitted,

GEORGE KELLY.

(REPORT OF C. F. MAY)

San Francisco, August 25.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

Due to the tremendous expansion of war production in industries, Organized Labor as a whole has made substantial gains in this

district during the past year, in spite of the antagonism of the anti-labor press and the small but powerful group of labor-hating employers.

Metal Trades Unions

All metal trade unions have been and are still being taxed to the limit for a supply of

skilled and unskilled labor for war industries. Notwithstanding the fact that those unions have many serious problems to contend with, they are performing a good job and a strengthening and stabilization in labor relations have been achieved by them.

Marine Unions

The rapid growth of the U. S. shipbuilding program and the delivery of new merchant vessels into commission to carry this country's war materials to the United Nations' armed forces in all parts of the world have been responsible for the substantial numerical gains made by the Masters, Mates & Pilots of America and the Seafarers' International Union of North America. Because of the creation by Executive Order of the United States War Shipping Administration, under the direction of Rear Admiral Emory S. Land, Chairman of the Maritime Commission, which requisitioned and is now operating all Government-owned and bareboat chartered merchant vessels, it was necessary for the leaders of the maritime unions to go to Washington, D. C., in order to preserve our collective bargaining, wages and working conditions. With the assistance of President Green of the American Federation of Labor, the maritime unions were successful in arriving at an agreement during the month of May 1942 with this governmental agency to the effect that all existing bargaining agreements held with the shipowners (who are now agents for the War Shipping Administration) stand and continue to be in effect as long as the War Shipping Administration owns or operates merchant vessels. Wages and working conditions have not as yet been frozen, and this agreement provides for making adjustments from time to time if necessary.

There also is a Maritime War Emergency Board appointed by the President of the United States. Its duties are to prescribe from time to time the amount of war bonus, life and injury insurance, and compensation for loss of personal effects due to wartime activities.

Non-War Industries

Even unions in the non-war industries have strengthened their organizations materially. A great number of their members, who became unemployed on account of the diversion of industries, secured employment through the coöperation of those unions who needed a greater labor supply in the war industries.

Unity for Victory

Immediately after the attack by the Japs on Pearl Harbor a conference was called by State Supreme Justice Gibson, who invited leaders of the American Federation of Labor, the Railroad Brotherhoods, and the Congress of Industrial Organizations to meet at the Cliff Hotel in San Francisco and discuss the Government's need for Labor's fullest participation in the war effort. Immediately thereafter Secretary Vandeleur of the California State Federation of Labor asked these representatives to meet at the Federation office,

and at this gathering was born the "Unity for Victory" slogan and program.

All representatives unanimously pledged themselves and their organizations to immediately eliminate all jurisdictional disputes and stoppage of work. Declaring that the Labor Movement was ready to support the Government all the way, they pledged that they would unstintingly strive to defeat the infamous aggressors. This program was given wide publicity and was enthusiastically received all over the United States. It has now been duplicated in most of the large industrial cities of the nation. It is my sincere belief that it has had a vital effect on war production and recognition of Labor's patriotism, although there are individuals who want to sabotage and obstruct this program. It should be further promoted and encouraged by this Convention and the obstructionists brought out in the open.

Research-Statistical Service

The Executive Board of the Federation, at its February 1942 meeting held in Bakersfield, considered Resolution No. 53, 1939 Federation Proceedings (Federation Labor Research Department), which had been referred to the Executive Board by the 1939 Convention held in Oakland, California. The Board requested Secretary-Treasurer Vandeleur to set up such a department if advisable and financially sound. The Secretary promptly complied with this request and found it advisable to put it into effect immediately.

All unions affiliated with the State Federation of Labor should avail themselves of this most valuable and efficient service. The multiplication of administrative boards and commissions serving in the various labor relations capacities has increased the complexity of services the labor unions now render to their members.

Year after year objections are raised by Bar Associations and professional labor counselors who are interested in expanding their field of practice, to so-called "unauthorized practice of law." The field of practice which they want reserved for themselves includes many activities performed by union representatives. It is important for labor unions and their members to retain these functions, which would be destroyed if too inclusive a field should be reserved for the lawyers and professional labor counselors.

It is high time that Organized Labor discontinue the employment of professional arbitrators, mediators, and counselors to do the work and charge high fees when the union representatives are better qualified. It only gives the "professionals" the opportunity to use the union's confidential material for a double purpose. The Statistical Bureau set up by the California State Federation of Labor has been used by the National Organization Masters, Mates and Pilots of America, West Coast Local No. 90. The Bureau has been very efficient and of great service. Secretary Vandeleur should be congratulated for having the wisdom to put the same into effect.

During the past year it was my endeavor to carry out the mandate and policies as laid down at the last convention. I attended all the Executive Committee's meetings and carried out the instructions given to me by the officers of the Federation in connection with the Federation's business.

It was indeed a privilege to serve you as

vice-president of the California State Federation of Labor from District No. 10. I wish to thank the president, secretary-treasurer, and all members of the Executive Board for the coöperation they have given me.

Fraternally submitted,

CAPT. C. F. MAY.

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(REPORT OF HARRY LUNDEBERG)

San Francisco, September 3.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

The last year has been an eventful one as far as the merchant seamen are concerned. Ever since, and prior to the time the United States of America declared war, the status of the seamen has considerably changed from peace-time activities, inasmuch as the merchant seamen are the second line of defense of the United States of America.

The men sailing the ships under the banner of the American Federation of Labor have carried materials to the far corners of the world; supplying not only our armed forces, but also supplying our allies with vast quantities of goods, arms, and ammunition.

Since the war started not one ship has been held or delayed on account of a dispute. In December, 1941, in a meeting at Washington, D. C., our seamen's unions pledged the United States Government that there would be no strikes or tie-ups for the duration of the war. In return, the United States Government guaranteed us our collective bargaining rights for the duration of the war, and although elements within the Navy and Army have from time to time attempted to take over the Merchant Marine as a military force, the unions have been able to fight off such moves.

On May 4, 1942, an agreement was signed at Washington, D. C., freezing our collective bargaining agreements for the duration of the war, but leaving the unions the right to ask for wage raises in the event circumstances would warrant. All other clauses in the agreement dealing with conditions, hours, etc., were, however, frozen for the duration of the war, leaving the merchant seamen under civilian status. This was a great victory for the seamen under the American Federation of Labor banner, because our seamen have the highest wages and best conditions of any seamen in the world today.

Our men are protected in war zones by insurance provided by the War Shipping Administration, a Government body, and are paid extra bonuses for sailing into dangerous waters.

To date, taking in both coasts, from among the seamen affiliated to the A. F. of L. Seafarers' International Union of North America (of which the Sailors' Union of the Pacific and the Pacific District, Seafarers' International

Union of North America, are a part), we have lost some 600 seamen at sea through enemy action, which is the highest ratio of loss for any seamen's union in America.

Approximately eighty of our men are interned in Axis countries. The total number of internees from among our membership is probably greater than this, however, because due to Navy restrictions in the release of such information the latest figures are not available.

Approximately 110 ships under our contracts have been torpedoed or sunk by dive bombers.

Our men are still sailing wherever called.

In the oil tanker field, we have conducted an organizational campaign and have won elections for sailors, firemen, cooks, and stewards in two major oil companies—the Tide-water Associated Oil (including their Bay fleet) and the Richfield Oil Company. We were opposed in this field by the C. I. O. National Maritime Union who, notwithstanding their flag-waving and cries for "unity," have, nevertheless, attempted to use the war conditions in an attempt to move in on the American Federation of Labor seamen on the Pacific Coast.

In the Fishermen and Fish Cannery Workers' field we have also been hit quite heavily by the war, and our membership in California particularly has suffered considerably.

In the port of Monterey, approximately sixty A. F. of L. fishing boats were taken over by the Navy. Our fishermen are thus without vessels with which to fish, and this has seriously affected the organization in the port of Monterey.

In the port of San Pedro, too, due to the fact that we had several hundred Italian and Japanese fishermen of alien status, our ranks were seriously depleted, in addition to the Navy taking more boats from that port also. In San Diego several hundred of our members lost their livelihood in fishing, due to the fact the Navy took over some forty-five boats there.

Needless to say, this has also affected our affiliated cannery workers' unions in California, all of whom operate under the banner of the Seafarers' International Union of North America. A. F. of L. We are maintaining our organizations, however, with the hope that when the war is over we will be able to start afresh.

Recently the Sailors' Union of the Pacific petitioned the Maritime Commission to name one of the new Liberty ships after our late great founder, Andrew Furuseth. On Labor Day of this year this vessel was launched at Richmond Yard No. 1, and slid down the ways, bearing the name of Andrew Furuseth,

after ceremonies under the auspices of the Sailors' Union of the Pacific, when Mrs. Al Wynn, wife of the head of the Metal Trades Council, christened this vessel.

Fraternally submitted,

HARRY LUNDEBERG.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 11

(Alameda County)

Oakland, August 19.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

It again gives me great pleasure to report that enormous progress has been made by Organized Labor in this district during the past year. Not only has the Labor Movement had a phenomenal growth, but it has chalked up an enviable record in support of our war effort.

Last year we were faced with the tremendous problem of supplying the necessary number of skilled craftsmen and other groups of workers to get the huge defense projects going. These projects, which are now in the full swing of production, have exceeded everything we had anticipated, and it was no little task to iron out the great number of wrinkles that threatened to interfere with production. Labor has played a very important rôle in getting the shipyards working day and night to turn out the urgently needed ships to be used against our enemies.

Thousands of mechanics, laborers, and truck drivers were needed and they were all supplied. That the Labor Movement in this district fully appreciated the need of keeping the production line rolling has been evidenced by our proud record of no strikes or stoppages of work affecting the war industries. Numerous problems arose, all of which had to be dealt with constructively so that our main objective would not be thwarted. That we were able to keep our pledge of no stoppages of work is a great testimonial to the sincerity and loyalty of the members of Organized Labor to our country.

In connection with the war effort other difficulties arose which had to be straightened out and in which we were able to assist. There was the problem of keeping rents from reaching skywards, thereby interfering with the housing of the war production workers. A fair rent administrator from the Government was stationed in this area and a ceiling on rents was established. The matter of providing sufficient housing accommodations for the influx of new workers in the area was, likewise, a problem which has confronted the labor unions. We have done our utmost in helping to alleviate this extremely serious situation, which is, moreover, still in the process of adjustment. The housing problem has also involved that of transportation, and in this

work the unions have been strongly and well represented to contribute ideas and complete cooperation in untying this knot.

The local committee in charge of fighting the Slave Bill is doing an exceptionally fine job, and I am sure that we, in Alameda County, will be successful in defeating this Nazi measure in our district. In connection with this fight, I believe it is important to point to the excellent state-wide campaign that the Federation has launched. Their directives have revealed a really effective grasp of how to make our fight against this bill a signal success.

Another indication of the growing strength of the Labor Movement in Alameda County is the growth and circulation of the *East Bay Labor Journal*. This weekly paper, which publishes only A. F. of L. news, has the largest circulation in its history. A strong Labor press is always necessary, and shows as nothing else the increasing influence of the Labor Movement.

We have had our share of disputes which, fortunately, we have been able to settle without permitting them to develop to the detriment of the unions involved. All the entanglements which were involved in the Key Route System dispute, I am glad to say, were satisfactorily adjusted. The men won a much merited raise in pay, and are now on the road to genuine growth and expansion.

This record would be incomplete if I did not mention the extraordinary record of service furnished by the California State Federation of Labor's office. Not only has the Federation supplied leadership to our efforts of a kind that we may all be well proud of, but in every instance when it has been necessary to call upon the Federation's office for cooperation in our work it has been unconditionally given and good results obtained. The Federation office is to be complimented for the support it has given this district, and I am happy to make this acknowledgment in this report.

As a whole, labor relations in Alameda County are in excellent condition, and we look toward the coming year with great optimism.

I am grateful for the honor of having served 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 29.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

As vice-president of the Twelfth District of the California State Federation of Labor, I wish to report that every local union in this district has had a tremendous increase in membership. Carpenters' Locals, Nos. 2046, 2038, and 642, have increased their membership by a large amount. On May 15, 1942, they received an increase to \$1.43¾ per hour, or \$11.50 per day.

The Building Trades Council and the Central Labor Council are going along nicely, with all their affiliates receiving a higher rate of pay than last year. Inasmuch as this district has four shipyards, both councils have enlarged their membership. The Central Labor Council reports that it now has four new affiliated locals, all receiving high wage scales and improved conditions generally. The Council and all its affiliates have been able to settle all disputes through negotiation. All unions and industrial plants have subscribed to the pay reduction plan for the purchase of war bonds.

Laborers' Local No. 324 has received an increase in wages in some classifications, with a minimum wage of \$1, which is the highest in this craft for the State.

General Truck Drivers, Local No. 315, has a new signed agreement with the Associated General Contractors, giving an increase of 50 cents in some classifications and \$1 in others. This district, which is the second in the State for vital war industry, has done billions of dollars' worth of construction work in the last year. Local No. 315 has the juris-

diction of all Warehousemen, Helpers and Drivers in all four shipyards. The membership of this local has an increase of some 1,500 members.

The membership of Bartenders and Culinary Workers, Local No. 595, has increased from 500 to 800. The wages have been upped to \$25.50 for waitresses for day shift, \$27 for night shift; miscellaneous, \$30; cooks and bartenders from \$48 to \$60. They have a contract with the Brennan Commissary at the Richmond Shipyard No. 2, which employs over sixty-four members. This local is now negotiating a new agreement for the café now under construction for the dormitory. This will employ from 75 to 100 members. All contracts include vacations with pay.

Bartenders and Culinary Workers, Local No. 695, has an increase in membership of 125. The new agreement signed on March 1, 1942, provided wage raises for bartenders of \$7 to \$8; cooks, \$7 and \$8; waitresses, \$3 and \$4; and miscellaneous, \$4.

Due to the fact that my own organization has grown so rapidly, I have been unable to make personal contacts with the individual locals as often as I would have liked to. All the locals that I have contacted are going along buying War Bonds and Stamps, and all are doing their share in this war effort.

It has been an honor and a privilege to serve the Twelfth District as their vice-president. In closing, I wish to thank the various local unions for their sincere support in the past year, and the Federation office for the generous assistance and backing that has been available whenever it was needed.

Fraternally submitted,

PAUL E. BURG.

REPORT OF VICE-PRESIDENT FOR DISTRICT NO. 13**(Marin, Sonoma, Napa and Solano Counties)**

Vallejo, August 10.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

It is with a great deal of pride that I submit my first report as vice-president of District No. 13. Since the last convention of the Federation many things have happened to the Labor Movement and to the world in general. We are in a war; it is a total war, an all-out war, and we must and we shall win this war. Labor will play a large part in the winning of it. In this district, Labor is doing its part, and will continue to do much more.

We are building ships faster than ever. We have built many hundreds of homes for war workers to live in. As this report will show,

millions of dollars have been spent in this district by our Government and by private interests.

Every member of Organized Labor will share our pride in the fact that Labor in this district has lost just eight hours as a result of the stoppage of work by strikes. This, I am sure, is due to the patriotism and loyalty to our country shown by the members of our unions of the American Federation of Labor, as well as to the genuine sense of responsibility for the success of our war efforts shared by all workers in our country.

Since becoming a vice-president, I have kept in close touch with affairs throughout the district, attending Central Labor Council and many local union meetings. Several local

unions have become affiliated with the State Federation this year.

The tremendous increase in activity of every sort throughout the district is apparent in the following outline by county of some of the progress that has been made.

Marin County

A new Government airport was put in at the cost of about \$2,000,000. Approximately \$10,000,000 was expended in the construction of a large housing project by the Government. At Sausalito a new shipyard has been built which, when in full operation, will employ upwards of 20,000 men and women. Employees of this yard will be members of the A. F. of L. Metal Trades Unions, giving a good indication of the probable growth of our unions here in the coming year. The contract between the shipyard and the unions has received governmental approval.

The local unions of Marin County are in very good shape. They have taken in many new members and, in general, are getting along splendidly. The Labor Council has done very well this past year.

Sonoma County

A new Navy airport has been built at Cotati, with around three hundred American Federation of Labor members doing the job. Another airport for the Government is going in at Windsor. About 350 to 500 men will be employed on this job. There has been quite a building program in Sonoma County, but at this time it has slowed almost to a stop, due to inability of the contractors to get materials. The workers have been used in other parts of the district.

The Labor Movement in general is in good condition. They have put up a very fine building in Santa Rosa, the Santa Rosa Labor Temple, which is now the home of the American Federation of Labor. A new local of workers in the egg industry has been installed this past year: Egg Workers' Federal Labor Union No. 23,130.

Napa County

Napa County has enjoyed quite a lot of Government work, both in housing and shipbuilding, and many workers have been employed, all of them American Federation of Labor members. At the Basalt Shipbuilding Company yard they are ahead of schedule with their contract with the Navy. At this writing another project has been let for several hundred houses for defense workers. The miscellaneous unions have enjoyed very good times this past year, with many new members affiliating.

Solano County

Solano County has enjoyed more work than any part of the district. The Building Trades

of the Vallejo Labor Council has been more than busy keeping the demand for more workers supplied. We have had six new large housing projects in and around Vallejo. Thousands of houses have gone up in the past year, and a large airport is now going in just north of Fairfield for the Army. More than five hundred men will be employed before it is completed. The United States Arsenal has put in new units to the amount of \$12,000,000 and has employed our building trades men 100 per cent. Many improvements have been made to the old arsenal. At Benicia housing projects have gone in to the extent of \$5,000,000.

The Vallejo Central Labor Council succeeded in securing the right to vote for over 10,000 voters. After they had been defranchised by local authorities, this case was taken to the California Supreme Court by the attorney for the Central Labor Council, Assemblyman Crowley, and the Court gave the people back their right to vote.

A new national defense highway is going in just north of Vallejo and Benicia.

Vallejo, in 1940 a small city of 25,000, is now, in 1942, a metropolis of over 80,000. Mare Island, Vallejo's Navy Yard, is working three shifts, night and day, and is building ships (that can take it) faster than ever before. Many thousands of the men working on Mare Island are members of the American Federation of Labor. Mare Island is about 80 per cent organized. All of this shipbuilding is way ahead of schedule. The miscellaneous unions have come in for their share of the good times. Most of them have enjoyed a large increase in membership and also all have enjoyed increases in wages. Forty million dollars in Government contracts have been executed, and 16,000 units of federal defense housing have been completed.

In closing this report, I want to thank the officers and members of the California State Federation for being permitted to represent them as vice-president of District 13, and to express my special gratitude to the office of the Federation for its unfailing support and assistance in meeting the numerous and sometimes very serious problems that have confronted us. I also want to thank the officers and members of all the local unions in the district and the business agents and representatives of the American Federation of Labor for their whole-hearted support and coöperation given me in my work as vice-president of this district. I have deemed it a privilege and an honor indeed to represent this district.

Fraternally,

F. C. CHESBRO.

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

Sacramento, August 30.

To the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

The past year has been an extraordinary one for Organized Labor in this district, as it probably has been in other districts, due to the war effort, which is, naturally, a main point on the agenda of Labor's activities.

We have been considerably concerned with helping the farmer and supplying the necessary agricultural labor, and making it as easy as possible for him to obtain labor. We also have been interested in maintaining wages for the skilled workers engaged in operations connected with agricultural products.

Cannery Workers

Cannery workers throughout this territory have been completely organized and they are enjoying substantially improved conditions and pay as a result of a renewal in our contract with the packers and processors. A serious problem has confronted the unions in regard to the procurement of a much-needed supply of labor, since the canneries are producing for the armed forces as are other industries vital to the war effort. The Government has contracted for the largest portion of the canneries' output, which has placed a considerable strain on the productive capacities of the plants as well as upon the workers.

Shasta Dam

The Shasta Dam, 100 per cent organized, is still on the way to completion. This project will be one of the greatest contributions in the supply of power utilities to the entire section and it is working in very efficiently with the country's war effort. The men are working at top speed to help complete this tremendous project, which is in itself a remarkable engineering feat.

Lumber and Sawmill Workers

All through the northern part of the State the lumber and sawmill workers have obtained increases in pay and are experiencing a general improvement in their conditions. Since 1938 the A. F. of L. has conducted an intensive campaign which has resulted in the organization of this category of worker until now we are happy to report that all the mills are organized except McCloud's. Consider-

ing what the conditions were a few years ago, I believe the achievement of organization attained so far is highly commendable.

As a result of the victorious activity in Eureka of the Lumber and Sawmill Workers, affiliate of the Brotherhood of Carpenters, the A. F. of L. union there won a N. L. R. B. election at the Hammond Lumber Company. The Company continued to apply the same dilatory tactics in order to circumvent the bargaining rights sought by the union, but with the help of the California State Federation of Labor, the union was able to get its case certified to the War Labor Board, where it is now being heard and reviewed. This involves the whole question of union security, wage increases, job reclassification and seniority. The California State Federation of Labor, through its statistical bureau and its legal department, made it possible for the union to be properly and adequately represented before the War Labor Board. Undoubtedly the Board will rule in favor of the union on the most basic questions and a new start will have been made in unionism in this plant.

"Food for Victory"

Largely through the efforts of the Federation, which helped to inaugurate a "Food for Victory" campaign so that the crop so badly needed by our armed forces will not rot in the fields, the Organized Labor Movement in this territory has done everything possible to functionalize this campaign.

Teamsters' Union in this district has made considerable progress, and their growth has kept pace with the general expansion in transportation occasioned by our emergency.

Chico Match Factory

The match factory in Chico is now organized at least 50 per cent and we hope to have it completely organized in a very short time.

In closing this report, I wish to express my appreciation for the guidance and coöperation furnished by the California State Federation of Labor and express the pleasure it has been for me to serve as a vice-president of the Federation in company with my colleagues, all of whom have been extremely coöperative and helpful in every manner possible.

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-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

The past year has been a very eventful one for the unions in the Fifteenth District. The

winning of a N. L. R. B. election at the Hammond Redwood Company operations on Humboldt Bay, and the subsequent 100 per cent effective strike of the Company's operations, a vast increase in defense projects, the organization of all creamery workers in this

district, the Arcata Clerks' dispute, and Organized Labor's participation in the work of the various war agencies were the highlights of the year.

The Central Labor Council of Humboldt County has progressed very well during the past year. It has increased its membership and now has twenty-three affiliated organizations. Charles Barber is the presiding officer. The facilities of the Central Labor Council are always available to any union when needed. A splendid example of the Council's efforts in behalf of its affiliates was given when it rallied the unions around the hard-pressed Lumber and Sawmill Workers' Union No. 2592. As a result, a number of unions voluntarily assessed themselves to assist the Lumber Workers until more aid was sent by the Carpenters' International Union.

The unions affiliated with the Humboldt County Building and Construction Trades Council have made substantial gains this year. Among the more prominent was that of the Carpenters and Laborers. The Carpenters raised their scale from \$1.12½ per hour to \$1.37½ per hour. The Laborers, with the co-operation of their Northern District Council, were successful in negotiating a basic wage of 85 cents low with the Northern chapter of the Associated General Contractors.

Many large construction projects are now under way in this district, and all are operating under 100 per cent union conditions. Among the projects are: a million and a half dollar airport near Eureka; a million dollar airport near Crescent City; a \$300,000 blimp base highway. Construction is just about completed on the floating dry-dock plant of the Chicago Bridge and Iron Company located on Humboldt Bay, and just beginning on a new shipyard for the Eureka Shipbuilders, Inc., at Fields Landing.

The Redwood District Council of Lumber Workers and its affiliated unions have had a very eventful year. Immediately following the unsuccessful N. L. R. B. election at the Hammond Redwood Company plant in 1941, the Redwood District Council, with the co-operation of the Central Labor Council, and the California State Federation of Labor, was successful in having President William H. Hutchison of the Carpenters' International visit the Redwood lumber district. The result of this visit was a decision by the International to extend complete financial aid to the organizational drive in the redwoods. Four additional organizers were assigned to the lumber industry to consolidate the gains made at the Hammond Redwood Company and to begin organizational work among other lumber company operations.

On April 17, 1942, another N. L. R. B. election was held at the Hammond Redwood Company plant which Lumber and Sawmill Workers' Union No. 2592 won by a vote of 474 to 407. The N. L. R. B. immediately certified Local No. 2592 as the bargaining agent for the Hammond employees. This was the first time in the long anti-labor history of the

Hammond Redwood Company that a union was designated as a bargaining agent.

Negotiations for an agreement with the Hammond Redwood Company then got under way, but with no success. The Union's demands for a union shop and increases in wages were turned down flat. Federal Conciliator Andrew Gallagher was called in and attempted to settle the differences. Negotiations remained deadlocked, however, and the Union reported that the Company had refused the services of a conciliation panel.

On July 6, 1942, the Lumber Workers' Union No. 2592 went on strike against the Hammond Redwood Company. This was done after the Union had appealed to the U. S. Department of Labor to certify the dispute to the War Labor Board for immediate action. The strike was 100 per cent effective. On July 9, the Union voted to go back to work after being notified that the dispute had been certified to the War Labor Board.

With the assistance of the office of the California State Federation of Labor, the Union received prompt action by the War Labor Board, who assigned Max Radin to this case. Mr. Radin has made his report and the Union has submitted its rebuttal to the War Labor Board. We are now awaiting the next step.

Lumber and Sawmill Workers' Union No. 2808 of Arcata has obtained a number of wage increases and improvements in their working conditions. The last wage increase was received after a United States conciliation panel, headed by Commissioner Marsh, had been called in to avert a threatened strike.

Lumber and Sawmill Workers' Union No. 2868 of Eureka was also successful in negotiating an increase in wages with the Arrow Mill Company of Eureka.

The following new charters have been issued by the Carpenters and Joiners' International in the Redwood district: Orick Loggers' Local No. 3007; North Fork Loggers' Local No. 3010; Weitchpec Loggers' Local No. 2988; Holmes-Eureka Loggers' No. 3061; Lumber and Sawmill Workers' No. 3008, Scotia; Lumber and Sawmill Workers' No. 3046, Korbelt; and Lumber and Sawmill Workers' No. 3056, Eureka.

A number of Metal Trades unions applied for a Metal Trades Council charter for Humboldt County. This charter was granted by the department. The Council is progressing very well at the present time after a somewhat uncertain beginning. The Council was formed primarily to protect the interests of Metal Trades crafts on the floating dry dock project of the Chicago Bridge and Iron Company and other contemplated shipbuilding on Humboldt Bay. M. H. Stafford of the Pacific Coast Metal Trades Council and Ed Rainbow of Boilermakers' Local No. 6 have made several trips to Eureka in regard to Metal Trades matters.

Teamsters' Local No. 684 carried on an extensive organizational campaign among the creameries of Humboldt and Del Norte counties, with the result that all creameries in

both counties were organized and placed under contract. L. W. McCabe, special organizer for the Western Dairy Council of Teamsters, conducted the organizing drive. All other divisions of the Teamsters have either made new gains or maintained their prevailing contracts.

Retail Clerks' Local No. 541 has consolidated its gains in Arcata after approximately five months of picketing. Purity, Safeway, Sequoia Grocery, and Papini Bros. have signed the prevailing agreement. The firms of A. Brizard and the Seely and Titlow Company have tentatively agreed to a truce settlement at this writing. Members of Local No. 541 have all received a \$4.25 per week increase in wages since February 1, 1942. This increase was based on the cost of living index of the U. S. Department of Labor. The Retail Clerks are now engaged in negotiations for a new contract providing for substantial wage increases and overtime for Sunday work.

Butchers' Union, Local No. 445, has negotiated a new contract, calling for a 15 per cent increase in wages. Other divisions under the jurisdiction of Local No. 445, such as Fish Butchers and Egg Workers, have also received substantial increases in wages.

Cooks and Waiters' Local No. 220 has signed a new agreement with local restaurants, raising wages for the members of their craft. Bartenders' Local No. 318 has signed up a number of new bars and also negotiated an increase in wages.

Motion Picture Operators' No. 430 has negotiated a new agreement with the Redwood Theatres, calling for wage increases and adjustments in working conditions. Other unions in this district, consisting of Musicians, Bakers, Laundry Workers, Barbers, Pressmen, Fire Fighters, Motor Coach Employees and Machinists, have maintained their gains

and, in some cases, have bettered them. A substantial increase in wages was given all employees of the city of Eureka after the Central Labor Council had taken active part in securing wage increases for union members employed by the city.

The Labor Movement of this district has placed its shoulder to the wheel in the furtherance of every phase of the war effort. Emergency first-aid stations have been established at the Labor Temples in Eureka and Arcata. Members of Organized Labor are serving on War Board committees as Air Raid Wardens, First Aiders, Auxiliary Firemen, and with numerous other branches of the Civilian Defense program. Hundreds of our members are going into the armed forces.

Organized Labor has, likewise, taken an active part in the Red Cross War Relief drive and the more recent USO drive in this district. The various local unions and their members are also investing thousands of dollars in War Bonds and Stamps.

In regard to Labor's own war against S. B. 877, I am glad to report that the unions of this district are lining up very well in supporting the Slave Bill Fund of the California State Federation of Labor. An extensive campaign to have all members of Organized Labor become registered voters has also been carried out.

In closing, I wish to compliment the office of the California State Federation of Labor for the coöperation extended the unions of this district at all times, and especially the courtesy and assistance rendered by the Federation's office to individual members on compensation cases.

It has been an honor to act as vice-president of the Fifteenth District.

Faternally submitted,

ALBIN J. GRUHN.

REPORT OF DELEGATE TO AMERICAN FEDERATION OF LABOR CONVENTION

Los Angeles, August 28.

To the Officers and Delegates to the Forty-third Annual (Victory) Convention of the California State Federation of Labor—Greetings:

As your delegates to the sixty-first annual convention of the American Federation of Labor, held in Seattle, Washington, October 6 to 16, 1941, I herewith submit my report of convention activities:

The ten-day session opened appropriately with the rendition of "The Star-Spangled Banner." None of our delegates who joined in the singing of our National anthem could anticipate how soon our country would be plunged into the World War, yet Pearl Harbor was only two months away.

An excellent musical program had been prepared by the Convention City's Arrangements

Committee, headed by Chairman O'Reilly, President of the Seattle Central Labor Council and member of the Teamsters' Union. The invocation, given by the Right Reverend John F. Gallagher, Vicar General of the Diocese of Seattle, impressively followed.

After a brief but sincere address, Chairman Claude O'Reilly introduced the Honorable Earl Milliken, Mayor of Seattle; Emil Sick, president of the Seattle Chamber of Commerce; James A. Taylor, president of the Washington State Federation of Labor; and the Honorable Arthur B. Langlie, Governor of the State of Washington. All these dignitaries gave interesting and well-received talks, praising Labor's advancement and the important rôle it is playing toward the betterment of conditions for the workers. The speakers welcomed the convention delegates and expressed the wish that much would

evolve from the important sessions, which were held in Senator Auditorium, one of Seattle's largest meeting places.

Chairman O'Reilly then turned the gavel over to President William Green, who told of the excellent work accomplished by the American Federation of Labor during the past year, and outlined a program of additional achievements it had planned to fulfill. A tremendous ovation was accorded President Green when he finished his stirring address.

The report of the Credentials Committee showed that 531 delegates were present, representing 88 International and Federal Unions, 3 departments, 36 state federations, 126 central labor bodies and 66 local trade unions, and three fraternal delegates.

Numerous resolutions were presented from the various affiliated bodies, a great number of which were endorsed because of their direct bearing on matters concerning the advancement of Organized Labor. In all, 170 resolutions were presented, most of which passed the Convention by unanimous vote. Important among these measures were "Equal Pay for Women on Government Contracts," and the "Defense Bond Plan," which urged all the A. F. of L. unions to support our nation's program by purchasing these Federal securities.

Representing the largest number of resolutions submitted by any organization or group of organizations at this convention, thirty-two were introduced by the California State Federation of Labor. A. F. of L. action on the vast majority of these, which dealt with practically every vital issue affecting the Organized Labor Movement, was favorable, only one or two being non-concurred in.

Nine of these resolutions supported the demands of the Postal Employees for legislation to correct various conditions in their employment which have long been unsatisfactory or discriminatory. All but three of these resolutions naturally yielded precedence to similar ones sponsored by the Civil Service Unions and including all Federal Civil Service employees in the desired reforms.

In this indirect way, therefore, approval was given to: *Resolution No. 120*, requesting a Court of Appeals for Postal Employees; *Resolution No. 117*, proposing to liberalize the U. S. Civil Service Retirement Law so that employees may retire at the end of thirty years of service instead of forty-five, as the law now requires; *Resolution No. 121*, urging the establishment of a system of seniority; *Resolution No. 118*, seeking to prohibit the employment of non-certified temporary employees in the postal service except during real emergencies; *Resolution No. 4*, endorsing demands for higher pay for substitute postal employees; and *Resolution No. 116*, asking for a reclassification of the salaries of Postal Employees.

The Convention also adopted *Resolution No. 1*, endorsing legislation that will give annuities to the widows and dependents of Postal Employees, and *Resolution No. 122*, which seeks to obtain overtime pay for all

Postal Employees who work more than eight hours in a day. *Resolution No. 119*, supporting the demands of the Railway Mail Association for the establishment of distribution service for United States mail on airplanes of transport airmail lines, was referred to the A. F. of L. Executive Council.

Our *Resolution No. 115*, endorsing the International Labor Organization and its principles and urging its continued maintenance, was adopted. The Convention also approved *Resolution No. 124*, which denounced the unjustifiable and unprincipled attacks made upon the International Hod Carriers, Building and Common Laborers' Union in California by Claude E. McGovern.

Sympathy with the intention of *Resolution No. 19*, asking the American Federation of Labor to go on record favoring an embargo on all shipments to Japan, was expressed by the Convention, and the resolution was referred to the Executive Council. *Resolution No. 132*, favoring the extension of Social Security and State Unemployment Compensation to include the employees of hospitals and institutions, as well as of other so-called nonprofit institutions, was sympathetically received and referred to the Federation's Committee on Social Security.

Since the American Legion-Labor Liaison Program endorsed by *Resolution No. 48* is now being carried into effect, and friendly relations now exist and have existed between the American Legion and the American Federation of Labor, the Convention decided that no further action on this resolution was necessary. *Resolution No. 34*, reaffirming the right of employees of publicly owned and publicly operated industries to bargain collectively in the same manner as employees of privately owned industries, was adopted.

Several resolutions dealing with the all-important subject of postwar reconstruction were submitted to the Convention, which concurred in the purpose and substance of all of them, including our *Resolutions Nos. 109* and *95*. In a similar way, the purpose and substance of *Resolution No. 38*, pledging support to the National Defense Program, and of *Resolution No. 123*, urging the regulation of priorities by means of consultations between the governmental agencies issuing the orders and representatives of the labor unions whose membership would be affected by them were approved by the Convention.

Resolution No. 35, asking the Convention to go on record condemning the actions of the U. S. Senate subcommittee inquiring into the operation of the motion picture industry, as a threat to free thought, free speech and the fundamentals of liberty on which this nation was founded, and demanding that the inquiry be stopped, was referred to the Executive Council. Asking assistance from the legal department of the American Federation of Labor in securing protection under the Wagner Labor Act for the more than 30,000 California gold miners who are at present subject to the dictates of the mine owners and company unions, *Resolution No. 129* was referred to

President Green for investigation and such assistance as may be given.

Resolution No. 105, which authorized the Convention to take whatever steps may be necessary to contribute to the defeat of the Vinson "cooling off" Bill now before Congress, was approved. Upholding the right of public employees to the same job security and assurance of a pension at the time of retirement as private employees, and requesting American Federation of Labor support of state and national legislation to this end. Resolution No. 84 was referred to the Federation's Committee on Social Security. On the grounds that the American Federation of Labor should not tie itself to any slogan, the Convention did not concur in Resolution No. 155, which proposed the adoption of the following slogan: "The American Federation of Labor Means What It Says—A Federation of 100 Per Cent Americans."

The formation of an International Union of Office Employees was advocated in our Resolution No. 45, as well as in others that were submitted to the Convention. The intent and purpose of all of these were approved, and the entire matter was referred to the Executive Council for further consideration and investigation, with the recommendation that the Council act upon it at the earliest possible opportunity. Approving the purpose of Resolution No. 61, which asked the Federation and its Executive Council to take immediate action to establish an autonomous Cannery Workers and Process Workers' Council in California, the Convention referred the subject to the Executive Council for the purpose of putting the plan outlined in our resolution into operation within the coming year.

Approval was given to the purposes and policies embodied in Resolutions No. 137, No. 98, and No. 97, which advocated the use of local housing authorities as defense housing agencies, the appropriation by Congress of the necessary funds for the construction under the USHA of greatly needed additional defense housing, and the continuation of the active coöperation of the USHA with the Housing Committee of the American Federation of Labor. The Convention also fully concurred in the principles, purposes, and policies of Resolution No. 94, which asked the officers of the American Federation of Labor

to petition Congress and President Roosevelt to assure the continuation of the Low Rent Housing and Slum Clearance Program, to authorize the required funds, and to assure priority ratings for the necessary materials and equipment.

Resolution No. 101, asking the American Federation of Labor to request the Army and Navy Departments, the USHA, and the Administrator of the Federal Works Agency, John Carmody, to use the minimum Plumbing Code which has been submitted to the above agencies by the United Association of Plumbers and Steamfitters, was approved. At the same time, the Convention instructed the incoming Executive Council to place this matter before the proper governmental agencies, with the request that the use of inadequate and improper standards for all types of work in the construction of homes for defense and other workers be discontinued in favor of the housing standards promoted by the A. F. of L.

Matters of nation-wide concern confronted the delegates to this convention, and all were handled with the usual impartial procedure. Full details on all points may be found in the 750 pages of the printed Convention Proceedings.

In regard to the election, with the exception of one office, all American Federation of Labor officials were reelected unanimously. The only contest was for the 11th vice-president, between Edward Flore of the Culinary Workers, who has served for a number of years, and George E. Browne of the Stage Employees. Brother Flore was returned to office.

In conclusion, I wish to express my gratitude and sincere thanks to the California State Federation of Labor for the honor of representing this, the largest state federation in the American Federation of Labor, at such an important convention, the ten days of which were filled with constructive activities.

With sincerest hopes and confidence in the continued progress of the Organized Labor Movement under the leadership of the American Federation of Labor, and in our own state, of the California State Federation of Labor, I am,

Fraternally,

CHRIS. T. LEHMANN.

SECRETARY-TREASURER'S REPORT

San Francisco, September 2.

To the Forty-third Annual (Victory)
Convention of the California State
Federation of Labor—Greetings:

The past year has been one of the most crucial periods for Labor, especially because of the war. In making this statement, I realize that the terrific ordeal of war has placed a tremendous strain on all the people in this country. Labor, however, had the two-fold task of responding, first, as loyal citizens to the country's need, and secondly, as a trained cadre to supply the necessary and indispensable war material.

Labor was faced with the gigantic task of supplying the nearly insatiable demands for skilled craftsmen, as well as semi-skilled and unskilled workers. On top of that, Labor, because of its experience, had to take the initiative, not only in helping management and the Government to unravel the many bottlenecks that impeded war production in the initial stages, but in anticipating many other obstacles and their solution.

In California, Labor did not wait to be called upon for these contributions, but, as one of the most loyal segments of our population, was eager to make them. All of the various activities concerned with the war effort which were initiated by the California State Federation of Labor, and which, when reported, did not seem tangible but were nevertheless invaluable services, are too voluminous to enumerate.

The Federation has always identified itself with every forward move that would promote our war effort and has acted not only as a representative of Organized Labor but as the articulator of all Americans sincerely devoted to our tremendous task of winning the war. The war effort imposed severe problems for the Federation to tackle. At the same time we were confronted with the small clique of anti-labor interests which always sought to exploit the war effort for their own selfish purposes. At times it appeared that the Federation was having to conduct a war on two fronts, and unfortunately there is still an active minority labor-hating element which continues to try to exploit the war effort to its own advantage and to the disadvantage of Labor.

The period we face ahead is still fraught with the same complex problems which we had to handle in the past year and it will require unification in our ranks, resoluteness in our purpose and loyalty to our principles as American citizens and members of the Labor Movement to discharge them for the best interests of our country.

I hope that this report will convey to the delegates an appreciation of the scope of the Federation's activity and outline the many unfinished activities that are still on the agenda and which will have to be completed in order to consummate successfully our war effort. I wish to express my appreciation to the mem-

bership of the Federation and its officers for their invaluable coöperation furnished me in our work throughout this past year.

I

ADMINISTRATIVE AND LEGISLATIVE

Administrative

Strikes and Disputes

On innumerable occasions the Federation office has given assistance other than or in addition to legal aid to unions involved in strikes, in disputes that have not developed into strikes, in negotiations for agreements and new wage scales, and the like. In regard to negotiations for agreements, the Federation's library and research bureau has proved of great value. Details of this service and of the legal assistance furnished by the Federation will be found elsewhere in this report. Of the many cases in the other categories, the following deserve mention:

Long-Bell Lumber Strike—Weed

Following a successful organizing campaign by the lumber and sawmill workers and certification by the National Labor Relations Board as the collective bargaining agency at this plant, the union set out to obtain normal wages and working conditions from the company, whose employees were working under the worst conditions and rates of pay to be found in the entire industry. A bitter hatred of unionism, arrogance and indifference to the workers' demands characterized the company's attitude from the start.

The union considered strike action with extreme reluctance, mindful of the importance of fulfilling Labor's share in the national defense program, but when all efforts, including those of a Department of Labor conciliator, to achieve a peaceful settlement failed, the union was forced to call a strike. Although the company fought this action with every means at its disposal, the strike was 100 per cent effective. The Federation office backed these workers to the limit, giving the strike full publicity, and as soon as various finance companies threatened to close in and deprive them of the cars they were buying, legal assistance was sent to them which stopped this move. The company held out for two months, then in the face of the strikers' determination and the support they were getting, it yielded and agreed to arbitrate the demands.

Culinary Crafts—Indio

Successfully making an opening wedge for Organized Labor in a territory long sacred to the Associated Farmers, A. F. of L. Culinary Crafts introduced the union shop-card last winter into Indio, Riverside County. Resistance by Citizens' Committees, fake "employee organizations" and similar setups fathered by the Associated Farmers reached fantastic heights, but it was the beginning of the end, nevertheless, for the twelve-hour day, seven-day week and inhuman working conditions of Indio's culinary workers.

Financial assistance was given by the Federation, as well as publicity, in this campaign, which not only resulted in solid organizational gains, but paved the way for future advances of Organized Labor in this anti-union territory.

Illinois Glass Company—Oakland

C. I. O. raiding tactics on the eve of this country's entrance into the war and in the midst of the defense program resulted in a completely chaotic state of affairs developing at the Illinois Glass Company plant in Oakland, employing 1,000 men. Well-prepared disruptive maneuvers brought about such confusion that the company, engaged in producing urgently needed medicine bottles, was forced to close down.

Vice-President Charles Real, Jim Quinn and Jack Reynolds of the Oakland Building Trades Council, and the Glass Bottle Blowers' International Association immediately stepped in, restored order and enabled the company to reopen after only a very brief shut-down.

Hotel Workers and Retail Clerks Strikes—San Francisco

Both these long, hard-fought strikes were concluded not long after war was declared. Small gains were made, which, however, are far from satisfactory. The Federation was largely instrumental in having the hotel strike certified to the War Labor Board, whose decision was probably the best that could be obtained under the circumstances.

Pacific Portland Cement Company—San Juan

This dispute arose out of a contract negotiated with the company which proved to be so unsatisfactory to unions of other crafts employed by the company that it was necessary to place this plant on the Federation's unfair list. Not only were pay scales set at below the prevailing wages received by the crafts, but the unions involved were not even consulted in the matter. The Federation has denied all requests from the Cement, Lime and Gypsum Workers to remove the company from the unfair list until such time as the question is adjusted to the satisfaction of all the unions concerned.

Ventura Citrus Strike, 1939-40

As an aftermath of the Citrus Workers' strike a few years ago there remained an unpaid milk bill contracted by the strikers and guaranteed by representatives of the American Federation of Labor. Despite this guarantee, no effort was made to pay it. When your secretary communicated with the A. F. of L., after an appeal from the milk dealer, requesting that all outstanding bills negotiated by the Strike Committee be paid, the A. F. of L. stated that all such bills had been paid and denied responsibility for this debt.

The matter was laid before the Executive Council of the California State Federation of Labor and it was immediately determined that this Federation pay the bill, although we were in no way connected with the strike and clearly not responsible for the bill. A check for the full amount was sent forthwith to the dealer.

Retail Food Clerks' Strike—Pasadena

The strike of the Retail Food Clerks against the F. C. Nash Company of Pasadena has received the full backing of the Federation. The company's flat refusal to consider negotiation of the union's demands, although even after several raises of recent origin the employees are still receiving wages below the union scale, was promptly given state-wide publicity in the *Weekly News Letter*, and financial assistance has been on hand when needed.

The company influenced the passage of an extremely obnoxious anti-labor ordinance by the City Council of Pasadena, and brought suit under it against the clerks. As a result of the Federation attorney's court fight, the ordinance was declared void insofar as it outlawed closed shop contracts and prohibited picketing and boycotting, as this was clearly unconstitutional. The remainder of the charges brought against the union are still in litigation at this writing.

Lumber and Sawmill Workers—Eureka

Especially valuable aid was given to these employees of the Hammond Redwood Company who have put up a hard and successful fight to better conditions of the lumber workers in the northern part of the state. Encouragement, publicity and legal assistance from the Federation were at their disposal from the start.

Watchmakers—San Francisco

The unsatisfactory decision handed down by George Cheney of the U. S. Conciliation Service in the arbitration proceedings of the dispute between the Watchmakers' Union No. 101 of San Francisco and two employers, Williams and Peterson and E. W. Reynolds and Company, was protested by the union. Your secretary gave every possible aid in obtaining a reopening of the case, but there appears unfortunately, to be no likelihood of this occurring. According to Mr. Cheney, his ruling had been based upon evidence submitted at the hearings, and that he could not order a reopening without permission of the opposing counsel. Since the ruling was favorable to the employers, this permission would be undoubtedly impossible to obtain.

Cowell Portland Cement—Concord

Every effort has been made by this office to rectify the situation resulting from a recent decision of the National Labor Relations Board conferring bargaining rights on a C. I. O. union at the Concord plant of this company, in spite of the fact that contractual relations have existed at this plant between the company and the Cement, Lime and Gypsum Workers since 1937, and are still in full effect today. When the decision was handed down, your secretary sent a sharply worded protest to Donald Nelson, chairman of the War Production Board, to President Green of the American Federation of Labor, and others. Settlement of the matter is still pending.

Dispute With C. I. O.—Vallejo

An apparent flare-up of jurisdictional warfare occurred in Vallejo when a protest reached this office that a carload of shingles produced at a mill working under a C. I. O. contract was being tied up in that city by the A. F. of L. Your secretary made an immediate investigation and ascertained that not only was the carload in question not tied up, but that it had been received by the consignee, and that no lumber of any kind was tied up in Vallejo.

National Labor Relations Board—Mrs. Rosseter

Taking advantage of the opportunity offered last fall by the hearings before the House Appropriations Committee on the appropriation for the National Labor Relations Board, a protest was filed by the Federation against retaining Mrs. Alice Rosseter as Director of the Twentieth Region and demanding her dismissal because of her incompetency and her obvious and unjust discrimination against the A. F. of L. unions.

Seafarers' International Union

The vicious, unwarranted attack upon Harry Lundeberg, president of the Seafarers' International Union and vice-president of the California State Federation of Labor, by tools of the Communist Party who filed suit alleging financial irregularities in his conduct of the affairs of the union, brought an instantaneous response from the Federation. A statement was released to the press by your secretary, expressing the Federation's complete confidence in his integrity and pointing to his outstanding record as a true American trade unionist.

That the charges brought against Harry Lundeberg were the result of a well-hatched plot on the part of the Communist Party to take over the A. L. of L. Seamen's Unions is obvious, especially to those who have watched their maneuvering to this end over a period of years. The Federation will support the Seafarers and Lundeberg to the limit in combating this menace.

N. L. R. B.—Pacific Gas and Electric Co. Case

Developments in the long struggle of the Electrical Workers against the Pacific Gas and Electric Company and against C. I. O. intrigues are described at length elsewhere in this report. The situation reached a new tension recently as a result of an extremely ill-judged decision by the National Labor Relations Board ordering an election for the purposes of collective bargaining on a division basis, rather than on a system-wide basis, which ample evidence showed to be the only democratic and equitable procedure in this case. The Federation is cooperating fully with the union in the attempt to iron out the difficulties of this situation. It is hoped that with the presentation of all the evidence to the War Labor Board, the N. L. R. B. unfortunate decision will be overruled, thus laying the basis for a satisfactory solution of the entire problem.

Flat Glass Works—Buena Park

The strike of the Flat Glass Workers' Union No. 20928 against the Mississippi Glass Company at Buena Park to preserve the union shop they had maintained there for four years was completely successful. The company's determination to establish an open shop forced strike action on its employees, while the unyielding stand of the union and the powerful support of the Orange County Labor Council and the California State Federation of Labor succeeded in bringing the company to terms in three weeks. Vice-President Benton of the California State Federation of Labor, deserves mention for the assistance he gave in this dispute, whose settlement brought the Glass Workers not only a substantial increase in pay but the restoration of the union shop provision to their agreement with the company.

Stove Mounters—Oakland

The dispute over wage raises between the Stove Mounters' Union and the Hammer-Brae Stove Company in Oakland was brought to a satisfactory conclusion, due to a great extent to the efforts of Brothers Real, Reynolds and Silverthorn.

Los Angeles Railway Dispute

Attempts by the C. I. O. to break down the contract between the Los Angeles Railway Company and the A. F. of L. unions were successfully combated, Secretary Buzzell of the Los Angeles Central Labor Council, was very active in getting this dispute before the National Labor Relations Board, which resulted in the A. F. of L. unions winning a closed shop contract with the company.

Fishermen—Monterey

A grave situation in Monterey which presents a serious menace to the urgently needed canning of fish for our armed forces, has resulted from the ruthless determination of the C. I. O. to exploit emergencies created by the war to establish control over the A. F. of L. fish cannery unions. In order to prevent any possible obstacle to the completion of the fish-canning program from arising, your secretary reported the entire situation in detail to Donald Nelson, head of the War Production Board, and asked that he intervene as quickly as possible to preserve the uninterrupted canning of fish.

The role of the C. I. O. is exposed by the following brief facts: The A. F. of L. Fish Cannery Union and Fishermen's Union have had and still have contractual relations of the very best with the Monterey operators. Not long ago 93 per cent of the A. F. of L. fishermen's boats were commandeered by the Navy, while for some inexplicable reason the C. I. O. fishermen managed to retain all of their boats. Although the latter fishermen, as a result of an agreement, had been selling their fish under a work permit granted by the A. F. of L. union, as soon as the situation in regard to the boats changed they immediately refused to bring any fish into Monterey unless the C. I. O. is granted concessions among the fish cannery workers.

The motive of these demands is too obvious to require comment beyond pointing out that they are in open violation of the "Unit for Victory" pledge in regard to jurisdictional disputes, and an unscrupulous attempt to take advantage of the war to further the interests of the C. I. O. not only at the expense of the A. F. of L. fishermen and cannery workers, but of our nation's war program.

State, County and Municipal Workers

One of the important concerns of the Federation office has been assisting the employees of State departments and institutions, of the University of California, and of the various counties and cities to obtain wage raises commensurate with the rise in the cost of living. The whole problem is an exceedingly difficult one, due in part to the chronic unwillingness of the authorities to raise the pay of these workers, and to the fact that the current budgets under which the departments and institutions are operating were adopted in many cases before the sharp rise in living costs began.

Payment for overtime, observance of Political Code and Labor Code provisions for days off, vacations with pay and holidays, standardization of wage scales, are only a few of the many issues involved. This office has given all the assistance possible in each case that has been brought to our attention, and the Federation will continue its efforts on behalf of the workers in this category of employment.

Eye Malady

Few of the many vitally important matters that have concerned this office in relation to war production have required more of its attention and unremitting vigilance than the dangerous eye malady which swept the shipyards in the Bay Region soon after the first of the year. Had attention not been focussed upon it by the California State Federation of Labor, conditions in the shipyards conducive to the spread of this and other contagion, which soon would have ravaged all our war industries, would not have been exposed and corrected. It was due solely to the Federation's swift move to investigate this matter that a grave and tragic interruption in war production was prevented. And if the Federation had not thrown all its resources into the fight to see that the afflicted workers received the protection due them under the law, it is extremely likely that they would never have received any compensation whatsoever for the medical attention they had to get in order to save their eyesight and for the two weeks' to a month's time lost by all of them while they were practically blind and unable to work—all due to the inexcusable negligence and indifference of the employers.

Intervention by the Federation resulted in exhaustive hearings on the various cases before the Industrial Accident Commission, as well as widespread publicity on the subject, which warned that unless the malady

was checked the war industries in this area were in danger of coming to a halt. As a result of the Federation's energetic efforts in presenting a complete picture of the situation, the Industrial Accident Commission held that the eye cases were compensable.

The Bethlehem Shipbuilding Company has resisted this ruling step by step. Its appeal of the decision to the Industrial Accident Commission being rejected, it petitioned the Appellate Court for a writ of review to set aside the Commission's decision. This petition was likewise turned down when the Appellate Court upheld the Accident Commission's ruling. The Bethlehem Company has now filed a petition for a rehearing by the State Supreme Court, but it is extremely likely that this will be denied.

The company's interest in this entire question has been solely to prove the cases non-compensable; apparently they deny that they have had any bearing on the war effort. This shocking attitude was fully exposed by your secretary when a thorough investigation of conditions at the shipyard, made in the midst of the eye epidemic by your secretary, accompanied by a member of the Industrial Accident Commission and a company doctor, uncovered a deplorable state of affairs.

Sanitation was completely overlooked in the treatment of workers needing medical attention; only three of the twenty-one attendants at the first-aid stations in the yard were graduate nurses, yet all of them were not only treating the eyes of patients, removing foreign matter and the like, but failing even to sterilize eyedroppers and other instruments used between each case; eye-infection cases never saw a doctor until their eyes had become violently inflamed and vision was affected, and then the doctor would diagnose the infection as "pink-eye" and treat them accordingly.

The following recommendations made and strongly urged by your secretary indicate how bad conditions were: (1) the company should provide itself with an ambulance, (2) replace untrained, unregistered first-aid personnel by trained and properly qualified first-aid attendants, and (3) have a physician in permanent supervision.

Disquieting reports continue to come in from authoritative sources in regard to the dangerous effects of welding operations on the eyes not only of the welders themselves but on all who work in the vicinity. It is feared that unless protective measures far better than any now in use are taken as quickly as possible, uncounted thousands of these workers face blindness. The stand of the California State Federation of Labor on the subject of prevention of accidents and occupational disease is too well-known to require comment. Our work growing out of the eye cases may be considered as but a prelude to the campaign we shall wage to protect not only the welders but all other workers from loss of their faculties, their health, their limbs and their lives as a result of failures of employers to provide the necessary devices and conditions of work.

War Production Board Conferences

The first attempt by the War Production Board to coordinate the activities of Labor and management for the benefit of the nationwide production drive accomplished little, thanks to the extreme indifference and uncooperativeness of the employers. Labor was fully represented at the WPB Regional conference held in San Francisco on March 24 and was eager to give and receive suggestions to make its contribution to the war effort as fine as possible, but few employers were present and their attitude was, in general, lukewarm.

Far different were the two Labor and the War Conferences held later on. The first of these, which met on June 6 and 7 in the Wheeler Auditorium at the University of California, was sponsored by the California State Federation of Labor and other labor organizations, the Labor Division of the War Production Board, the Consumer Division of the Office of Price Administration, the War Department, the Office of Civilian Defense and the University of California.

The purpose of this conference was to provide a two-way channel between the Government and Labor, as a means of solving innumerable problems whose neglect will seriously impair production, and during the two days of stimulating discussions this purpose was realized. Approximately 800 delegates representing all unions north of Fresno attended, while the unions in the southern part of the State were represented just as well at a similar conference held simultaneously at the University of California. Your secretary was proud to have keynoted the Berkeley meeting with an opening speech that set forth the aims of Labor in the war effort and pledged again our determination to do even more than our share in winning this war.

The following month an equally successful and well attended Institute on Labor in the War was held in San Francisco, on July 12. This was again sponsored by the California State Federation of Labor, as well as by the University of California Extension Division, the Pacific Coast Labor School, and other labor organizations.

Housing and Transportation—War Workers

Long before this country entered the war, the California State Federation of Labor called attention to the fact that a crisis of undreamed-of proportions would soon be reached in the various industrial areas of the State where defense industries had begun operations, due to lack of plans for housing and transportation adequate to meet the tremendous demands upon them that would inevitably be made. Overnight, defense industries became war industries, and overnight the housing and transportation problems predicted by the Federation were upon us.

These two problems were inextricably tied together in many places throughout the country, but this was even more true in California where the extraordinarily widespread use of automobiles not only permitted communities

and cities to spread out widely but discouraged the development of public transportation in these areas.

The concentration of war industries in the San Francisco Bay region brought these problems into sharp focus. Although it was obvious that actual shortages in both housing and transportation already existed and would increase uncontrollably, shortsighted attempts were made to solve the first by means of the second, and vice versa, with the result that both suffered. There were not enough housing units for the war industry workers anywhere in the area, even if public transportation were doubled and trebled, or if no rubber shortage existed and workers could continue indefinitely to cover great distances in their own cars. The Federation has, therefore, done everything in its power to push plans along both lines.

Housing

The housing situation had to be met on two fronts: new units had to be built as rapidly as possible, and rents on those already in use had to be kept from sky-rocketing. The Federation office has actively participated in both.

Activities of all Housing Authorities, on which Labor is strongly represented, have been backed to the limit. When attempts were made to discredit the housing program under the supervision of the Farm Security Administration, we were quick to spring to its support, sending requests to all California Congressmen and Senators to support the extension of this program rather than its paring down, as in our opinion it was absolutely essential to the success of our war effort.

In the same way, the Federation office has pushed for the prompt enactment by Congress of the Lanham Bill, which would provide the \$600,000,000 war housing fund which was requested in President Roosevelt's message to Congress on May 27 of this year. Although the bill was promptly introduced, delay in passage ensued until its need for the outspoken support of Labor was evident. Accordingly we sent letters to all California Congressmen and Senators, adding our strong recommendation for the immediate enactment of this bill to those of the American Federation of Labor and all State Federations of Labor in the State.

In and near Vallejo, where despite Government construction, the housing shortage remained acute, rents climbed rapidly to fantastic heights while employment figures at Mare Island Navy Yard rose to 32,000. The Federation office reported this state of affairs to Price Administrator Leon Henderson and requested that the area be declared a National Defense-Rental Area and a Fair Rent Administrator be appointed. Word came soon after from the Rent Division of the Office of Price Administration that Vallejo had just been designated as part of the San Francisco Bay Defense-Rental Area, and that if local regulation failed to get the situation in hand within sixty days Federal regulation would be imposed.

Transportation

Housing shortages, plus the great distance of Mare Island Navy Yard from other communities, had already placed thousands of workers' cars on the highways leading to Vallejo long before this nation declared war and before rubber ceased to be an available commodity. By the first of the year the proportions of this problem demanded immediate amelioration.

Your secretary communicated with the interested government agencies and the various transportation companies, suggesting that a conference be held to determine the necessary steps. As a result, the Federal Coördinator of the San Francisco Tire Rationing Office and the State Railroad Commission worked out plans for transportation by bus at a lower cost than by private car; the Navy purchased and put into operation over two hundred buses for the use of the workers at Mare Island; the Southern Pacific Railroad augmented its service to Vallejo and undertook further plans to relieve the emergency; and a special unit of the Office of Defense Transportation was established to handle this problem for the entire State.

South San Francisco

The great concentration and rapid expansion of war industries in San Francisco, the shortage of houses in the vicinity, and the inadequacy of public transportation was bound to create a situation there as grave as that in Vallejo. Shortly after the first of the year the Federation office brought this to the attention of all interested parties, federal, state and local, urging that steps be taken to anticipate and so avoid letting it reach a critical stage. Despite our efforts, no move was made by those who had the authority to do so, and the situation was permitted to develop to a state bordering on chaos.

In July, at a meeting called by the Railroad Commission and at which were present representatives of various manufacturers' groups, the Southern Pacific and Greyhound Companies, housing authorities, and labor organizations, your secretary was asked to give his opinion in regard to the entire question. Since 41 per cent of the workers involved reside in San Francisco, and since the National Housing Authority could not nearly begin to supply even an irreducible minimum of the housing facilities needed in South San Francisco, it was clear that the main burden of solving this urgent problem would have to be placed upon increased transportation.

Pointing out at once that the Southern Pacific could take no share in this as the Government and Army requirements were already straining its resources to the limit, your secretary outlined a plan that would relieve the situation immediately, with slight expenditure of time and money, and requiring only the coöperation of the public, which, we were certain, could be depended upon to make cheerfully the small sacrifices of convenience that may be required.

This plan was the utilization for the war production areas in South San Francisco of

existing street railway facilities in San Francisco, by cutting out the useless duplication of services resulting from competition never more inexcusable than in war-time. Your secretary outlined this plan in detail at the meeting, and later sent it in written form to all persons and groups in authority or concerned with the problem, as well as to the press, urging that it be tried out at once.

Although it is not only the sole plan that has been put forth to meet this grave crisis, but it also received the enthusiastic approval of all who were present at the conference, delay has been piled on delay in its consideration. Nevertheless, this office will not let up in its efforts to have this plan, or any other that can relieve the situation, put into effect.

Overcrowding of Buses

One of the early, hasty and ill-considered attempts to ease the transportation shortage was to permit standees on buses. As this was effected by the passage of Emergency Resolution No. EM-T-8 by the Railroad Commission, the Federation sent in a sharp protest, pointing out that overcrowding buses in this way would not only jeopardize the safety of the passengers but would work extreme hardship on the bus operators.

Following the receipt of this protest, the resolution was rescinded by the Commission.

War Industry Workers' Private Cars

We have indicated elsewhere in this report the extent of our efforts to facilitate the replacing, retreading, and recapping of tires required by war industry employees as transportation to and from their work. One other point in this connection is not only worthy of mention, but should be emphasized, and that is our support of the plea broadcast to these workers by the State Highway Patrol to drive carefully. Pointing out that the success of our war effort depends upon the closest coöperation of everyone in tire-conservation programs and, more especially, the saving of the lives of our civilian fighters in industry on the home front, we used the *Weekly News Letter* as a means of urging all workers using their own cars to take every possible care of the tires, the automobiles, and the human beings which their thoughtlessness in driving fast and carelessly might jeopardize.

Agriculture

Farm Labor Shortage

From the start of the present emergency the Federation's policy toward the farmers has been predicated on the sound and sincere desire to help them solve their problem of obtaining an adequate labor supply. We have demonstrated our willingness to weigh all the arguments involved in each plan they have put forth, but at the same time we have been immovable in our opposition to any and all attempts to take advantage of the war emergency at the expense of Labor by imposing low wages and bad working conditions.

The "Food for Victory" campaign launched by the California State Federation of Labor

has put in concrete form the proposals we have been urging, as will be seen, for months. With the cooperation of the United States Employment Service and the War Manpower Commission, this program is mobilizing all the available unemployed and part-time workers and organizing adequate transportation and housing to accommodate them. "Work and Fight or Lose the War!" is the Federation's slogan, and the "Food for Victory" campaign puts this slogan into action by preventing the spoilage of crops ready for harvest.

It was inevitable, of course, that a backward industry like agriculture, long characterized by sub-standard wages and extremely unfavorable living conditions, should suffer keenly in competition for labor with the war industries. Nevertheless, neither the extraordinary panic early shown by the farmers on the subject of labor shortage nor the character of their proposals to ensure a sufficient supply of farm labor could be justified by the facts.

Early in the year when actual labor shortages were still in the future, the Federation announced its policy and recommendations. It was eager to help remove all impedimenta in the way of supplying farmers with adequate labor, and it assured them that no unions would require initiation fees or dues from any workers desiring to help in harvesting the crops. At the same time it made clear its uncompromising attitude that wages should be equitable and living conditions as decent as possible.

Its principal recommendation was based on the crying need of careful, thorough analysis of the whole question of farm labor shortages. Pointing out that accurate and detailed government statistics on the supply and demand for farm labor in each county of the State were published each week, we urged the coordination of the services of the United States Employment Service, the various school departments, the housing authorities, and the transportation companies to work out a solution of the entire problem before it became acute.

No action whatsoever was taken by the farmers upon this recommendation. Instead, without making the slightest attempt to gauge the actual supply and demand for labor in the State, they began to move simultaneously on several fronts. Most of their proposals have been firmly opposed by the Federation except as a last resort. All have been vigilantly watched as part of the Federation's intention to safeguard the social gains of the California workers, and to prevent the State from being flooded with cheap labor that might, as has happened too often in the past, be exploited to undermine the wage structure and lower the standards of living of our workers.

Importation of Farm Workers From Mexico and Elsewhere

When it was clear that it would be impossible as well as undesirable to secure even the temporary return of the evacuated Japanese farm workers, and that to bring Negroes here from the southern states would not work out

satisfactorily in the long run, the farmers concentrated all their efforts on the importation of Mexicans. Despite the innumerable barriers that exist on the part of both the United States and the Mexican governments, which must be overcome to realize this plan, it is now evident that it will be pressed energetically.

Emphasizing the need of an accurate estimate of farm labor resources already available within the State and of steps to be taken at once to solve the problems of transportation and housing, the Federation has consistently opposed this move, unless it can be proved beyond the shadow of a doubt that nothing else will meet the situation. On the other hand, if a genuine emergency exists, it goes without saying that the Federation will not only withdraw its opposition, but will continue its wholehearted cooperation in the solution of the problem as a whole.

Thus, the Federation has stipulated that such importation be done under strict federal and State government supervision, and that every possible safeguard be made to prevent such workers from remaining here either to become tax burdens on various counties when their services are no longer needed or to depress the wages of American farm workers even lower than their shocking Depression levels. This latter point is of utmost significance in any post-war perspective, as the natural desire of these workers to remain here constitutes a very real threat to wage levels and working conditions in the agricultural areas of this State.

School Children

The use in time of war of minors, housewives and others, who normally form no part of the agricultural labor supply, is traditional and was to be expected in this war. The Federation early recognized the necessity of this, and while it has demanded that the laws protecting such workers be upheld, it has consistently aided the authorities in their plans to utilize this source of emergency farm labor. Nevertheless, the manner in which the large growers and associations have sought to exploit the school children has demanded the unsleeping vigilance of the Federation from the very start.

One of its first acts was to spike the rumor, arising apparently out of nowhere but given the widest circulation, that school children and other temporary farm workers would be required to join unions and pay dues. This was promptly and emphatically repudiated by the Federation.

Next came attempts to legalize child labor, when the Association of Dried Fruit Producers requested the waiving or relaxation of the restrictions in the Wage-and-Hour Act that forbid the employment of children under sixteen in the preparation of fruit for drying. These demands were to lower the age-limit to fourteen and increase the permissible working hours.

Again the Federation expressed its unalterable refusal to sanction such a move unless a proved labor shortage could be met in no

other way, and pointed out that the bitter experience of past experiments in waiving or relaxing restrictions and safeguards had made such a precedent so dangerous that only a very real emergency could force Organized Labor to withdraw its opposition. Backed by facts and figures, this stand was presented by the Federation at a hearing on the question in San Francisco, at which the Federation's position in regard to farm labor shortages was likewise vigorously outlined.

Equally perilous to the well-being of our children, and, if successful, a blow to the nation's entire war training program, have been attempts in various agricultural areas to shorten the school term so as to keep the school children in the fields and orchards for far longer periods than the normal summer vacation. This, of course, was an ingenious scheme to circumvent the State school law, which permits the full-time employment of minors under eighteen only during vacation periods.

Quickly countering this vicious proposal, the Federation communicated at once with the school boards concerned. We pointed out that the national policy was to lengthen rather than shorten the school year, so that our youth can complete their education more quickly and so be prepared sooner to take their places in the vital categories of our national life. Branding the move as a short-sighted one, to say the least, and honestly questioning the motives behind it—amply justified by Labor's long experience with such groups as the Associated Farmers, who were among the sponsors of this proposal—we declared that the training of war workers and the keeping up of morale were considerations dictating a policy of maintaining educational work with the greatest efficiency possible. It is gratifying to report that school boards have approved our stand in this matter.

As the war progresses and the armed forces take greater and greater numbers of our adult workers, it is inevitable that more and graver problems will arise in regard to minors and women. The Federation is serving notice on all concerned that it will be even on the alert to combat every move to exploit these workers in the name of the national emergency, and to safeguard their rights and well-being.

Priorities

In so far as it was possible, the Federation office has worked to safeguard the interests of Organized Labor and to prevent unnecessary hardships resulting from the application of the priorities program. We feel that these efforts have not only been in the line of service to the unions, but to the war program as a whole, in that the matters we have brought to the attention of the various governmental bodies have in large measure aided and will continue to aid them in administering the program most effectively.

Tires

On the extremely difficult question of tires, we have sought to expedite the granting of tires and of retreading and recapping privi-

leges to war industry workers, as well as to union representatives, whose work not only requires more traveling than ever before, but today constitutes an indispensable link in the whole field of war production. Also, at the time when price ceilings were being drawn up on retreading and the like, we wrote the Office of Price Administration strongly urging that wage differentials in various parts of the country be taken into consideration in any ceiling placed on this type of work.

In connection with the basic rubber problem faced by the entire country, and the enormous threat which a failure to solve it quickly holds for our entire war effort, we wrote to Donald Nelson and others in authority to express our earnest hope, shared by all members of Organized Labor, that the process which lends itself to the production of synthetic rubber with the least waste of time would be applied immediately and fully. Since reports seemed to indicate that synthetic rubber could be produced most quickly and with wholly satisfactory results from products other than oil, we urged Mr. Nelson especially, if the reports were, as they seemed to be, based on fact, to use the authority of his office to overcome all unnecessary delay and unwise opposition to the immediate production of rubber through these other processes.

Tin

Because of the shortage of tin, the Federation office recommended to the California Processors and Growers at the start of the canning season that steps be taken at once to anticipate any disruption that might occur in the transfer of operations from products deemed non-essential for tinning to the essential ones. Our interest in this problem brought appreciative word from a spokesman for the War Production Board, and it is evident that our coöperation in any program to ease labor shortages in this and other industries is heavily relied upon by this Board.

Office Supplies and Maintenance

The Federation also backed a move to prevent various so-called service groups and institutions, which includes Labor organizations, from having to curtail their activities as a result of priority shortages in supplies and maintenance materials. Although no final solution for this anticipated difficulty has yet been reached, our efforts have aided materially in the establishment of the Services Branch within the Division of Industry Operations of the War Production Board, which has supervision of the office and service machinery industries and to which such problems can be brought.

Small Business

Early recognizing the serious situation in which the swing-over from peace-time to wartime production would place both Labor and small business, the Federation office was prepared to assist in every possible way in keeping small business concerns from closing down because of priorities and their employees from being thrown out of work. Even more important, however, was the basic consideration

involved: if small business is wiped out in the course of the the war and only the very large corporations remain when it is over, then we shall have lost our fight on the home front even if we shall have won it on the battle lines.

The community of interest between Labor and small business, often felt but seldom given recognition, was evident as soon as discrimination against the latter in the matter of contracts and priorities began to be felt. Because the unions involved in this danger kept in close touch with the Federation office, we were able to be of more than a little service to various concerns before the pinch they were feeling became fatal.

Strongly urging the utilization for the war effort of the many decorating shops equipped with various kinds of machinery, we wrote to Donald Nelson of the War Production Board, and pointed out that if this were not done the owners and thousands of skilled craftsmen face unemployment. As a result of this intervention, it was possible for us to advise the owners of these businesses to contact the Contract Distribution Branch of the War Production Board in San Francisco. This office keeps on hand a list, revised weekly, of prime contractors asking the assistance of sub-contractors in producing parts of the products for which the Government has contracted.

In a similar way we were of assistance in a peculiarly difficult situation in which the Trophycraft Company of Hollywood, employing seventy-five skilled craftsmen, were forbidden to finish any of their partially completed products on hand. As soon as this was brought to our attention, your secretary wrote to Leon Henderson, asking that this company be permitted to complete their work on hand, and emphasizing the fact that it would then be in a position financially to purchase adequate equipment, which would enable it to bid on war contracts. We are happy to say that the Trophycraft's request was granted. We also advised this company to get in touch with the San Francisco Contract Distribution Branch of the WPB, as its main concern was clearing orders and sub-contracts for small business, as well as facilitating the financing of these small companies in order that they might be included in war production orders.

The inevitable sufferings of small concerns and their employees during the period of adjustment to war production have been difficult enough. A far more serious threat, and one against which the Federation office has been constantly on guard, has been the deliberate encroachment by monopoly interests who have tried to take advantage of the war situation to squeeze out small competitors. Typical of this was the proposal to set up State ownership of the retail package liquor stores. So far this has come to nothing, but the issue is not dead, and that there will be other similar moves in this direction is certain. It is even more certain, however, that the Federation will continue to be on its toes to resist every one of them.

Compensation Pay During Blackouts

In the midst of the confusion attendant upon the first blackouts experienced on the West Coast immediately after war was declared, the issue of pay during blackouts arose. The employers did not want to pay their employees for the time they were necessarily idle. We met this with a firm stand for full pay, and the employers eventually conceded the point.

While the unions and the employers were discussing the matter, the Wage and Hour Division of the United States Department of Labor released a public ruling to the effect that employers would not be required to pay anything to their employees when operations were suspended by a blackout. The Federation office promptly informed the Wage and Hour Division that it had no jurisdiction whatsoever in the matter, since union contracts were involved, and the Division withdrew.

Automatic Wage Adjustments

An attempt on the part of employers to put over a scheme under which wage scales in collective bargaining agreements would be revised upon a graduating basis of percentages taken from the cost of living index issued by the United States Bureau of Labor Statistics was promptly condemned by the Federation office. Any such move must be strenuously opposed at all times.

Arbitrarily tying wage scales to a cost of living index would virtually deprive unions of the right to negotiate wages in line with the type of work performed, and in its stead initiate a system of purely automatic wage adjustments absolutely controlled by Department of Labor statistics. Not only are the latter entirely inadequate for use as the sole determinant of wages, but other important elements inevitably involved in employer-employee relations cannot be excluded in such a way. The Federation office remains on guard to combat any further move by the employers in this direction.

Women War-Time Workers

In the inevitable increase in the employment of women in various industries as the demands of the armed forces have depleted the number of men available for these jobs, and the strong trend toward the relaxation of various provisions in legislation designed to protect the health and well-being of women employees, the Federation office has striven in so far as it was possible to maintain the minimum protective standards for women unless the need to set them aside was urgent.

That the need is becoming increasingly urgent now appears to be indisputable. Nevertheless, this office has taken a firm stand on certain basic phases of this all-important question.

First, it must be clearly understood in each case when the former rules restricting the employment of women are waived, that the relaxation is for the duration of the war emergency only. This will not only reestablish

the protection extended by law to women employees, which was achieved only after long and difficult struggle, but it will also protect the jobs of the permanent men employees who have left them to serve our country, so that when they return to become breadwinners for their families again their jobs will be waiting for them.

Of equal importance is the insistence in each and every case that the women should receive the same pay as the men for the respective jobs they are given. Only in this way can wage scales established over long periods of collective bargaining be maintained intact.

The Federation must never relax its vigilance in these matters, and it must meet this difficult problem in whatever guise it takes with all the wisdom and farsightedness it can command.

Martial Law—Vallejo

The smooth-functioning and effective co-operation that has existed between Organized Labor and military and naval authorities throughout our participation in the war effort can be no better emphasized than by pointing out that, despite the unheard-of rapidity with which the California war industries grew to their present vast scale, only one clash with such authorities occurred, of brief duration.

When union teamsters were not permitted to haul rock into the Benicia arsenal and laborers, ordered to do so by Captain R. J. Mathison, very properly refused to do so, an unpleasant situation arose. Captain Mathison, working under Major Harold O. Sexsmith, Head Aerial Engineer in Vallejo, announced that all laborers who refused to drive the trucks, or who quit their jobs without his permission, would be placed at once in the Army. Your secretary immediately voiced the Federation's condemnation of this attitude, which would have put into effect what was tantamount to martial law in the area, and the matter was quickly and satisfactorily adjusted.

Panel of Doctors

In view of the long-continued and often expressed dissatisfaction of the California State Federation of Labor with the medical care given to injured workers, steps were taken to formulate and initiate a plan to establish our own panels of doctors in various parts of the State. By this means, it was hoped to eliminate once and for all the racketeers who have flourished in the field of industrial medicine at the expense of injured workers. The chief aim of this plan is to abolish the use of doctors on the pay roll of insurance carriers whose sole concern is to dispose of cases at a minimum cost to their employers, replacing it by a panel of qualified physicians and surgeons who are not on anyone's pay roll and who will give these workers the care they deserve.

As a first step, Dr. L. O. Kimberlin of San Francisco, widely known and experienced industrial physician and surgeon, has been placed in charge of setting up the panel and

formulating the policy to be followed. This will approach the problem from a medical point of view and will stress two things: the prevention of accidents and injuries, and the proper care of injured workers when these do occur. The prime objective of the latter will be to see to it that such cases will no longer be passed upon, as too often happens now, by people who are not even recognized members of the medical profession, and that the same high medical standards shall be applied in the care and treatment of industrial accident cases as now obtain in hospital practice for all medical and surgical cases.

Of necessity, progress has been slow and careful, but the Federation's plan has received such enthusiastic response, not only from the unions but also from the medical profession itself, that there is no doubt whatsoever concerning the tremendous improvement it will make in this field as soon as it is in complete operation.

University of California Labor Day

Protests made last year against the failure of the University of California to recognize Labor Day as a holiday were brought to the attention of the University Board of Regents by your secretary, as directed by the convention resolution. The regents referred the matter to President Sproul who, in a letter to the Federation office, set forth the University's stand on the matter and the reasons therefor.

President Sproul explained that the University of California has never observed Labor Day except with a one-hour University meeting by the students, dedicated to Labor and addressed by a spokesman for Labor, and for which all classes are always dismissed. This custom was established many years ago by the then president of the University, Benjamin Ide Wheeler, who believed that the holding of such a meeting would do more to give recognition to the Labor movement and to dignify it in the minds of the students than a holiday week-end could possibly do.

In this connection, President Sproul raised an important point by stating that it has often been extremely difficult to obtain satisfactory speakers for the University meetings. The Federation office immediately assured him that he could rely on the Federation's cooperation in this matter in the future.

Utah State Federation of Labor vs. Mormon Church

Acting in the capacity of an employer, while hiding behind religious pretensions, the Mormon Church last fall initiated an unprecedented campaign against the Organized Labor Movement in Utah. As soon as word of this reached us, your secretary was immediately directed by the Executive Council to send word to the Utah State Federation of Labor, pledging it the full moral support of the California Federation in its struggle.

The situation in Utah is sharply reminiscent of that in California, where the Feder-

ation is fighting to prevent the Fascist elements from getting a toehold by means of Slave Bill 877. The Mormon Church has stopped at nothing in its determination to destroy Organized Labor in Utah, in which state the greater part of industry is either owned outright or controlled by Mormons.

As a persecutor of Labor, it is not only violating the constitutional guarantees of free speech, press and assemblage, but making a mockery of the freedom of worship, which is the antithesis of persecution of any kind. The California State Federation, pledged to the defense of American democracy and the Constitution of the United States whenever and wherever they are menaced, stands ready to do everything in its power to aid our brothers in Utah, should the need arise.

LEGISLATIVE

In connection with our legislative efforts in behalf of the best interests of Organized Labor, it is important to point out that, in addition to the various activities enumerated below, the Federation has had to be constantly alert and responsive to the threats on the part of the reactionary interests in Congress, who have never for a single minute relaxed their efforts to pass anti-labor legislation which would erase all the gains won by Labor from our statutes. This has involved considerable effort on our part and work that has occupied much of the time of our office and which cannot be estimated specifically because of its constant requirements and general nature.

This coming year the Federation faces once more the stupendous problem of getting the State Legislature, which will convene soon after the first of the year, to pass legislation favorable to Labor and to oppose legislation inimical to the interests of Labor. Our efforts in this respect constitute one of our most basic and major activities, as is amply evidenced by the Slave Bill fight which has imposed upon us such a terrific task due to a reactionary State Legislature subservient to the interest of privileged groups.

The Federation is now busily engaged in preparing the necessary legislation for the various unions and for the Labor Movement as a whole. It will also be ready to sift through with complete thoroughness all legislation that will be proposed in the coming session. The unions can feel confident that the Federation is aware of all the tendencies operating within our State Legislature, that we are fully cognizant of the position they take, and that their worth will be evaluated when the time comes. Our legislative effort is a consuming function of the Federation and, as always, the Federation will keep the unions fully informed of all developments and the character of the legislation.

Slave Bill 877 Campaign

This campaign has been the major activity of the Federation and has consumed the largest part of the time, together with other important activities which could not be held

in abeyance, thereby crowding fully the calendar for the Federation's office staff as far as work is concerned.

First of all, the fifty-cent assessment response to build up the fund with which to fight the Slave Bill has been very good, as evidenced by the various honor rolls which have been issued listing the unions which have contributed. The total income and expenditures are also listed in the section of this report dealing with finances.

The strategy on the part of the proponents of the Slave Bill in having various cities and counties in the State pass little Slave Bills presented a problem to the Federation. In each of these cases—Stanislaus, Santa Rosa, Modesto, and Tulare—the Federation had to institute legal proceedings, as detailed in the legal section of this report, to combat this move on the part of the backers of the Slave Bill to mobilize the voters behind the bill and so hog-tie Labor. The Federation did everything in its power to force a constitutional test of one of these ordinances in the State Supreme Court, so that the Slave Bill itself could be completely ruled out on that basis. In every instance, however, the Slave Bill backers circumvented this opportunity by repealing the ordinances after lower court rulings definitely indicated their unconstitutionality. In not one place where a little Slave Bill was passed was it permitted to remain an ordinance after the Federation entered into the fight. This involved the use of our attorneys and the issuance of considerable publicity in combating and exposing the tactics employed by the advocates of the Slave Bill.

The next phase of the campaign concerned itself with the organization of the union forces themselves to be ready to mobilize the entire Federation membership and arouse their interest sufficiently to become registered voters, as well as to get their friends and members of their families to become registered voters, so that they could exercise their electoral privileges in the election. For this purpose it was necessary to establish local campaign committees against the Slave Bill in the various sections throughout the State, which was accomplished as a result of the splendid co-operation furnished by the various Central Labor Councils under whose direction these committees were established. Conferences of the unions in the northern part of the State were held in Oakland, and of the southern part of the State in Los Angeles, to consummate the campaign against the Slave Bill.

Another significant and important move initiated by the Federation was the appeal made when it was considered opportune to bring management and the farmers together with Labor, for the purpose of eliminating all controversial issues from the ballot because it would threaten to divert interest and energy from the war effort. With the excellent support given by Senators Robert Kenny and Phillips of the State Legislature's Interim Economic Planning Committee, conferences were arranged and held with representatives

of these two groups, and would have been successful had not an insignificant handful of die-hard employers intervened against the materialization of such a plan.

A great amount of good was derived, however, from this effort, since representatives of management, the farmer, and the American Legion, together with your secretary, appeared on the air, all agreeing that it would be advisable to eliminate such controversial issues as the Slave Bill from the ballot. This move neutralized many citizens heretofore in favor of the bill and won many to support our stand against it. The onus for the failure of achieving agreement between Labor, management and the farmer was placed where it belonged—on the handful of employers already mentioned. This helped immeasurably to prove to many voters in the State not directly associated with the Organized Labor Movement, that the California State Federation of Labor was eager to be cooperative and concentrate on the war effort.

With the failure of these conferences, the Federation had to put all of its plans to vitalize the campaign into high gear. Each issue of the *News Letter* for months has been carrying stories dealing with the Slave Bill. Four different pamphlets have been issued, running into the hundreds of thousands of copies, and distributed throughout the State, dealing with the Slave Bill and its unconstitutionality and unAmericanism. Billboards have been contracted for and are now on display from San Diego to the Oregon border, dramatizing our opposition to the Slave Bill. These have had a very remarkably strong effect.

Your secretary has participated in a number of meetings, such as the Commonwealth Club in San Francisco, the Town Hall at Los Angeles, and other similar organizations, where he has explained the position of Labor regarding the Slave Bill. These meetings have all been highly successful, winning many new friends for us. In the Town Hall Club at Los Angeles your secretary debated the issue with Mr. Van Nostrand, assistant campaign manager in favor of passing the bill. As a result of that debate, the latest pamphlet was issued, consisting of twenty-five pages, and giving all the arguments for and against the Slave Bill. The effectiveness of this pamphlet has exceeded our highest expectations. At the meeting itself, whose audience was non-labor in character, consisting exclusively of professional people, an extremely favorable impression was left with them as far as Labor's position was concerned.

Your secretary has also conducted state-wide tours, addressing unions, Central Labor Councils, and various conferences in behalf of the campaign against this bill.

The campaign to register all of our people and their friends has received our constant attention and we intend to redouble our efforts so that we can be assured of a maximum turnout of Labor's voting strength for the November election. A state-wide radio hook-up over the Columbia chain has been contracted

for and outstanding speakers will appear on the Federation's program to oppose the Slave Bill. Supplementing the state-wide Columbia hook-up will be also a hook-up on the McClatchy system to reach the Valley listeners. Movie slides have also been contracted for and will appear in all the theatres throughout the State of California, especially in the valleys, portraying an exact facsimile of our billboard poster, which shows the soldier, sailor and marine, asking the people to vote NO on Proposition No. 1.

Every avenue of publicity and propaganda is being utilized by the Federation and an intensification of the entire campaign will be made immediately after the Convention so that Labor will actually go out and vote against the bill in November. It is important to recommend that the unions make their membership be registered voters, even if it is necessary to refuse to accept their dues until they become so. The need of having our people registered cannot be overemphasized and the lethargy which seems to prevail in our ranks must be uprooted. The primary election results should certainly awaken our membership to the need of campaigning for the registration of all of our people. Those who have not registered will be able to register up to and including September 24 to qualify as a voter in the November election.

Re-apportionment of State Senate

Because of the present control of the State Senate by sparsely settled areas, which deprives the population of the State of representation by allowing only one senator to a county, no matter how large it is, it has been possible for the Associated Farmers and other reactionary anti-labor groups to control that body and have it adopt the most repellent anti-labor measures. The Slave Bill is just one example of how that chamber has been used as an instrument against Labor by the privileged groups.

To remedy this dangerous threat, petitions were prepared and distributed to obtain enough signatures to place a measure providing for the reapportionment of the State Senate on the ballot. These petitions were printed and the proposed plans for reapportionment incorporated as a measure to be included in the State Constitution. An impartial sponsoring committee, composed of prominent citizens and educators, and headed by Dr. Max Radin of the University of California, was formed to campaign in behalf of this important issue.

Because the Federation's energies were consumed with the fight against the Slave Bill, it considered it more important to concentrate on that issue than to dilute its strength by including the initiative on the reapportionment of the State Senate in the November elections. The petitions are still in circulation, and as soon as enough signatures are obtained the Executive Council will consider the advisability of having this issue decided by a special election or to be placed on the ballot at the next regular State election.

This issue of reapportioning the State Senate drew instantaneous and concentrated fire from the Associated Farmers and its stooge organizations throughout the State. The Federation hopes, through the reapportionment, to be able to make it very difficult for the anti-labor interests to constantly re-pass anti-labor legislation, such as the Slave Bill, thereby forcing upon Labor exhaustive and exhausting campaigns to defend itself.

Compensation For Wake Island Construction Workers

Shortly after the bombing of Pearl Harbor, the islands of Wake and Guam were attacked by the enemy and finally captured. Over 2,000 civilian construction workers, all members of A. F. of L. unions, fought as heroically as they had worked for the Government, and even with Stillson wrenches and clubs did their best to help the members of the armed forces to defend themselves against the attack. All of these men who were not killed were captured. Roughly, 2,000 are listed as being now penned in concentration camps by the enemy and forced to do hard labor under the miserable conditions that are the fate of those unfortunate enough to be captured by the enemy.

The pay of these men was immediately stopped after news of their capture became known. Prior to this time most of them had arranged to send the largest part of their paychecks to their wives, fathers, children and all other dependents for their maintenance. With their imprisonment by the enemy, their paychecks were cut off and their dependents were left to drift for themselves without any consideration being given to them.

Upon hearing of this situation, the Federation office called in international representatives of the various unions which had men working in these islands. At this meeting the Federation decided to send representatives to Washington for the purpose of obtaining compensation for these men and their dependents. In the meantime, the Navy Department sent the dependents a \$100 check as a relief payment and informed them that it would be the last check they would receive. All in all, as will be seen, two \$100 checks were mailed, and then the Federation proceeded to demand that the dependents be taken care of adequately until such time as a permanent solution of this problem was made through Congressional action.

The Federation office was swamped with inquiries made in person by the dependents of the Wake Island construction workers who were in desperate need and did not know where to turn for aid. At the same time it came to the attention of this office that the Liberty Mutual Insurance Company was sending representatives to these dependents and, in a high-handed manner, was demanding of them marriage certificates, birth certificates, and other official papers, for which, in many cases, they did not even issue receipts.

The complaints mounted from these dependents regarding the ill-mannered treatment

they were receiving at the hands of representatives of this company. Upon investigation the Federation learned that the Liberty Mutual Insurance Company was the insurance carrier for the contractors employing these men in the islands.

The Federation started an intensive campaign and was successful in obtaining another relief payment of \$100 from the Navy to the dependents of these construction workers, and the elimination of the Liberty Mutual Insurance Company as an agent to determine the status of the dependents, the Old Age Pension Division of the Social Security Board being given this job. Also, the President appropriated a sum of money to provide for temporary relief to the dependents until the problem was finally adjusted. These payments amount to \$30 a month to a single dependent and reach a maximum of \$85 a month for a wife and four or more children. This pitiful sum has not been enough in many cases to meet current obligations, let alone to provide for payments on homes, doctor bills, cars, washing machines, and other durable consumers' goods contracted for by these families.

Through the representatives sent to Washington by the Federation, it was learned that many Congressmen who had voted for H. R. 6446 were of the opinion that that bill, which was passed and signed by the President, took care of the construction workers. Upon closer examination, however, they discovered that every group of workers was taken care of except the construction workers, who were omitted. The Federation proceeded at once to draw up a bill which would provide for compensation to the construction workers, and this bill was introduced in the Senate by Senator Walsh of Massachusetts, Senator LaFollette of Wisconsin, and Senator Thomas of Idaho. The bill became known as S. 2329.

To follow up its efforts, the Federation immediately initiated a nationwide campaign, sending a complete résumé of the whole case, as well as an analysis of the bills that were passed and pending dealing with this question, to every Senator and Congressman. This data was also mailed to every State Federation of Labor in the entire country, and they were requested in addition to wire their Senators and Congressmen urging them to work for the speedy passage of S. 2329.

The contractors seemed to be principally concerned with evading their responsibility, since, due to the unprecedented condition of war, the contractual obligations were, in their own estimation, somewhat blurred. It was obvious that they sought to have the Government assume full responsibility. The Liberty Mutual Insurance Company, acting as the carrier for the contractors, was concerned only with avoiding the necessity of having to pay out any funds for these men and their dependents, if they could possibly do so through governmental intervention.

Opposition to the Federation's bill, S. 2329, developed in certain Navy circles. Arguments were used that the men were earning as high as \$400 and \$500 a month and that it would be

unfair to pay these construction workers such sums of money while the members of the armed forces were receiving practically nothing. The Federation was able to prove, as well as representatives who favored this position, that after estimating the bonuses paid to the members of the armed forces, especially the commissioned officers, these men would be receiving much more money on the average than the construction workers would be if their salaries were continued for the duration of their imprisonment.

In the meantime, other bills were introduced that tended to confuse the whole situation and did not provide in any adequate manner for the imprisoned construction workers or their dependents. One of these bills which received the most attention and was passed by the Senate was S. 2412, which, in spite of the popular impression made through the press, did not help the Wake Island men and their dependents at all, but only froze the already discussed miserable and temporary relief payments that were being given by the Social Security Service, Old Age Pension Division, to the dependents.

Certain amendments were offered to this latter bill by Senator Downey, but the Federation was of the opinion that you cannot amend a bad bill. Nevertheless, when S. 2412 reached the House, it did not oppose but has helped Congressman Richard Welch to introduce amendments to the effect that \$25 a week would be paid to the dependents of these men and \$25 a week would be credited to the husband upon his return after the war.

The Federation did not, nor does it now, in any way relinquish the fight for passage of its own bill, which it considers to be the only just solution to the entire problem. Because of the powerful opposition, hearings on S. 2329 have been delayed, and the Federation plans to revive an intensive and elaborate campaign to force consideration of this bill.

I cannot urge upon this Convention too strong action which we should take in behalf of these men. A resolution has been prepared and is being submitted to this Convention providing for such remedial action to be taken at once. At the present time the Federation is in constant contact with all of the ramifications evolving from this whole issue, and we feel that the only way we can finally help these men and their dependents win what is coming to them is by getting the entire Labor Movement throughout the country active in their behalf. This campaign alone has consumed months of time on the part of the Federation. Because it is an issue that is really national in scope, its disposal will establish a precedent as far as the rights of workers are concerned in a period of war.

Senator Walsh

When Labor's tried and true friend, Senator David I. Walsh, became the object of attack this spring by certain eastern newspapers, your secretary, mindful of the fact that Senator Walsh was even at that very moment putting forth every effort on behalf of the captured workers of Wake, Guam and the other

islands taken by the Japanese, and in appreciation of his long and devoted services to Labor, hastened to send him the following letter:

"May 21, 1942.

"Hon. David I. Walsh,
"United States Senator,
"Senate Office Building,
"Washington, D. C.

"Dear Senator Walsh:

"I was highly indignant at the scurrilous reports circulated by some irresponsible eastern newspapers aiming to defame your character, and I was just as highly elated to learn of your exoneration by the Justice Department of these malicious and libelous charges.

"This degrading spectacle—as evidenced in your case—of seeing a man, because he has the courage of his convictions, smeared and slandered in the public eye, is not only revolting to the decent sensibilities of every American citizen, but it arouses the deepest anger against those ruthless character assassins who dare to resort to such reprehensible measures. In plain and simple words, the whole case exudes the fullest stench of a frame-up.

"This is not the first time that such repellent tactics have been used against a man in public life who has been sympathetic to Labor and resolute in his principles. Unfortunately, it may not be the last time. But of one thing I can assure you: the Organized Labor Movement in California has never faltered for an instant in its confidence in you and appreciation of your services in its behalf. Let there never be a question in your mind as to this; and let this be a fair warning to your maligners. Labor in California—and I am sure it is true of Labor throughout the rest of the country—will not sit idly by and witness the crucifixion of one of its staunchest friends.

"Carry on as you have always, Senator. We are one hundred per cent behind you!

"Sincerely,

(Signed)

"EDWARD D. VANDELEUR,
"Edward D. Vandeleur, Secretary."

Postal Employees

The Federation spent considerable time in helping the postal employees' campaign for a much deserved wage increase by not only circularizing the members of Congress and appealing directly to the President, but also contacting all of its affiliates, asking them to do likewise in behalf of these employees.

After one bill providing for salary increases to these governmental wage earners was vetoed by President Roosevelt, another bill, H. R. 6486, was introduced in Congress to provide for a wage increase for all postal employees, which the previous vetoed bill did not.

Federalization of Unemployment Insurance

The Federation vigorously opposed H. R. 6559, which provided for the federalization of unemployed insurance, and in practice would have meant that the State fund could be used by the Federal agency in behalf of wage earn-

ers in other states whose compensation payment rates were much lower than ours. The Federation was of the opinion that this would be entirely unfair to the workers of California, who paid into this fund and were naturally entitled to the full benefits from it, and that the discrepancies in levelling off by the different states should be done by the Federal Government and not by the money being taken from the workers of one state to fill in for those in another state. It was also the opinion of the Federation that this tended toward too much centralization and was inadvisable from that point of view as well. This bill was killed in committee.

Central Valley Project

Our relations with the entire agricultural industry in California in regard to farm labor to meet the emergencies resulting from the war have been dealt with at length elsewhere in this report, but special emphasis must be laid on our close coöperation with the small, working farmers. The war has intensified immeasurably their long battle against the financial interests who are behind the terrific competition of the factory-farms, and whose manipulations in regard to the development of cheap electric power in the agricultural valleys have recently brought the small farmers to the brink of being forced out of existence.

The working farmer and Labor are natural allies, and with this community of interest it is more important than ever before for them to come together and help each other. Recognizing this, the Federation was glad to be able to be of enormous assistance to the small farmers this year in the fight to preserve the Central Valley Project as a source of cheap power for the working farmers in the San Joaquin Valley.

Culminating years of efforts to secure cheap water power facilities in this area, appropriation of the amount of money necessary to complete the Central Valley Project, as recommended by President Roosevelt, was finally included in H. R. 6845. A powerful lobby representing the power interests, and in which the Pacific Gas and Electric Company was prominent, immediately set to work, with the result that when it was passed by the House approximately fourteen million dollars had been deleted. It was precisely this sum that was needed to bring cheap power to the Valley.

At this juncture the California State Federation of Labor entered the scene, throwing its entire weight on the side of those fighting the power interests. Telegrams stating our position were sent to the chairman of the Senate subcommittee in charge of the bill and to Senators Johnson and Downey. At the same time we enlisted the aid in this struggle of the American Federation of Labor. The Senate amended the bill, restoring its vitally important features, and when it was returned to the House we sent telegrams to all of our California Congressmen to support the bill as amended. After a strenuous fight it was finally passed and is now a law.

While this battle was raging on the Washington sector, a smaller but no less significant one was fought on the home front. Testimony in Congress by a representative of the Central Valley Project Association, an organization formed for the avowed purpose of promoting the full development of the entire project, revealed that its real purpose was apparently to support the contentions of the Pacific Gas and Electric Company, which was attempting to sabotage the project by killing the power feature.

Money appropriated to further the work of this Association by the Boards of Supervisors of Tulare and Kern counties was obviously being used, therefore, in quite an opposite way from what they intended it to be used. In this situation the Federation has done everything it could to aid in the return of this money to the counties.

Taxes

Anti-Poll Tax Bill—H. R. 1024

Strongly in favor, along with all of Organized Labor, of H. R. 1024, a bill which would free the votes of all Americans from the poll-tax payment still required in a great many states, the Federation office welcomed the opportunity to support this bill as actively and efficaciously as possible. When word came that the House Judiciary Committee was refusing to report it to the House for vote, your secretary immediately dispatched letters to all California Congressmen, condemning the Committee's attitude and asking them to sign the petition then being circulated calling upon the Judiciary Committee to report the bill.

Urging the early passage of H. R. 1024, we pointed out that now more than ever its enactment would be of inestimable value to the American people, whose deepest concern in the midst of the war effort is the preservation and strengthening of American democratic institutions. Responses from the Congressmen indicate that they can be counted on all the way in the fight to pass this bill.

Salary Tax

The move in Congress to enact a salary tax was closely watched by the Federation office. This particular legislation was killed, but vigilance in regard to developments in all types of taxes, which so vitally affect the interests of Labor, will be maintained.

State Income Tax

Federation support of the campaign to secure a place on the November ballot of an initiative measure to repeal the State income tax brought success to the move. The people of California will now have the opportunity to rid themselves of a burden which is unnecessary for the more than ample revenue of the State, and which seriously interferes with full participation by everyone in the nation-wide drive for the ever-increased purchase of War Bonds.

Sales Tax

The Federation's uncompromising stand on the sales tax, opposing its continuation by the

State of California and its adoption by the Federal Government, is most completely set forth in the following resolution which was introduced by your secretary and passed by the Executive Council in May:

**RESOLUTION OPPOSING THE NATIONAL AND
STATE SALES TAX**

"Whereas, As a result of the combined pressure of the high income groups and emergency requirements following the first World War to obtain the higher revenue which was claimed to be needed, the indirect tax was resorted to as a means of reaching the low income groups; and

"Whereas, While formerly the direct taxes supplied all the revenue, the income from the indirect tax, which in 1934 supplied 59 per cent of all the revenue to our Federal Government, rose to 65 per cent in 1937, and a year later reached the impressive figure of 70 per cent; and

"Whereas, While the introduction of the Sales Tax in California was based on the needs resulting from the depression, it soon became a main source of revenue to the State as exemplified in the following figures: the Sales Tax in 1934 brought in \$56,471,540; in 1940-41 the figure had practically doubled to the sum of \$109,233,972; and

"Whereas, At the present time there are 4,689 active taxing units in California, in addition to the many inactive ones; and

"Whereas, California alone levies more than twenty separate and distinct taxes, each in some measure affecting the cost of living; and

"Whereas, In addition to the final 3 per cent Sales Tax we are now paying, there is included in the purchase price a long string of other taxes, imposed step by step as the article is processed; and

"Whereas, If this state of affairs continues the result will be a verification of one of the early decisions of the United States Supreme Court when it declared that the 'power to tax is the power to destroy'; and

"Whereas, There is no sound economic reason to shift the taxation burden to the working people of this country and State, since not only does the Sales Tax, which is one of the most offensive kinds of indirect taxation, reduce the real wages of the workers by increasing the cost of the products he buys, but it forces him to curtail his purchases, thereby restricting the amount of sales which, in turn, affects industry and contributes toward depression and unemployment; and

"Whereas, The State of California is not suffering from any deficit, which was the original excuse for the Sales Tax, but is, on the contrary, enjoying one of its most prosperous periods; and

"Whereas, The Federal Government is increasing taxes to such an extent that the low-income groups, especially the workers, are paying and will be paying even more than is equitable in comparison with the high-income

groups without resorting to the Sales Tax; and

"Whereas, Greater efficiency and economy of government as well as just direct taxation on all groups in proportion to their incomes is a good way to solve the problem of revenue without making it necessary to use the Sales Tax; therefore, be it

"Resolved, That the Executive Council of the California State Federation of Labor go on record as being opposed to the national and state Sales Tax as an unduly and unjustified burden on the low-income groups, and unnecessary from the standpoint of justly solving the problem of revenue."

As a result of the Federation's strenuous opposition, together with the rest of Organized Labor throughout the country, to legislative efforts to impose a sales tax, we are happy to report that this vicious form of taxation was destroyed. However, we can anticipate efforts to be made again to put through such a tax. Labor must be ready to oppose it with the same vigor as it did in the past.

Prospects seem bright for the passage of legislation abolishing the state sales tax at the coming session of the Legislature. The Federation has pushed this fight during the last four sessions, in its determination to lift this unjust burden from the people of California. Obviously, to continue the imposition of this tax now would not only make that burden unbearable for a great many people, but would dangerously impair the ability of everyone to contribute generously in support of the War Savings Bonds program, as well as to the Red Cross and the various groups promoting the comfort and well-being of our armed forces.

To begin with, no less an authority than the State Treasurer has announced that under the present tax structure, State revenues are far in excess of current governmental expenditures, and that if tax levies are not reduced, an enormous rise in the cost of living throughout the State not only is increasing the amount realized from this tax fantastically, but since wages are lagging behind, cost of living, especially in the low-income groups, the pinch of this unjust tax is being keenly felt.

Believing that every penny that can be spared should go to support our war effort, and not to the already swollen State treasury, the Federation will push for the early repeal of the State sales tax with all the resources at its disposal.

Illegal Demands For Tax

Reports reached your secretary that men called from California to work on war industry projects in Las Vegas, Nevada, and elsewhere outside the State, were being required to purchase license plates for their cars and to pay other taxes, including even poll taxes, although these workers are California residents. The matter was finally adjusted satisfactorily through the intervention of the Los Angeles Building Trades.

Forest Fire Control

The California State Federation of Labor is holding itself in readiness to give whatever assistance may be requested of it in the solution of the grave problem of forest fire control during the war emergency. Not only have the needs of the armed forces thinned the ranks of the United States Forest Service, but the requirements of the war program make it more essential than ever before that timber be preserved from the frightful losses to forest fires.

The Forest Service is assured of and is relying upon our full coöperation in this matter. The Federation has actively supported the drive to get additional appropriations for the Forest Service in the Agricultural Appropriations Bill, and is eager to do anything else that may be required.

Other Congressional Bills

The Federation carried on an extensive campaign against the bills submitted in Congress by Smith, Boren, Wickersham, and other Tory elements, which sought to strip Labor of all of its rights and to remove the fundamental legislative foundation as expressed in the Wagner Act, the Fair Labor Standards Act and other measures furnishing a foundation or granting such recognition to Labor.

Although these reactionary elements have been forced to withdraw their efforts to "hog-tie" Labor, we must keep in mind that they will seize the first opportunity that presents itself to renew their fight for the adoption of this anti-labor legislation. In other words, Labor must be constantly alert to this menace, and only by watchfulness and by maintaining our pledges of coöperation in behalf of our war effort will we be able to nullify the efforts of these reactionary interests.

A. B. 1400

The grave problem created by the 1941 Legislature's enactment of A. B. 1400, which attempted to amend the State Insurance Code so as to require all unions and fraternal organizations that paid benefits to their members to incorporate, was one which has demanded the Federation's unflagging attention. Close study of the bill by the Federation's legal department clearly showed that, no matter what had been the intention behind its enactment it could not be applied to unions since, in the first place, no change had been made in that portion of the Insurance Code which specifically exempts unions and fraternal organizations from incorporation, and in the second place, unions can under no circumstances be considered to be engaged in the business of transacting life and liability insurance.

From the start, therefore, we took an uncompromising position against it, and advised all our affiliates to ignore it and take no steps to comply with its provisions pending clarification by court decision. The necessity of all the unions presenting a united opposition was obvious, and it is regrettable that our position was jeopardized by certain unions which dis-

regarded the Federation's appeal for a firm stand and took steps to incorporate.

A test suit filed in Los Angeles County by a small fraternal order, which would be subject to the law if it were valid, was followed very closely by the Federation, and when the Superior Court finally decided against the Insurance Commissioner, all of the affiliates were notified of this corroboration of the Federation's position. No further demands by the Insurance Commission for compliance are expected, but the Federation is prepared to fight the issue uncompromisingly if this does occur. The Federation will also take the necessary steps to have this bill either repealed or clarified by the next session of the Legislature.

Civilian Defense

In answer to an appeal from the California State Council of Defense, stressing the indispensability of the maximum participation of Organized Labor in the Civilian Defense program, the Federation office utilized the *Weekly News Letter* as a means of broadcasting this message to all our affiliates. The various ways in which this coöperation could be brought about were set forth in detail, and we urged the unions to take the initiative in this matter. It goes without saying that the response to this appeal was excellent.

Compensation For Civilian Defense Workers

The need of protecting civilian defense workers, who engage in this activity at a considerable hazard to their health and well-being, was early apparent as civilian defense got under way. One of the many cases of injuries to civilian defense workers that have been reported may be cited to indicate not only the seriousness of the situation, but also the urgency of the need for action.

A highly skilled jeweller, eager to be in the direct service of his country, enrolled in a defense training course for machinists conducted in the evening at the Venice High School. In the course of his training, his index finger was destroyed as the result of an accident. For the rest of his life his efficiency as a jeweller will be reduced as high as 40 per cent. But because his status was not that of an employee injured in the course of his employment, he was not entitled to any compensation benefits under the Workmen's Compensation Insurance and Safety laws of California.

It was established that first-aid had not been available and that no safety committee had been formed to protect the trainees from accidents. Impelled by the wish to prevent such an accident as had befallen him from happening to others, the jeweller set in motion a course of action which promptly brought his case to the attention of the California State Federation of Labor. Your secretary took the matter up with the Industrial Accident Commission, and an investigation was made by the Industrial Accident Prevention Bureau.

This Bureau's report revealed that although a first-aid kit was available, a nurse was on

duty only in the daytime, and that there was, therefore, no one in charge of first aid for the night classes. The sole substitute for a safety committee on other safety measures appears to be a simple, entirely inadequate written safety test which the students are required to pass before they are allowed to operate power machines or other hazardous equipment.

The Federation has made its position clear to the Industrial Accident Commission: the requirement of passing a purely perfunctory safety test does not mean in the least that proper safety measures have been taken, and although these accident cases are complicated by the fact that they occur on projects under both State and Federal authority, the question of adequate protection for civilian defense workers and trainees and provision for compensation in case they are injured must be given serious consideration by the Commission.

Appreciating the vital importance of maintaining the highest efficiency in this indispensable work, the Federation office has taken the lead in the move to place these workers under the protection of the State Workmen's Compensation Law. Your secretary introduced the following resolution at the quarterly meeting of the Federation's Executive Council in May:

**RESOLUTION CALLING FOR COMPENSATION FOR
CIVILIAN DEFENSE WORKERS**

"Whereas, Thousands of workers are spending considerable time and without any compensation whatsoever in civilian defense work; and

"Whereas, These citizens are motivated by patriotic concern only to protect the home front in this crucial period; and

"Whereas, In the course of their unselfish and strenuous duties at odd hours and after their regular period of employment they are exposed to many hazards; and

"Whereas, There have already been reported a great number of accidents that have befallen these loyal citizens; and

"Whereas, In these cases in which they have been injured, the particular individuals have had to pay their own doctor and hospital bills; and

"Whereas, We consider this to be not only a great hardship and an injustice to this exemplary body of citizens, but that it also weakens or interferes with the efficient functioning of our civilian defense; therefore, be it

"Resolved, That the Executive Council of the California State Federation of Labor go on record to request the California Industrial Accident Commission to place these people under the State Compensation Act, so that they will be afforded the same treatment as others engaged in their regular lines of employment."

This resolution was adopted by the Executive Council, and copies were sent immediately to Governor Olson, the Director of the State Department of Industrial Relations, and to the members of the Industrial Accident Commission. The Federation office was in-

formed by the Director of the Industrial Relations Department that the question was being taken up with the legal authorities, but to date no decision has been forthcoming.

Since your secretary feels that this is far too important a matter to permit of delay, it will be pushed energetically, and if legislative action is required a bill will be introduced at the coming session of the State Legislature to give these civilian defense workers the protection they deserve.

Unfair Practices of Insurance Companies

The Federation was called in to handle a number of compensation cases wherein the insurance companies involved were guilty of the most objectionable practices which sought, by the framing of evidence, to deprive the injured workers of compensation rightfully coming to them. Many extra-judicial methods were resorted to by these insurance companies which were reported to the Federation.

Typical of their obnoxious procedure was the use of private detectives to gather evidence against the applicant for compensation by misrepresentative ingratiating into that individual's friendship, and other repellent tricks so commonly practiced by private detectives. All in all, it can be said justifiably that these companies used entrapment in order to discredit the disabled workers applying for compensation.

The Federation not only represented the individual applicants, but immediately contacted the Industrial Accident Commission, calling these nefarious practices to its attention and asking that the Commission use the acid court procedure criteria when evaluating such dubious evidence submitted by the insurance companies. This matter is still a question that must be solved and legislative efforts will have to be used to correct it permanently.

The Federation is going to insist, however, upon the Industrial Accident Commission discouraging as much as it is within their power such malpractices on the part of these ruthless and unscrupulous insurance companies. The Federation is ready to single out the most vicious offenders among the insurance companies to the unions and to ask the unions not to let their men go to work for any employer whose insurance carrier may be one of these gyp outfits. They will also be placed on the unfair list, if necessary, in order to defend workers against these predatory interests.

Informal Awards

The Federation's campaign to bring a stop to the issuing of informal awards to injured workers, as a result of which many of these wage-earners have been awarded far less than was due them after purely cursory examinations, has produced evidence to show that the practice has been followed not only by doctors from private insurance carriers, but by those representing the State Insurance Fund.

Reporting its findings to the Industrial Accident Commission, the Federation urged that the Commission take action at once to

discontinue the issuing of these informal awards. The Commission has referred the matter to the Medical Department for investigation.

Meantime the Federation has lost no opportunity to publicize every one of these cases as they have occurred, by means of detailed presentation in the *Weekly News Letter*, and has seen to it that these articles have come to the attention of members of the Industrial Accident Commission as well as Governor Olson.

Miscellaneous Cases Handled With the Industrial Accident Commission

A great number of cases are referred to the Federation to check up on and to ascertain whether individuals are entitled to compensation claims. Because they are so numerous and since this matter is also being reported on in another section of this report (the more important cases), it will not be necessary to go into them in detail other than to state that they are all taken care of most punctiliously, and the unions involved are kept in constant touch with their development.

Voting Records of California Congressmen

In preparation for the coming Congressional elections, the California State Federation of Labor issued a pamphlet containing the voting record—whether favorable or unfavorable to Labor—of every California Congressman. Based on data gathered by the American Federation of Labor, this material was prepared in the Federation office. The record is complete, covering every issue affecting labor voted upon by each Congressman from the time he took office, and will furnish a sure guide to Organized Labor in casting votes that will oust Labor's enemies and retain its friends in office.

II

ORGANIZATIONAL

The membership roll of the California State Federation of Labor, larger than ever before in its history, and far larger than that of any State Federation of Labor in the entire country, reflects not only the tremendous activity in industry as a result of the war, but the tremendous activity of the Federation itself.

Directly and indirectly this activity has contributed to a gratifying increase in membership. The aggressive stand taken by the Federation on all issues affecting the welfare of the working men and women of California and of the nation as a whole, has drawn many to affiliate and do their share in the work of this program. On the other hand, because the Federation has realized how supremely important strong labor organizations are in these critical times, not only to the workers themselves, but to the entire war effort of our country and victory in the war, the Federation has doubled and redoubled its vigorous organizing activities.

Throughout the State many unions who were benefiting by the work of the California State Federation of Labor without contributing to its support, were successfully urged to

affiliate, thereby strengthening our efforts and increasing our effectiveness, as well as benefiting richly themselves from this membership. Whenever help has been required by any union in the State, whether the need was great or small, the Federation has been there as soon as it was asked. Whenever organization has been undertaken in new fields, or in territory long hostile to Organized Labor, the resources of the Federation have been always available.

To carry out a program as wide in scope and importance as that of the California State Federation of Labor—all apart from the character and strength of the opposition to it, and the fact that we are in the midst of war—has required tireless action, planning and direction, all of which has had to be carried out and put into effect in every part of the State. I wish it were possible to mention the name of each and every person who has performed his or her share in this mighty task, but space does not permit more than the briefest suggestion here of the principal and typical activities, many of which, however, will be treated at greater length elsewhere in this report.

Details of the Slave Bill fight, why this measure must be defeated in November, how this can be done, and the need of the Federation for financial assistance while it is waging this fight have been spread into every nook and cranny of the State. Whenever local campaigns against the bill required financial aid, this has been given. In the drive to get every member of Organized Labor to register and to vote, the urgency of this need was brought home to as many individual unions as possible for them to see that word of this indispensable contribution to our fight was passed on to their membership.

In a similar way, financial support was strengthened continually for the Federation's state-wide radio program, "This Is Our America," and its audience increased week by week as enthusiastic reports about it were spread to all members of Organized Labor and through them to their friends and acquaintances.

The new American Entertainment Guild of Los Angeles was given every assistance, as well as the organizational drive of the American Guild of Variety Artists in San Diego, when an office of this union was opened in that city for the protection of members employed there in night clubs. The Federation also backed to the limit the organizing campaign of the Culinary Workers, which invaded for the first time the anti-union strongholds of Orange and San Bernardino counties, and in the face of hysterical opposition made spectacular gains in Indio and Palm Springs.

If anything can be said to have been everywhere at once, then that has been true of the California State Federation of Labor this past year, by means of the constant activity of its officers, its representatives, its attorneys, and others. And always the material issued by the Federation, its pamphlets and briefs, its *Weekly News Letter*, has brought reports of

our battles, of our victories, and warnings of battles to come to the entire membership.

Unions in big cities and outlying districts have been personally contacted, as well as many organizations outside of the Labor Movement. As often as time permitted, and at all times when it was needful, your secretary traveled throughout the State, meeting with unions and councils, discussing their problems and those of the Federation as a whole, and giving and receiving cooperation. In this way, and thanks to the devotion and loyalty of all who have served the Federation and the Organized Labor Movement to the best of their ability, has the Federation's program been carried through so successfully.

"This Is Our America"

More than fulfilling its promise to be of great value to the Labor Movement in the State and, in addition, proving of inestimable service to our Government both before and since the declaration of war, the Federation's state-wide radio program has justified its existence over and over again. Every Monday night, week after week, it has presented to an ever-growing audience a true picture of Organized Labor's contribution to and support of the nation's war effort, and has given direct and valuable assistance in the sale of war bonds and contributions to the Red Cross, the blood banks and the various organizations to help the service men.

The program made its appearance on a state-wide basis on Monday evening, November 24, 1941, over the entire Mutual Broadcasting System network, and found immediate and enthusiastic response from an audience that grew rapidly from week to week as the fame of "This Is Our America" grew. The high standard of its programs has been consistently maintained, and its contribution to an understanding and appreciation of Organized Labor has exceeded all expectations.

The extent to which the membership of the Federation has backed this program in carrying out the spirit and intention of the resolution passed by the last Convention of the Federation, which brought it into being, is evidenced by the Honor Rolls which were compiled and issued by the Federation office from time to time and listed the names of all the unions whose loyal contributions of the per capita assessment of one cent per member per week voted by the past Convention have kept this program on the air.

The Federation office has been extremely active in furthering this program from the start. Publicity about it was spread throughout the State by means of placards and through the channels of the press. The Labor papers met our request for them to acquaint more and more people with the program and add new thousands to its listeners, with full cooperation. Advertisements have also appeared regularly in the *San Francisco News*.

The dispute which arose over an unfair radio station in Riverside was finally adjusted to the satisfaction of the union.

Special mention should undoubtedly be made of one of the most important and successful broadcasts of "This Is Our America," which originated in San Francisco and was a round-table discussion among representatives of Labor, industry and the War Production Board. Praise received for this vitally interesting program showed better than anything else the powerfulness of its appeal and the scope of its reception throughout the State.

Unity For Victory

The day after the bombing of Pearl Harbor, a meeting was held in the Clift Hotel in San Francisco, called by Supreme Court Justice Gibson and attended by outstanding citizens and representatives of management and labor, to discuss and arrange for a unification of labor, management and the farmer, to meet the emergency created by the attack.

Immediately upon its conclusion, the Secretary of the California State Federation of Labor called a meeting of all labor representatives, which included the C. I. O. and the railroad brotherhoods, at the Federation's office. From that meeting a resolution was issued, labeled "Unity for Victory" and calling for the unification of all labor groups in behalf of the war effort, pledging them against all strikes and stoppages of work in the war industries for the duration, and for the cessation of all jurisdictional disputes that would have such consequences. This resolution is printed below:

"Conscious of the grave crisis that confronts America and of the tremendous responsibility that rests upon Organized Labor to do its full share in winning the war, we, the undersigned committee of representatives of the American Federation of Labor, the C. I. O., and the Railroad Brotherhoods, pledge our services to the United States of America, and request all labor organizations to do likewise.

"We recommend that all factional, partisan and political differences be immediately forgotten and that all labor organizations unite to win the war.

"We recommend that all differences or misunderstandings that arise between labor organizations be adjusted between themselves without stoppage of work; and that all differences or misunderstandings with employers be voluntarily submitted to Federal conciliation or mediation without stoppage of work.

"We recommend that all members of Organized Labor cooperate in every way possible with local, State and Federal officials for the purpose of defending America and defeating her enemies.

"Let Labor's slogan be: 'Unity for Victory.'"

The Federation, in taking the lead in "Unity for Victory," pointed out from the very beginning and in no uncertain terms that it wanted this movement to be concerned only with the objectives stated in the resolution, and that it did not intend to let it be manipulated by any political groups for their own selfish ends; that if the "Unity for Victory"

pledge was to have any significance at all and produce any tangible results, the elements participating would have to live up to their pledges literally and subordinate all other interests to this main objective.

A great impediment to the proper functioning of this committee was the tendency on the part of certain elements to consider it as an organization which would supersede the regular functioning of the authoritative labor groups. This resulted in unpleasant reactions and alienated substantial and potential support.

The "Unity for Victory" campaign that was launched in San Francisco set an example for the rest of the country and it was immediately imitated in a great number of localities. Its very slogan was subsequently copied by other branches of the Labor Movement, as well as by governmental agencies.

After making this pledge, the Federation is proud to report that Labor has kept it, and the record will disclose that no serious dispute or strike involving the war industries has developed since the launching of the movement. The Federation still believes in the need of such cooperation and unification of Labor, and is determined to preserve this unity at all costs, since it is indispensable to a successful prosecution of the war.

War Savings Bonds and Stamps

The California State Federation of Labor has been an active and potent instrument in pushing the sales of War Savings Bonds and Stamps since long before our entry into the war. In December, at the request of Secretary of the Treasury Morgenthau, your secretary became a member of the Defense Savings Committee for Northern California, the purpose of which was to encourage the participation of everyone in financing this country's war program through the sales of these bonds and stamps.

Not content with urging all the affiliated unions to buy as many bonds as possible, and to encourage each of their members to pledge themselves to purchase at least one bond per month, the Federation placed paid representatives in the field to contact all the unions personally. Many of the broadcasts of the Federation's state-wide radio program, "This Is Our America," have been devoted to War Savings Bonds, and the *Weekly News Letter* has carried numerous articles on the subject.

Taking the lead in instituting the ten percent pay roll deduction for bond purchases when the Government requested voluntary adoption of this plan in order to increase the revenue urgently needed from this source, the Federation office set an example for all the unions to follow by putting the plan into effect in June for all the Federation's employees. It is hardly necessary to point out that by maintaining the leadership in such progressive measures, the unions belonging to the American Federation of Labor will continue to win the confidence of the American people. In any move that will help this

country win the war, the A. F. of L. unions must be at the head, proving their loyalty in this way not only to their country but also to their organizations, whose continued existence and expansion are at stake in this war.

Employment Discrimination vs. Negroes and Other Minority Groups

In line with the Federation's established policy against race discrimination, and alert to the serious harm such discrimination could do to our war effort, the Federation has cooperated in every way with the President's Committee on Fair Employment Practice and other governmental bodies in charge of the training of these workers and their employment, and the enforcement of the Executive Order forbidding discrimination in defense employment. This ruling is to the effect that any employer who refuses to employ Negroes or members of other minority groups will have all his contracts cancelled immediately and is likewise punishable by fine.

The Federation has taken a long step toward the establishment of harmonious relations with the Negroes in this State through the work of its Negro Organizer, Brother T. H. Anderson, in the campaign against the Slave Bill. He is also in charge of placing Negro workers in the various war industries, and is backed in this activity by the full authority of the California State Federation of Labor.

Investigation of Shipyard Accidents

Because of the alarming growth of accidents in the shipyards in the Bay area, the Federation became seriously concerned with the problem of solving this serious impediment to production in this vital industry. Not only do accidents victimize the individual workers, but statistics show that they contribute to a greater loss of man production hours than the combination of all other causes.

The Federation's attention was called to an astounding condition in a Richmond shipyard where seven deaths occurred in one week. Apparently even this frightful number of fatalities was not so much above the average. The Federation immediately contacted the Industrial Accident Commission and requested that a Board of Inquiry be established to investigate the causes for these accidents and deaths. The Federation was of the opinion that failure to enforce safety provisions in accordance with State laws undoubtedly played a part in this undesirable consequence. It was also suggested to the Industrial Accident Commission that a representative of the Federation be permitted to accompany their safety engineer on trips of investigation in the shipyards. The Commission replied that it would be glad to comply with the Federation's request, and the Federation now is engaged in looking into this whole question.

A number of issues of our *News Letter* were also devoted to this question so that the membership of the unions would be informed of all developments pertaining to this problem that so vitally and directly involves them.

Inadequate Safety Facilities in Barium Modesto Products

Among the numerous cases handled by the Federation dealing with safety provisions to protect the health of the workers was the Barium Modesto Products, Ltd. A complaint against this company was received from the Laborers in Modesto for the complete inadequacy of safety measures in its plant, resulting in a great amount of dust which caused a large number of cases of chest trouble among the employees, and its failure to take any ameliorative measures regarding the extreme heat, which brought considerable suffering to the workers. We took this case up with the Industrial Accident Commission and the Director of the Industrial Relations informed us that it would be investigated thoroughly.

Several weeks later we received a report from the Safety Engineer of the Industrial Accident Provisions Bureau of the Commission, which among other things, introduced a number of reforms. A copy of this report was forwarded to brother Stewart Scofield, business representative of Laborers' Union No. 1130 in Modesto, and he wrote us informing us that several changes had been made since the investigation by the Commission, and that the manager of the plant had agreed to make other changes as soon as materials were available. In my opinion, this matter was handled very satisfactorily.

III

LEGAL

Report of Attorney Clarence E. Todd

Anti-Labor Ordinances

The attack on the constitutional rights of labor during the past year or two has generally been made by means of anti-labor ordinances in counties and cities, and anti-labor statutes in the State Legislature. This applies not only to California but to other states as well. The ordinances which are now the subject of attack in California may be grouped under three general heads:

1. The secondary boycott, or "little Slave Bill" ordinances.

These, of course, are copies of Slave Bill 877 and are backed by the same people who put that iniquitous measure through the Legislature. This type of legislation seeks to outlaw the secondary boycott, with the idea, evidently, that this somewhat limited form of attack may succeed where more comprehensive measures like Proposition No. 1 of 1938 have failed.

2. Licensing ordinances.

These seek to hamper the right of organization through organizers or other officers of the union, or the right to picket, by requiring city or county licenses for those particular activities. Ordinances of this type have been passed in Redding, San Gabriel and Palm Springs. The Redding ordinance, which we are now fighting vigorously, gives the City Council exclusive and arbitrary power to grant or deny a license to union organizers or any

union official whose duties consist in whole or in part of taking applications for membership. The San Gabriel and Palm Springs ordinances require licenses for picketing.

The legal propositions involved are, first, the undoubted right of the city in some instances to require licenses for certain kinds of business. On the other hand, we have the policy of the State of California, expressed in our Labor Code, that labor organization is to be encouraged and not penalized. We have the proposition that a union officer who received applications for membership is not engaged in a business for which a license can be required, and we have the general constitutional proposition that the attempt to deny a license to an organizer is a denial of constitutional rights.

Heretofore, we have been on rather strong grounds because of decisions of the Supreme Court of the United States denying to a city officer or board the right to deny permission for a public meeting, and denying the right to require a license for the distribution of handbills or literature, some of the cases referring specifically to religious literature.

A recent decision of the Supreme Court of the United States, however, has not done us any good along this line. This was a decision which upheld the right of the City Council of Opelika, Oklahoma to require a license from a certain religious organization for the distribution of literature where a small price was obtained for the literature thus distributed. This decision, I am glad to say, was by five justices of the Supreme Court only; the other four—Chief Justice Stone, Justice Black, Justice Douglas and Justice Murphy dissenting most vigorously in several separate opinions, pointing out that this is a denial of freedom of religion, as well as freedom of speech.

Again, the question of whether a few dollars a year shall be paid as license fees is not so important as the power to deny a license for the distribution of literature, and if the distribution of religious tracts and pamphlets can be thus abridged and interfered with, the right of Organized Labor to picket by means of handbills will not long survive. This decision illustrates the shifting character of legal pronouncements which are coming down in these confused times, and the necessity for the most thorough and painstaking work in comparing and distinguishing the different rulings.

3. General anti-labor ordinances.

These are ordinances in imitation of statutes which are being passed in some states, notably in Wisconsin. This type of ordinance is represented by those passed in Susanville and Pasadena and threatened in Paso Robles. These ordinances first seek to make a closed shop contract unlawful, and then make it unlawful to picket pursuant to a demand for a closed shop contract. In Wisconsin, the so-called "Employment Peace Act" makes it unlawful to picket except pursuant to a strike authorized by a majority of the employees of the particular plant. The anti-picketing ordinance passed in Los Angeles prior to the

campaign for Proposition No. 1 in 1938 was of the same type and was held unconstitutional by the Appellate Department of the Los Angeles Superior Court.

The test of the lawfulness of peaceful picketing is whether the picketing is in fact peaceful. The Supreme Court of California has recently added another test, that is, truthfulness, but we need not concern ourselves much with that, because it is very rarely that banners carried by pickets will tell any falsehoods about the unfair employer.

When the Wisconsin Employment Peace Act came before the Supreme Court of the United States in a case where an injunction was upheld by the Supreme Court of Wisconsin, the act was upheld in that particular case only because the picketing had been accompanied by violence. Similarly, in California, the Yuba County ordinance was held unconstitutional and void by the Supreme Court of California in the Bell case in so far as it prohibited peaceful picketing, but the ordinance was upheld so far as it prohibited violence.

Just now, the anti-labor forces are jubilant over the decision of the Supreme Court of the United States in the Ritter's Cafe case where the building trades were not allowed to picket a restaurant which was fully unionized and in which no labor dispute whatever existed because of a dispute over the construction of another building by Ritter but not connected with the restaurant business, and situated a mile and a half away. The anti-labor interests believe that they have forced a crack in the wall and have discovered a test for the lawfulness of picketing which is not peacefulness and truthfulness. However, we may disagree with this decision as did several members of the Supreme Court, it really does nothing more than require that the picketing to publicize a dispute must be at or near where the dispute occurs, namely, in the Ritter's Cafe case, at the building which was being unfairly constructed.

We have been very much gratified at the decisions of our higher courts in recent years upholding the constitutional rights of labor, but we should not expect the anti-labor forces to take this lying down. The fight is not over, and we must keep vigilant watch to see that our hard won gains are not stolen away from us.

"Little Slave Bill" Ordinances

Vandeleur vs. Santa Rosa—Sonoma County

This is the first of the "little Slave Bill" cases. As soon as we had succeeded in holding up Slave Bill 877 by referendum, counties and cities in sections of the State controlled by the Associated Farmers and by reactionary employers' groups began a campaign to pass ordinances which were identical in language with the Slave Bill, but which generally added criminal penalties for violation of the ordinance. The particular ordinance introduced in the City Council of Santa Rosa was notable for the long fight made by the labor organizations of Sonoma County, with the active as-

sistance of the State Federation of Labor, to prevent the passage of the ordinance.

When the ordinance was introduced on September 12, 1941, the City Council very properly took the same action which was taken by the members of the Legislature when the Slave Bill was before it, that is, they asked for legal advice as to its validity, and the opinion prepared by Mr. Hitchcock, the City Attorney, was even stronger than the opinion of the Attorney General and Legislative Counsel with regard to the State statute. Mr. Hitchcock declared the ordinance unconstitutional on two principal grounds: first, as a denial of the right of free speech; and second, as establishing involuntary servitude. In spite of this opinion, however, the Employers Council and Associated Farmers continued their pressure to force the adoption of the ordinance, and it was finally passed on November 12 by a vote of four to one. The one dissenting member took the floor and explained that he, as an employer, believed the ordinance to be unwise and that he could not support it.

On January 7, 1942, the State Federation of Labor filed a suit against the City of Santa Rosa to set aside the ordinance, and secured in the Superior Court an order to show cause why an injunction should not issue to prevent its enforcement. Before the time set for the hearing of the order to show cause, I received a telephone message from the City Attorney who said that the Major was in his office at the time and he assured me that the ordinance would be repealed at the next meeting of the City Council, which was done on January 20.

Vandeleur vs. City of Modesto—Stanislaus County

The City of Modesto passed its "little Slave Bill" ordinance on November 5, 1941, in response to violent demands, particularly from the Associated Farmers and other anti-labor elements in that portion of the State. It may be recalled that some years previously, in response to a similar outburst of intolerance and hatred against labor unions, an anti-picketing ordinance had been passed in the City of Modesto with florid announcement in the preamble that its purpose was to preserve industrial peace in Modesto, and that it was passed in consequence of union violence, etc., etc. That ordinance was declared void by the Superior Court on the suit of the State Federation of Labor.

Modesto's anti-secondary boycott ordinance survived without any attempt made to enforce it until a suit was filed by the attorneys for the State Federation of Labor. The suit was filed on February 10, 1942, and thereafter the City Council repealed the ordinance.

Vandeleur vs. County of Tulare

The supervisors of Tulare County passed their "little Slave Bill" ordinance under pressure from the Associated Farmers on November 12, 1941. On February 9, 1942, a suit was filed against the County to enjoin the enforcement of the ordinance and to have the ordinance declared void. Superior Judge Lamber-son of Tulare County, who has never been

known as a friend to Organized Labor, was so impressed by the legal showing that he issued a temporary restraining order forbidding the Supervisors, the Sheriff and the District Attorney from taking any steps to enforce the ordinance until such time as its constitutionality could be passed upon by the court. Later, the District Attorney informed the attorney for the State Federation of Labor that the ordinance had been repealed and it would not be necessary to go further with the hearing.

Vandeleur vs. County of Stanislaus

This "little Slave Bill" ordinance, the first to be actually enacted, was passed by the Supervisors of Stanislaus County on October 15, 1941, amid an atmosphere of such hostility to labor unions that some slight alarm was felt by some of our timid friends and supporters. Other counties and cities followed the example of Stanislaus County and passed similar ordinances, as reported herein.

Although normal union activities against unfair employers continued in Stanislaus County, including acts clearly prohibited by the ordinance, the enforcement officers of the County took no steps to enforce it, evidently realizing its unconstitutional character from the very start. Suit was filed against the County on June 24, 1942, and on the very day on which the Sheriff reported the service of summons on the County, its supervisors and other officers, a letter was received from the District Attorney announcing that the ordinance had been repealed on July 13, 1942.

This was the last of the "little Slave Bill" cases. In each instance, no matter how violent the pressure from employers' councils and Associated Farmers for the passage of the ordinance, and no matter how dire the threats of enforcement, the legislative body of the county or city involved has promptly repealed the ordinance as soon as it was attacked in court. This tends to bear out our belief that Slave Bill 877 is unconstitutional, and even if adopted by the people, would never survive a court hearing.

Visalia, Kings County, Merced County

The City Council of Visalia and the Board of Supervisors of Kings County also yielded to pressure and fell into line, passing their "little Slave Bill" ordinance on November 17 and November 26, 1941, respectively. Union activities have continued as usual, and no attempts have been made to enforce the ordinances, in spite of the fact that no suit has been brought against either.

Since a restraining order was filed against Tulare County, of which Visalia is the County Seat, and the Supervisors were obliged to repeal their "little Slave Bill" ordinance, it proved unnecessary to take action against Visalia. Because no Labor Council exists in Kings County, and only two or three local unions, the ultimate disposal of this consistently unenforced ordinance will be effected by the ultimate disposal of Slave Bill 877, unless the Supervisors decide in the meantime to repeal it because of its uselessness.

Soon after the passage of the Hot Cargo ordinance of Stanislaus County, representatives of the Associated Farmers appeared before the Board of Supervisors of Merced County with a demand that the same ordinance be passed in that county. I appeared before the Board at that time, along with some of the most active members of the Merced County Labor Council, and arguments for and against the proposal continued for about half a day. At the end of the argument, the Supervisors decided to await developments before passing such an ordinance.

This action was typical in a number of other instances in which city councils and boards of supervisors refused to be stampeded into enacting these ordinances. In the end, employers and farmers' groups themselves realized that the move was ill-advised, to say the least, and called off the campaign.

Licensing Ordinances

The Redding Ordinance Case (People vs. Porterfield)

This is the type of anti-labor ordinance found in some municipalities which is causing us a great deal of trouble. It attempts to outlaw organization activity of unions by requiring a license for every organizer and placing complete and uncontrolled power in the hands of the City Council to grant or deny the license. This ordinance was adopted in 1938 and succeeded a previous ordinance aimed directly at labor unions by name. This ordinance is more cleverly drawn, but its implication is unmistakable. It requires a license fee of \$5.00 per quarter. If this were all there is to the ordinance, it would probably not be worthwhile to make a fight about it, but the right to grant a license also implies the right to deny the license, and this is the entering wedge, the camel's nose under the tent, which we must resist at all hazards.

Within the last year, attempts have been made to enforce the ordinance, which brought the State Federation of Labor into the field. The case has been fought out in the local courts in Redding through two Police Court actions and one application to the Superior Court for a writ of habeas corpus, which was denied. There has now been a conviction of Mr. Porterfield, Business Representative of Laborers Local 961.

This case involved the same legal principles raised and adjudicated in the Hague case, involving the anti-assembly ordinance of Jersey City, and the four cases considered together by the Supreme Court of the United States under the name of *Schneider vs. New Jersey*, and including the case of *Young vs. California*, which involved anti-handbill ordinances of California, Wisconsin, New Jersey, and Massachusetts, where very strong language is used to the effect that unlimited discretion cannot be reposed in an official, or official body, to grant or deny a license for a lawful activity (very similar, indeed, to the language in the Hague case just referred to).

In one of the four consolidated cases, a certain religious organization was held by the Supreme Court of the United States to have

the constitutional right to distribute its literature in a peaceable manner and without the obtaining of a license at the uncontrolled discretion of the particular official to whom the right to give or refuse a license was given.

Since this Redding case has been pending in Court, however, the Supreme Court of the United States has handed down the decision, previously referred to, in the case of *Jones vs. City of Opelika*, in which it was held that under a municipal ordinance which required a license where literature was sold, this very same religious organization could be required to pay a license fee.

The Redding case is now being taken to the Superior Court of Shasta County on an appeal from the decision of the City court. In case of an adverse ruling, the ordinance will then be submitted to the District Court of Appeal on a petition for a writ of habeas corpus and in case of an unfavorable decision there, to the Supreme Court in a similar proceeding.

In several other cities, such as Palm Springs and San Gabriel, where similar ordinances have been adopted, the city officials are waiting the final decision in this case before deciding whether to enforce or drop the particular ordinance.

General Anti-Labor Ordinances

Susanville (*Coffin vs. Retail Clerks*)

This is an anti-labor ordinance which seeks to prevent the exercise by Organized Labor of the constitutional right of free speech by a device which is being tried out in various parts of the country. The State of Wisconsin, after the dethronement of the progressive La-Follette regime, passed a strict anti-labor statute under the name of the Wisconsin Employment Peace Act. This provides that economic pressure by boycott or picketing is an "unfair labor practice" unless the action has been approved by a majority of the employees in the particular plant. The Susanville ordinance attempts to copy or imitate this Wisconsin statute by making it unlawful to picket in the absence of the approval of a similar proportion of the employees.

Now, it is an interesting fact that when the Wisconsin statute came before the Supreme Court of Wisconsin on an appeal from an injunction prohibiting picketing under the statute, the Wisconsin Court, after considerable backing and filling, finally decided that the injunction was only against violence and did not prohibit the exercise of the right of free speech by peaceful picketing. When I argued the Susanville ordinance before the Superior Court in Lassen County, I pointed out that in California, the only test of the lawfulness of picketing by a union to announce the existence of a boycott against an unfair employer is the lawfulness of the means employed.

If the picketing is peaceful in fact, no court has a right to say that the picketing should be forbidden because the court believes that the motive or object is for some reason improper or distasteful to the judge. This principle of the absolute right to picket peacefully as an exercise of the constitutional right of free

speech must be defended by Organized Labor at all hazards. This right is being attacked for many reasons and on many legal theories. So far, we have been able to fight off these attacks but ceaseless vigilance is required to meet all of the new misinterpretations of the law which are brought up to support these attempts to deny the right of free speech to Organized Labor.

The validity of this ordinance has been argued once before the Superior Court in Lassen County and the ordinance held invalid. The ordinance has now been amended and a new application for injunction has been made. Demurrers have been filed and the matter will be argued again as soon as a date can be arranged which is convenient both to court and to counsel.

Pasadena

This ordinance was introduced in the City Council of Pasadena soon after the passage of the ordinance in Susanville. The City Attorney of Pasadena had the advantage of reading the decision of the Superior Court in Lassen County in which the Susanville ordinance was set aside, and the Pasadena ordinance attempts to avoid some of the most glaring errors in the Susanville enactment. The immediate occasion for the demand in Pasadena was that one food market refused to go along with the same contract and the same conditions as all the other food markets in Pasadena and vicinity.

I went to Pasadena and appeared before the City Council. The large meeting hall was jammed with representatives of various organizations: the Women of the Pacific, Employers' Councils, Associated Farmers, and other organizations who did not belong there, such as the American Legion. When I showed the City Council the various respects in which the ordinance would be unconstitutional and challenged correction of any mistake or misstatement which I might make from the assembled attorneys for the City of Pasadena and the Employers Council, the demand went on with more violence than ever for the passage of the ordinance, regardless of its constitutionality.

After the passage of the ordinance, a suit was brought to enforce the ordinance and for an injunction against peaceful picketing. After legal argument in the Superior Court in Los Angeles County, the ordinance was held unconstitutional and void in so far as it sought to prevent peaceful picketing.

Paso Robles

Closely following the Susanville and Pasadena ordinances, an attempt was made to put an ordinance through the City Council of Paso Robles. I made two trips to Paso Robles when the ordinance was to come before the City Council, and in each case, conferred at length with the City Attorney. The City Attorney is an intelligent lawyer and had made some research himself into the law and the late decisions on this question. I presented him with further authorities and the result was that he advised the City Council that under the law as

it stands at present, the ordinance would probably be declared unconstitutional and the matter was therefore postponed indefinitely.

Picketing and Boycott Cases

Chrisman vs. Culinary Workers—Fresno County

This was a case in which an injunction was issued against the Culinary Workers of Fresno to prevent a boycott and peaceful picketing. After the injunction had been granted and final judgment rendered, the State Federation of Labor was called into the case. We took an appeal and were successful, the opinion of Justice Marks of the District Court of Appeal having been referred to in our report to the Federation last year. However, Justice Marks gave the plaintiff the right to amend his complaint if he saw fit to do so, and therefore, the case is still technically pending in Fresno County. Further proceedings are contemplated which will be reported to the Federation when taken.

Live Oak Dairy vs. Teamsters } Santa Barbara Riviera Dairy vs. Teamsters } County

The above suits were filed against Teamsters Union Local 914, the International Brotherhood of Teamsters, and a large number of defendants, including the Golden State Dairy Company and the drivers who went out on strike against the two plaintiff dairies pursuant to their demand to make deliveries in the daytime rather than at night was a violation of the Cartwright Act, that is to say, an interference with commerce and trade. It was also claimed that the striking drivers had disclosed the names of the customers whom they served to the Golden State Company, although there was no allegation that the customers had been lost to the plaintiff dairies or had been definitely taken over by the Golden State Company.

Demurrers to the original complaint were filed and the matter was argued before Judge Drapeau of Ventura County who was called in to hear the case. Judge Drapeau sustained the demurrers, holding, however, that there might be a possibility of a cause of action against the drivers and the Golden State Company for disclosure of trade secrets, although none was sufficiently or properly stated in the original complaints. For that reason only, he gave the plaintiffs an opportunity to amend their complaints.

After the matters had been argued a second time, the plaintiffs decided to take back all of the striking drivers under exactly the same contract which the employers had previously broken, and they dismissed the case against the Teamsters International, Teamsters Local 914 and its officers, leaving the drivers and the Golden State Company as the sole defendants. On June 13, 1942, Judge Drapeau entered judgment in favor of these remaining defendants by sustaining the demurrers to the amended complaints without leave to amend.

These cases raised a very important question of law which has been injected into several other Federation cases which I have defended, namely, the contention that an effective boycott is unlawful as being in restraint

of trade. The famous Overland cases which involved certain practices of the Printers Board of Trade of San Francisco some 25 years ago are cited in all these cases. However, our defense to this charge of restraint of trade is that a boycott is a constitutional right and that it has frequently been held by the Supreme Court of the United States that such boycott, if effective, will naturally cause a restraint of trade, but that this restraint of trade is not what is referred to in the Sherman Act. The same reasoning, of course, applies to the Cartwright Act which is a statute of California similar to the Sherman Act.

Chase vs. Teamsters—Ventura County

This is a suit brought by a bitterly non-union dairy company against the Teamsters and other labor organizations in Ventura County and also against various other dealers in milk products in that County which have union contracts. The original complaint, covering 32 pages, alleges a boycott, and claims that while the plaintiff has a right to refuse to deal with Organized Labor on constitutional grounds, the labor unions have no right to refuse to buy his products, and that the other milk dealers have no right to refuse to sell to him or to buy from him. It is claimed that this is in some way a restraint of trade under the Cartwright Act, and double damages are sought as well as an injunction in the broadest possible terms.

Demurrers and answering affidavits were filed by various defendants, the Labor defendants being represented by the attorney for the State Federation of Labor, and the matter was to have been argued on July 28th, 1942. An impressive list of attorneys for the various defendants appeared in court, including at least two former superior judges. After a lengthy wrangle, the attorney for the plaintiff stated that he must amend his complaint and asked the consent of the defendants that he be allowed to do so.

This is another case similar to the Live Oak and Riviera Dairy Cases in Santa Barbara, where it is claimed that a boycott is a violation of the Cartwright Act and is in restraint of trade. The lawyer for the plaintiff seems to have a good deal of trouble in getting his complaint in form satisfactory to himself, and I think we have legal authorities to answer every single contention. The law governing this case is the same as that which was cited to the Court successfully in the Live Oak and Riviera Cases.

Tomlinson vs. Woolworth—Contra Costa County

This case grew out of a suit by the Woolworth Corporation against the Retail Clerks in Contra Costa County. The Woolworth Company attempted to secure an injunction against picketing. The Court issued a preliminary injunction and on the demand of the Retail Clerks, the court required a bond of \$1,000.00. After trial of the action, the court denied a permanent injunction and ordered the case dismissed.

A suit was then filed by the Retail Clerks against the Woolworth Company and the bonding company which had posted the bond, to recover costs and attorney's fees. Voluntary settlement was made under which the sum of \$500.00 was paid.

This case is in line with the policy of the State Federation to follow up all matters on which an injunction is sought against a union. Where a temporary injunction is issued against a union and a bond is posted as required by law, the union, if successful in the suit, has a right to recover its damages. This policy of insisting upon the collection of such damages will make the anti-labor employer very cautious about filing a suit for an injunction against a labor organization.

Pezold vs. Amalgamated Meat Cutters—Ventura County

This is a case in which an injunction against picketing and a judgment for damages were entered in Ventura County in February, 1941. The State Federation of Labor was called into the case to take the appeal. Printed briefs were filed, and the matter was argued before the District Court of Appeal in Santa Barbara on July 15, 1942.

The injunction in this case should never have been granted, as the suit was filed in 1937 and the only ground urged by the plaintiff for an injunction was that the union had no right to picket because the employees of the plaintiff employer were not members of the union. Many affidavits were filed in the case, as well as a number of photographs, which indicated that on certain occasions, there were a good many pickets, and that they were sometimes close enough together to furnish some obstruction to traffic. By the time the judgment was entered—three or four years after the picketing—the Supreme Court of the United States in the *Meadowmoor* case, affirmed a decision of the Illinois Supreme Court which prohibited all picketing because the pickets had committed acts of violence. While there were no acts of violence shown in the Pezold case, still it was contended by the plaintiff's attorney that the obstruction of the sidewalk and certain statements made by the pickets constituted violence and threats of violence. Then, to make the matter worse, by the time the case came on for argument before the District Court of Appeal, the Supreme Court of California rendered its decision in the *Steiner* case and upheld an injunction against a CIO union preventing peaceful picketing because of acts of violence.

About a year ago, we won the case previously referred to, of *Chrisman vs. Culinary Workers* before the District Court of Appeal for the Fourth District in Fresno. In that case also, an injunction against picketing had been granted before the Federation came into the case. I argued to the Appellate Court in the Pezold case that the facts were very similar to those in the *Chrisman* case where it appeared that on the first night after the restaurant had been placed on the unfair list, quite a number of members of the union staged a demonstration in front of the unfair restau-

rant and really did make considerable noise, possibly too much, but the District Court of Appeal had held that this was not sufficient to warrant an injunction against all picketing, and reversed the judgment.

The District Court of Appeal for the Second District also reversed the judgment in the *Pezold* case, thus proving that judges can see through a fictitious statement of facts ("screening reality," in the language of a recent decision of the Supreme Court of the United States). In reversing judgment in this case, the court sent it down for a new trial. It is extremely doubtful, however, if the other side will ever bring it on for trial again, as it would have to be tried subject to this decision of the District Court of Appeal.

Wright vs. Culinary Workers—Napa County

This is an old picketing case in which suit was brought in April, 1940, against the Culinary Workers in Napa for an injunction against picketing. We won a notable victory on that occasion, and the decision in our favor of Judge Percy King was widely quoted and referred to.

The plaintiffs gave notice of an appeal although they took no further action, but the case remained undisposed of. In October, 1941, I demanded of the attorney for the plaintiffs that he dismiss the appeal, which was done by stipulation on October 10, 1941.

Other Legal Matters

Fuller vs. Supervisors—Tulare County

This case involved a very important question of public policy, namely, the hiring by counties and cities of lobbyists, in this case, the employing by certain counties in the San Joaquin Valley of a corporation to lobby with respect to the Central Valley Power Project. It was reported by the Tulare County Labor Council that the individual representing the corporation which was employed was actually working against the project to the great detriment of the people of California, and the success of the public ownership.

On looking into the situation, I found that the supervisors had actually employed a corporation to act as a lobbyist, although it was well understood that a certain individual would do the lobbying. There is no question that under the law they would have the right to hire an individual as a lobbyist, but since there was considerable interest in the matter among public ownership advocates, it seemed worthwhile to attack the action of the supervisors in order to compel them to obey the law. A suit was filed, but before it came on for hearing, the supervisors rescinded their former action and employed this particular lobbyist in a manner which probably would not be subject to successful attack. Since we had accomplished our purpose of compelling them to obey the law, it did not seem worthwhile to proceed further with the litigation.

Kavanagh vs. Willaford—San Francisco

This is a case brought on behalf of the Boxmakers against the CIO for the recovery of certain money taken by the CIO at the

time they raided the Boxmakers Union. Some of the money has been reclaimed in other proceedings. The attorneys for the CIO are making a very hard technical fight on this matter but we hope to have it at issue and cleared up without much further delay.

Bentley vs. Mountain—Marin County

This case arose out of a very complicated dispute between the Beauticians of San Rafael and the shop owners. There is no question that the shop owners violated the agreement and carried off the shop cards. A suit was filed and the case pressed vigorously through the Superior Court, Appellate Court, and up to the Supreme Court. The Superior Court refused to give us any relief, the Appellate Court affirmed the decision on various highly technical grounds, and it was not possible to secure a rehearing from the Supreme Court. The theory on which we presented the action was that the courts have the right to enjoin any interference with a valid subsisting contract. This is a principle of law very valuable and very important to labor just at this time because lawless employers up and down the state are attempting to interfere with contracts entered into by other employers.

The Appellate Court's decision did not deny this principle, therefore, the case as a precedent cannot be used against us to any appreciable extent.

U. S. vs. Lumber Products

This is the case in which various building trades unions and councils were prosecuted along with many dealers in wood products in the Federal Court under the Sherman Act. On behalf of the Federation, I represented the Alameda County Building Trades Council. After a trial of five or six weeks, the jury, under the highly unfavorable instructions of the Federal Judge, rendered a verdict against all the defendants who stood trial. An appeal is now being taken to the Circuit Court of Appeals.

The case involves the right of peaceful boycott and peaceful picketing which we claim are not in violation of the Sherman Act. We feel that we have the decisions of the Supreme Court of the United States to support us, and we are very confident of success on the appeal.

Santa Clara County Building Trades Matters

For some time past the Santa Clara County Building Trades Council has been having trouble with a small number of contractors who refuse to conduct their business on a fair basis. Notices have been sent at various times to these unfair contractors, notifying them of their delinquency and suggesting that proceedings by way of boycott would be instituted against them unless they brought themselves into line. These various communications have been submitted to me and in some cases I have drafted the form of the notice. So far no open trouble has developed in these various matters with the exception of certain law suits in times past, all of which have been reported to the Federation.

Associated Farmers vs. Stewart—Tulare County

This case, and the companion case in the Supreme and Appellate Courts of Stewart vs. Superior Court, arose out of an impudent and brazen attempt by the Associated Farmers to prevent the certification of signatures on the Slave Bill referendum. This suit was apparently intended to be the first of a series of suits against county clerks in different counties so as to disqualify a sufficient number of signatures to prevent the referendum from going on the ballot. This far-reaching plan is made evident by the fact that the complaint and other papers were mimeographed.

The technical point relied upon by the Associated Farmers was the claim that after a petition had been filed with the clerk, the precinct numbers could not be added after the name of each voter. If this attempt had been successful down the line, it would have disqualified many thousands of signatures in practically all of the counties of the State except the large metropolitan centers. It is well known that in the smaller counties of the State, there is no one who is capable of efficiently precincting the signatures except the county clerk or some of his deputies. It is common practice for the proponents of a petition to arrange with the county clerk to do the precincting and to be paid for any extra help which he is compelled to employ for that purpose. That was the course taken in Tulare County.

It was unfortunate that the attorneys for the Associated Farmers were able to point to a provision of the Elections Code and also to certain language heretofore used by our Supreme Court to support their position that after the petition was filed, no precincting could legally be done on the petition.

When the case came on for hearing in Tulare County, we found that a visiting judge had been called in who was not particularly sympathetic with labor anyhow, and who took an extreme technical view of the issue. He granted an injunction against the certification of the signatures by the county clerk.

Thereafter, and in order to settle the issue for future campaigns, I took the case first to the District Court of Appeal, where I received a prompt and adverse decision; then, to the Supreme Court of California, setting out elaborately my view of the law to the effect that the county clerk had the right to add the precinct numbers after the petition was filed. The Supreme Court granted an alternative writ of prohibition forbidding the Superior Court to proceed further with the case. By that time, the time for filing petitions had expired, the referendum was on the ballot, and there was no need for any further proceedings, so when the matter was called in the Supreme Court, it was dismissed for that reason. The granting of the alternative writ of prohibition, however, is a precedent which will protect us in case of any further trouble of the same character.

Legality of Repeal of Referendum

A legal question arose as to whether Slave Bill 877 can legally be repealed prior to the vote of the people in November. There seemed

to be some difference of opinion among lawyers. I investigated the law on the subject and decided that under the provisions of our California Constitution and the decisions of the courts in California, the Legislature has power to repeal the bill at any time prior to the vote of the people.

Insurance Code Amendments (A. B. 1400)

This matter has caused a great deal of trouble and confusion in the ranks of labor and has required a considerable amount of legal research. The 1941 Legislature passed A. B. 1400 which, among other things, provided that any association paying benefits to its members (including, of course, labor unions) must incorporate, and the corporation thus formed must register with the Insurance Department and be subject to the insurance laws the same as other insurance companies.

As soon as the law went into effect, demands were made by the Insurance Commission's office upon labor bodies to make application immediately for "exemption," but this matter of exemption is a delusion and a snare, because the union must first incorporate before it is in a position under the law to ask for exemption, and if it should receive from the Insurance Department a certificate of "exemption," it would still be subject to a list of insurance laws requiring a whole page to list the respective sections of the law. Although other organizations such as fraternal orders would be equally subject to the law, it seems that an intensive effort was made with regard to labor unions only, many fraternal orders not receiving any such notice at all.

On learning of the situation, I immediately made an analysis of the new amendments to the Insurance Code which I found in hopeless confusion, and compared them with the provisions of the law now in effect, and advised the Federation that—first, the law is in such confusion as probably to be unenforceable; second, labor unions paying benefits only as incidental to their other activities are not in the insurance business, and cannot, therefore, be brought under the jurisdiction of the Insurance Commissioner; and, third, that enforcement of the law against labor unions and not against fraternal orders would be unconstitutional discrimination. The basis for the last objection is that ever since 1911 certain large fraternal orders have been exempt by name from certain requirements which are now sought to be applied against labor unions.

Many conferences were held with the Insurance Commissioner and deputies in his office; also with representatives of fraternal orders and other organizations which would be subject to the law. In the meantime, the State Federation of Labor advised labor unions to pay no attention to the law until it should be adjudicated by a court decision that they were liable. In fact, we put up such a bold front that the Insurance Commissioner has not put pressure on the unions to compel incorporation and other compliance with the law. Certain labor unions, we are told, ignored the advice of the State Federation of Labor and

have been complying with the new law. These unions have simply placed burdens upon their own shoulders which could have been avoided by following the advice of the State Federation of Labor.

A suit was brought in Los Angeles County by a small fraternal order against the Insurance Commissioner to prevent enforcement of the law. I secured copies of all papers in the case, watched the proceedings carefully and attended in court in Los Angeles when the matter was tried. The Superior Court gave a decision against the Insurance Commissioner. I believe that no further attempt will be made to enforce the law against labor unions, but that at the forthcoming session of the Legislature, an attempt will be made to amend the law in some way and possibly then to seek enforcement against labor unions. The matter should be watched carefully in the Legislature as well as in court.

Senatorial Reapportionment

Due to the present law fixing senatorial districts and providing for not more than one senator to a county, no matter how large the county, Labor has been hopelessly and overwhelmingly outvoted in the United States Senate since the passage of the new law. Under the direction of Secretary Vendeleur, I prepared a new bill which, when adopted by the people as an initiative measure will give to the metropolitan areas, Los Angeles, San Francisco and Alameda Counties, a more adequate representation in the State Senate and will thus give Labor an opportunity to protect itself to some extent. This bill entailed considerable work, not only in legal research in order to have the matter in proper legal shape, and many consultations with the office of the Legislative Counsel to that end, but took considerable time due to the difficulty of procuring accurate maps of the present assembly districts in the large counties of the State, particularly, Los Angeles County.

Report of Attorney C. J. Janigian

Advice to Unions

During the past year I have, on innumerable occasions, given legal advice, both written and oral, to unions and to their members. This scope of my work has increased greatly since the preceding year. More and more unions are writing, asking for an opinion as to their rights under collective bargaining agreements, and also as to the rights of their members in unemployment compensation cases and Workmen's Compensation cases.

Unions affiliated with the California State Federation of Labor have likewise consulted me with respect to their rights under the National Labor Relations Act in connection with matters in conciliation and matters pending before the War Labor Board. It is to be anticipated that the scope of the activities of the War Labor Board will continue to grow, so that more time and attention may be given to this phase of legal work than to any other.

Workmen's Compensation Cases

Literally hundreds of requests have been received from affiliates of the California State Federation of Labor for assistance in workmen's compensation cases. In the majority of cases it has been possible to make the necessary adjustment by taking the matter up directly with the insurance company involved. In numerous other cases it has been necessary to fight the cases through the Industrial Accident Commission. All cases before the Commission have been vigorously fought, with the assistance of a staff of competent medical doctors who have helped present the medical aspects of such cases.

Within the past year I have participated in 170 hearings before the Industrial Accident Commission. Neither time nor space will permit the making of even a brief statement concerning each of these cases. I will, therefore, point out a few cases of wide interest to the Labor movement, which were handled during the year:

Eye Cases

In the winter of 1941-42 an eye disease became very prevalent in the shipyards of the San Francisco Bay district, being more pronounced in the Bethlehem shipyards than in any other. Applications were filed on behalf of fourteen injured employees, employed at the Bethlehem shipyards, and these cases were consolidated for the purposes of a hearing. There were many other cases involved than these fourteen, but these were picked because collectively, they presented every possible situation that would come up with reference to such cases.

At hearings conducted before the Industrial Accident Commission several eminent eye specialists were called as witnesses for the Bethlehem Steel Company, testifying that this eye condition was due to a disease which was generally prevalent in northern California and had previously been known to exist in Hawaii and India. On behalf of the injured men, we produced only one doctor, a pathologist, who, however, gave very pertinent and helpful testimony. He testified that injury would lower the resistance of the eyes and thereby make the eyes more susceptible to disease. He also pointed out that throwing many thousands of workers from all parts of the State into these shipyards helps to bring about epidemics such as these eye conditions.

After lengthy hearings, the Commission decided that these cases were compensable for the reason that the disease was of epidemic proportions only in the shipyards, and therefore it was a hazard of employment. Evidence was also introduced to show that the company had been negligent in the treatment of these cases, and that in almost every instance some injury to the eye had preceded the actual onset of the disease.

This case was subsequently appealed by the Bethlehem Steel Company to the District Court of Appeals, which affirmed the Commission's decision. The company has now filed a petition for a hearing by the Supreme

Court, but it is anticipated that it will be denied by the Supreme Court.

Subsequent to the hearing of the Bethlehem cases, others have been heard which involve not only the Bethlehem but other Bay area shipyards, and in each instance an award has been made by the Commission for the employees.

Lehr vs. Dow Chemical Company

This case is significant in that it establishes a precedent. Lehr was one of those employed in the zanthiate department of the Dow Chemical Company, and some years ago became quite sick, the symptoms consisting of excessive fatigue, irritability and pain particularly in the legs and arms. We suspected that the symptoms were due to some obscure poison which Lehr had been absorbing in the course of his work.

A very thorough investigation was made, involving actual interviews with nearly everyone who had been employed in that department in recent years. This disclosed that others also had been similarly affected. Following these investigations, I filed an application on behalf of Lehr, and following protracted hearings in which the State Compensation Insurance Fund vigorously opposed the payment of compensation to Lehr, an award was made by the Commission finding that Lehr's condition was caused by disulphide poisoning contracted in the course of his employment. The Commission ordered payment of full compensation, plus payment for medical expenses. Compensation covering almost a year and a half was paid by the State Fund, following which the case was settled for \$3,500.

MacDuff vs. Colonial Insurance Company

This case was the means of bringing forcibly to the attention of the Commission and others, the fact that the Industrial Accident Commission was, to a large degree, still following its former unjust practice of predating compensation upon earnings averaged over some period of time prior to the time of injury. That practice has been eliminated in San Francisco, so that the uniform policy in the Commission's San Francisco offices requires compensation to be based upon the regular weekly rate of pay. Since the case was heard the Referee has indicated definitely that MacDuff's compensation will be \$25, the maximum payment allowed by law, instead of \$21.61, the rate of compensation paid by the insurance carrier.

The MacDuff case also brought to the fore the activities of one Arthur R. Greene, who, working under the alias of "Doc" Savage, has been able to gain the confidence of injured employees in the Los Angeles area, and with the assistance of the other detectives working in conjunction with him, has been able to obtain motion pictures purporting to show these people at work.

Unemployment Insurance Cases**Dredgermen Case**

This case involved the question of whether or not persons employed on dredgers were entitled to receive unemployment insurance

benefits. The California Employment Commission had previously ruled to the contrary. Over a thousand such employees, nearly all of them members of the Operating Engineers' Union No. 3, were involved.

This test case was heard before a Referee, and later briefs were filed proving that the Commission had erred in holding these dredgers to be maritime employees. Because of the importance of the point involved, the Commission took the case from the Referee, and itself ruled upon it, holding that persons employed upon dredgers were covered by the California Unemployment Insurance laws and therefore entitled to benefits.

Redwood Manufacturing Company Case

The point in controversy in the above case was whether or not the shut-down at the Redwood manufacturing Company was occasioned by a lockout or a strike. There was some evidence indicating that strike action had been taken, and other evidence indicating a lockout. Unfortunately, members of the union who testified at the hearing were perhaps influenced by the presence of their general manager, and gave testimony which indicated a strike rather than a lockout. On the state of the record, the Referee could do nothing else but rule against the union.

Unemployment Insurance Rule 56.1

Employer associations united together in an attempt to amend Rule 56.1 so as to make a refusal to accept suitable employment the basis for refusing payment of any further accrued benefits. The present practice is to penalize the employee four weeks for such refusal.

We pointed out at a public hearing held at San Francisco before the California Employment Commission that the refusal to accept suitable employment is oftentimes justified, because although the employment offered may be deemed suitable in law, actually it is far from the case. In many instances a person leaves an employment because he considers the work undesirable for many personal reasons and finds that the employer makes repeated offers to take him back to his former employment. The employee may have left his work because he did not like his superiors, or he did not like the general nature of the work, or for other reasons, but if he refuses to return to his former employment he is penalized four weeks. These offers of work are repeated at regular intervals, and successfully prevent the employee from collecting unemployment benefits.

We proposed, therefore, that rule 56.1 be amended to provide that the refusal by an employee to return to his last employment, (which he either left voluntarily or was discharged therefrom by his employer) or a refusal to accept employment which he has on a previous occasion refused to accept, be not considered a refusal to accept suitable employment.

This matter is still before the California Employment Commission for action.

National Labor Relations Board Cases

Hammond Lumber Company Case

On June 15, 1941, an election was held by the National Labor Relations Board among the employees of the Hammond Lumber Company. Local No. 2592 of the Lumber and Sawmill Workers, affiliated with the Brotherhood of Carpenters and Joiners, lost the election by a very small vote. Subsequent to the election it was discovered that the company had been very active in campaigning for a no-union vote and that a certain Hershey had been working under the direct supervision of one of the executives of the company in creating trouble in Local No. 2592 and in advocating a no-union vote. Following these discoveries, charges were filed with the National Labor Relations Board accusing the company of having indulged in certain unfair labor practices.

A little later another election was held, which was won by the union, and Local No. 2592 was certified as the collective bargaining representative of the employees of the Hammond Lumber Company. Shortly following this certification, however, it was necessary to refer the case to the War Labor Board, because the company had shown an unwillingness to bargain with the union in good faith. The case is now pending before the War Labor Board.

Shewan-Jones Company Case

Following a decision by the National Labor Relations Board in the Shewan-Jones case that the C. I. O. union rather than the A. F. of L. union should be recognized as the sole collective bargaining representative, the C. I. O. union decided that it would have nothing further to do with the case, giving as its reason the fact that it considered that the employees then represented by the Winery and Distillery Workers' Union was adequately represented for purposes of collective bargaining. The case is therefore finally closed, with the A. F. of L. the sole collective bargaining agents.

California Barrel Company Case

This was a proceeding before the National Labor Relations Board for certification of the woods employees of the California Barrel Company in Arcata, near Eureka, as a separate bargaining unit. The company contended that its woods and mill operations constituted one unit. After the filing of a petition with the National Labor Relations Board, the company reconsidered its position and agreed to recognize the newly chartered Local No. 2808 of the Lumber and Sawmill Workers as the collective bargaining representative of its wood or logging employees, thereby ending that dispute.

Cowell Portland Cement Company Case

The above case, which has now entered its sixth year of litigation, is still pending. The Board rendered a decision adverse to the company and the A. F. of L., holding the A. F. of L. contract with the company to be invalid even though the last contract was negotiated

by the United Cement, Lime and Gypsum Workers' International Union, which is an entirely different organization from the union which was involved in the original controversy in 1937. The company, however, has continued to recognize the A. F. of L. union and the final disposition of the case will undoubtedly be made in the courts, if and when the Board decides to refer to such proceeding to enforce its order.

Cedarmill Red River Lumber Company Case

This also is a representation case before the NLRB, necessitated by the refusal of the company to recognize and bargain with the local of the Lumber and Sawmill Workers at Susanville. The Petition for Investigation and Certification of Representatives was filed with the NLRB, and following a cross-check, the A. F. of L. union was certified as the collective bargaining representative of the employees in this mill.

Grayeagle Lumber Company Case

This is a case in which the C. I. O. attempted to obtain certification as the representative of the employees of the above company, which operates a mill near Portola, California. Organizers for the California State Federation of Labor, who were active on the scene, obtained sufficient signatures to enable the Lumber and Sawmill Workers' Union, Local No. 3052, affiliated with the Brotherhood of Carpenters and Joiners, to intervene.

Following a hearing held at Graeagle, an election was held on August 20. This election resulted in the following: C. I. O. Union, 92 votes; Lumber and Sawmill Workers' 52; no-union, 70. This necessitates a run-off election between the A. F. of L. and the C. I. O. unions. It is anticipated that the Lumber and Sawmill Workers will get the no-union vote, thus winning certification as the collective bargaining agency.

Feather River Lumber Company Case

This is another representation case. A petition was filed by the Lumber and Sawmill Workers' Union, Local No. 2887, requesting an election. The C. I. O. union had won an election in the above plant two years previously, and at the time of the filing of the petition were negotiating for a renewal of their contract. The petition filed by the A. F. of L. union was dismissed for want of sufficient representation, even though the representation of the union was only slightly less than the 25 per cent requirement which the Board has set up in such cases.

A new petition is being filed to bring about another election, as a substantial number of the employees feel dissatisfied with C. I. O. representation and want A. F. of L. representation there.

Miller Wood Products Case

This case involves a small mill in Oakland, which had a contract with Boxmakers' Local No. 137, affiliated with United Brotherhood of Carpenters and Joiners of America.

Every effort was made by the Board to prevail upon us to consent to an election in that

case. We refused to consent to such an election, holding that we had a contract. Subsequently the C. I. O. filed charges claiming that the contract was illegal and void because the A. F. of L. organization had been assisted by the employer. When a final show-down came, however, they decided to dismiss their charges.

Permanente Corporation Cases

The C. I. O. Mine, Mill and Smelter Workers' Union has filed two petitions claiming to represent certain of the employees of the Permanente Corporation at its Los Altos plant, and all production employees at its Mantecca plant.

The California State Federation of Labor, sensing that this was the opening wedge by the C. I. O. to raid vital defense industries, undertook to represent A. F. of L. unions and Building and Construction Trades Councils involved. The Regional office of the National Labor Relations Board gave the A. F. of L. unions but three days from the date of the letter sent, to submit proof of representation.

We have chosen to submit no proof of representation as to either of the plants involved, insisting that the C. I. O. first prove that it represents a substantial number of the employees involved. The Field Examiner has agreed to reinvestigate the case, and that if the C. I. O. does not represent the majority of the employees in the unit involved, he will recommend a dismissal of the petitions.

Other Legal Matters

Horseshoers Case

This dispute with the Platers' Division No. 1, in which both the California State Federation of Labor and the A. F. of L. are defendants, was heard in the United States District Court in Sacramento on May 11, 1942. A motion of judgment on the pleadings has been interposed by us and a decision on this is expected shortly.

B/G Foods, Inc. vs. Joint Board of Culinary Workers

In this case, the B/G Company, which operates a number of sandwich shops, obtained a verdict against the San Francisco Local Joint Board of Culinary Workers and its affiliated unions and their officers of \$30,000 for alleged libel. Significantly, the B/G Company was represented by an attorney for the Associated Farmers.

Since this verdict presents a most serious threat to the ability of all unions to continue to perform their normal activities such as picketing and boycott, a notice of intention to move for a new trial was filed and a continuance obtained. At least \$18,000 of the damages assessed by the jury is punitive damage. One of the important points involved is whether or not such punitive damage may be levied against the union, and whether or not any damages at all may be levied when it is impossible to prove whether the damages were the result of the normal activities in connection with picketing, or of the alleged libel.

I worked in this case jointly with Mr. Clarence T. Todd, and following the presentation to the court of a number of affidavits and argument in support of our motion for new trial, it was granted. The defendants appealed from this court order. We are now working on the appeal, and we anticipate that the Appellate Court will sustain Judge Frank Deasy's decision in granting the new trial.

Long-Bell Lumber Company Strike

Before and during the course of the strike at the Weed, California, plant of the Long-Bell Lumber Company, the representative of United Brotherhood of Carpenters and Joiners of America called upon me at the office and at my home to obtain necessary legal assistance. I rendered all assistance that I was able in connection with said strike.

One of the many matters which had to be attended to was to prevent the repossession of automobiles of employees who were members of the union on strike, and who were consequently unable to pay for such automobiles.

Minimum Wage Board Hearings

I represented the California State Federation of Labor at hearings held on January 30, 1942, before an Impartial Wage Board on the Manufacturing Industry Work Order. The hearing finally resulted in the issuance of a New Work Order which raises the minimum wage for women to 45 cents an hour in the manufacturing industries.

Hearings before a Minimum Wage Board to establish new minimum wage and working conditions for women and minors in the canneries in this State commenced on April 9th and continued for several days thereafter. The California State Federation of Labor represented all A. F. of L. unions and cannery workers in that hearing. Two briefs were filed in the case, an opening brief, and a rebuttal brief which was submitted after the conclusion of the hearing.

The Federation took the position that the minimum wage for women should be 65 cents an hour, with time and a half and double time for over-time. It also insisted that the payment of the minimum hourly wage should be paid as a guaranteed wage to all piece workers, and sought to do away with the so-called audit system, whereby the law is satisfied if 50 per cent of the women working earn the minimum requirement. The Wage Board has since rendered its report, recommending a minimum wage of 42½ cents an hour for hourly workers, and a guaranteed 40 cents for piece workers, retaining the audit system to determine if 50 per cent of the piece workers receive 45 cents or more per hour.

The Industrial Welfare Commission has set the case for a hearing September 10, 1942, at which time the California State Federation of Labor will reiterate the position which it took at the hearing and insist that higher minimum wages be fixed for women and minors and that such minimum wage be guaranteed to all workers, whether working on the hourly or piece work basis.

Wake Island Claims

The capture of approximately 1400 members of Organized Labor in the Islands of Wake, Guam, and the Philippines presented many problems. The California State Federation of Labor was requested by all unions whose memberships were affected by these events to present some constructive program in this connection. What the Secretary of the State Federation did in this connection is set forth at length in his report.

The only matter that I wish to refer to is the fact that numerous claimants were interviewed at the offices of the Federation. These were both dependents and employees who had returned from Midway and other Pacific Islands. In the case of the employees, the claims were, in most instances, adjusted. A number of claims against the Hawaiian Contractors were referred to the Labor Commissioner's office for action.

At the request of Secretary Vandeleur, I went to Washington, D. C., with Mr. C. J. Haggerty, in an effort to have legislation enacted for the relief of the captured employees and their dependents. While there we arranged to have Senate Bill 2329 introduced by Senator Walsh, giving to these captured employees full pay during the period of their captivity. Before leaving Washington I prepared a brief, setting forth in full the arguments in favor of the bill, and at the time it seemed as though the bill would pass without any opposition. In fact, at a meeting of conferees of both House and Senate over the provisions of H. R. 6446, which gives to members of the armed forces and certain civilian employees of the Government full pay during the period of their detention by the enemy, it was conceded that the captured civilian employees from Wake and other Pacific Islands should receive the same treatment as the civilian employees provided for in H. R. 6446.

We were at the time attempting to amend the latter bill to include employees of private contractors doing Government work on Pacific Islands. The conferees suggested that a separate bill be introduced to correct what was considered to be an over-sight in the passage of H. R. 6446, and Senator David I. Walsh agreed to introduce it. This has since been done, but no action has been taken by the Senate Naval Affairs Committee to which it has been referred.

Since then, S. 2412 has been introduced to give to dependents of civilian employees captured by the enemy certain benefits. At the suggestion of the State Federation of Labor certain amendments were made whereby the employees would receive full disability benefits during the period of their detention. The bill passed the Senate in that form, and is now before a House Committee.

Relaxation of Work Rule Applying to Minors

I represented the California State Federation of Labor at hearings conducted by the U. S. Department of Labor, with specific reference to the question of whether or not the rule forbidding the employment of minors

under the age of 16 in fruit sheds, particularly in connection with cutting operations, should be relaxed because of the present emergency. The Federation took the position that there should be no relaxation, since no showing had been made that there was any shortage of such labor, and also because no provision was made to adequately care for such minors between the ages of 14 and 16.

A. B. 1400

At the last session of the Legislature, an amendment was passed to the Insurance Code, requiring the incorporation of associations which were paying any insurance benefits. This bill was presented to the Legislature under a subterfuge as a Department Measure, and passed without notice because no public hearings were held on it. It was known as A. B. 1400.

Together with Clarence E. Todd, I took steps to convince the Insurance Commissioner that the amendment was not applicable to labor organizations, on the ground that such unions were not engaged in insurance business and that any benefits paid by them to their members, either as death benefits or sick benefits, were only incidental, and that furthermore the labor unions came within the scope of Chapter 10 of the Insurance Code, which exempts fraternal benefit societies. After various conferences with the attorney for the Commissioner, and the Commissioner, it was decided by the Commissioner not to require unions to comply with the Act until final adjudication was made by the courts.

Lalsne vs. Board of Optometry

In this case the Supreme Court made a decision which was actually to the effect that the decisions of more than 150 State administrative bodies, including the Board of Optometry, the Department of Industrial Welfare and the like, could be nullified by the Court and that the Court could grant the aggrieved party a new trial. This would completely paralyze the functioning of the various administrative bodies in the State and thus prevent the State of California from performing its governmental functions.

The Court, in its opinion, held that a person affected by the Board of Optometry could get a trial *de novo* in the Superior Court, enabling him to introduce any evidence which he deemed pertinent in such trial, and that the functions of the Court were not limited to making an inquiry to ascertain if any error was committed by such board, and if the decision of the Board was supported by competent evidence.

We felt, and still feel, that the decision of the Supreme Court in that case is not sound law, and would create a chaotic condition with the many administrative agencies, such as the California Employment Commission, which are also required to perform judicial functions. We filed a brief as *amicus curiae*, in an effort to obtain a rehearing, but the petition for rehearing was denied.

Anglin vs. Empire State Mining Co., Ltd.

This case involved the question of whether or not contract gold miners are employees or independent contractors.

Because a decision in that case would affect the status of many thousands of workers in this State, the California State Federation of Labor asked leave to file an *amicus curiae* brief in the case, in support of the contention of the Government that the contract gold miners were employees and not independent contractors, and consequently were protected by the Social Security Act, and other social legislation.

The lower court had previously made a ruling in favor of the mining company. The Circuit Court of Appeals affirmed the judgment of the lower court. We are now endeavoring to have a petition for a Writ of Certiorari in an effort to have the Supreme Court pass upon this important point. We are hopeful that the Supreme Court will reverse the Circuit Court of Appeals, and render a decision which will definitely settle the law on this point. Such a decision is necessary to clarify the legal status of countless thousands of so-called independent contractors who are nothing more nor less than piece workers.

Sublett vs. Henry's Dairy Lunch

The California State Federation of Labor filed an *amicus curiae* brief in the above case on behalf of the California State Federation of Labor, because of the determination by the California District Court of Appeals that "kick-back" was not against public policy, and because of the statement in the court's opinion that a collective bargaining agreement entered into between a union and an employer could be substantially modified by an oral agreement between an individual employee and the employer.

We felt that the holding of the Court was entirely erroneous and, if followed, would bring chaos in industrial relations in this State, making collective bargaining agreements meaningless documents. The brief was written in support of a petition for a hearing by the Supreme Court. The Supreme Court granted a hearing, thereby setting aside the decision of the District Court of Appeals. The matter has since been argued, and is under submission.

Outstanding Cases For Affiliates

Among the cases which I have handled for organizations affiliated with the California State Federation of Labor, which are of wide interest to the Labor Movement, are the Pacific Gas and Electric Company case, and that of Frontera vs. Seine and Line Fishermen's Union of Monterey.

Pacific Gas and Electric Company Case

In the above case, I represented the Brotherhood of Electrical Workers, and in August, 1941, filed charges against the Pacific Gas and Electric Company, alleging that the California Gas and Electric Company Employees' Union and the Western Utility Employees' Union were company-dominated unions.

With respect to the charge against the California Gas and Electric Company Employees' Union, contention was made by the Company that the matter had been before the Board at hearings held in 1938, and that, consequently, there had been an adjudication on the matter, precluding further inquiry by the Board.

In the 1938 hearing, the C. I. O. had been accused by the California Gas and Electric Employees' Union as being company-dominated. We insisted that inasmuch as the I. B. E. W. was not a party to the 1938 proceedings, we were not estopped from prosecuting the charges in question before the National Labor Relations Board. The Board affirmed our stand, and after hearings lasting several days in San Francisco, in which uncontrovertible evidence was introduced in the form of testimony by its Sacramento Division Gas Superintendent, Wogan, that the California Gas and Electric Company Employees' Union was brought into being at the instigation and at the insistence of the Company, and had since been company-dominated, the Company consented to the disestablishment of this union. Since then the membership of the I. B. E. W., among the employees of the California Gas and Electric Company, has increased more than sixfold.

With respect to the case against the Western Utility Employees' Union, the Company elected to fight the case through. After prolonged hearings in Fresno, California, the trial examiner assigned to the case made his Intermediate Report, holding that the Western Utility Employees' Union was company-dominated, and that the Company had engaged in certain other unfair labor practices. That case is now before the Board for final decision.

Since then the I. B. E. W. has filed petitions for representation in nine of the thirteen geographic districts, and hearings have been held on five of the petitions. Elections are expected to be held shortly in the five divisions, and later on in the remaining divisions. With the present numerical strength of the I. B. E. W. in these divisions, it is anticipated that it will have no difficulty winning these elections.

Frontera vs. Seine and Line Fishermen's Union of Monterey

In this case the Seine and Line Fishermen's Union of Monterey, affiliated with the Seafarers' International Union of North America, were accused of attempting to illegally oust forty-three members, who also held membership in the C. I. O. International Fishermen's and Allied Workers of America.

The case is of considerable importance in that one of the questions presented to the court for its decision was the legality of the provision in the constitution of the Seine and Line Fishermen's Union that membership in a dual or hostile organization would be punished by expulsion from the union.

Andersen & Resnor, C. I. O. attorneys retained to represent these forty-three men, contended that that provision was unconstitutional, and that it was an attempt to deprive their clients unjustly of their opportunity to

earn a livelihood. After a prolonged trial, Judge C. J. Goodell, of the San Francisco Superior Court, ruled that the provision in the Constitution requiring expulsion of members of dual or hostile organizations was valid, and that in the trial of the forty-three accused members the organization had substantially complied with the provisions of its constitution and by-laws.

IV

INFORMATION

The "Weekly News Letter"

In the past year the *Weekly News Letter* has more than doubled its circulation, and were it physically possible, its mailing list would reach astronomical proportions. As a medium for the dissemination of Labor's views, it has been most effective and established an enviable record of service.

In behalf of the campaign against the Slave Bill, the *Weekly News Letter* has been extraordinarily useful. In practically every issue articles have appeared which have been reproduced in papers throughout the State, analyzing the unAmerican features of the Slave Bill and recommending concrete steps in implementing the campaign against it. Thorough-going analyses have been made of the arguments advocated by the sponsors of the Slave Bill, and refutation of their contentions have also been painstakingly prepared and published in the *Weekly News Letter*. It has proved to be an extremely effective medium for Labor in its fight against this anti-labor measure.

Not only has the Organized Labor Movement throughout the State and the rest of the country paid high tribute to our *Weekly News Letter*, but we have received gratifying complimentary comments from educators and other citizens, public-spirited and interested in Labor as a whole. Because the *Weekly News Letter* has been just as vitally concerned in serving the Labor papers as well as its individual readers, it has in this way contributed in helping to strengthen the Labor press generally. This made it possible for the messages and news issued by the Federation to reach a maximum reading public.

Typifying the splendid public relation services the *Weekly News Letter* has rendered to Labor was the special Victory issue, which published the now well-known story: "Fight and Work or Else Lose the War." This issue made a strong impression in Washington, to the extent that a great number of extra copies were requested by various Governmental departments, which the Federation was only too glad to supply.

Stories of this kind help to illuminate the rôle that California Labor has played and will continue to play in behalf of the war effort. Files of the *Weekly News Letter* have become extremely reliable records of Labor's struggles and achievements, as well as a source of invaluable data pertaining to the movement as a whole. As a reading medium for anyone interested in Labor's activities, it is indispen-

sable. We are determined, in the coming year, to maintain the same high standard that has given the *Weekly News Letter* such an excellent reputation, and we hope to continue this service as in the past to the unions and their membership without any additional cost to them.

Research Library and Statistics Bureau

The Federation's research library and statistics bureau, in accordance with the resolution passed by the last convention of the California State Federation of Labor, got under way in December. Immediate requests for information stimulated its growth, and it has made an excellent record of services rendered in the very few months since it came into existence.

Separate items on a great variety of subjects in the library run into the thousands, in addition to a great number of periodicals issued by the various departments of the Federal and State Governments, by the United States, California and local Chambers of Commerce and other employer groups, and by national and local unions. For investigation into the earnings of companies, the library has the finest commercial service available: standard and Poor's corporation records and statistics, supplemented by Walker, which specializes in West Coast securities, and Dun and Bradstreet.

All material—books, pamphlets, newspaper clippings, periodicals and articles in each periodical—is classified according to the subject or subjects with which it deals. The classification system in use is based on that of the Bureau of Industrial Relations at the University of Michigan, with adaptations and additions to fit the special needs of Organized Labor. Thorough cross-filing makes the material immediately accessible, no matter from what angle the subject is approached.

Monthly cost of living figures issued by the Bureau of Labor Statistics of the United States Department of Labor, and available for San Francisco and Los Angeles from 1913 to the present. Figures issued by the National Industrial Conference Board are also available for these cities, as well as for Sacramento and Oakland.

One of the most important phases of the Bureau's work has been the obtaining of copies of contracts and working rules under which many of the Federation's affiliates are working. As can readily be seen, such information is of inestimable value in giving assistance to unions when new contracts are to be negotiated, and it permits the Bureau to act as a clearing house of information in aiding unions with less favorable contract to better them.

Space does not permit the enumeration of all the services rendered by the library in the last eight months, but the following may be listed to indicate the scope of the work.

Cost of living figures have been sent to: Packers and Preserve Workers, Local 20989, San Francisco; Molders and Foundry Workers, Local 164, San Francisco; Sheet Metal Workers No. 21, Oakland; Vice-President

Gruhn, Eureka; Plumbers No. 393, San Jose; Building Trades Council, San Jose; Fish Cannery Workers, San Diego; Retail Clerks, No. 373, Vallejo; President Haggerty, Los Angeles; Wesley M. King, A. F. of L. organizer, Los Angeles; Glass Bottle Blowers, Local 100, Maywood; Retail Clerks, San Francisco; Fish Cannery Workers, San Diego, and others.

Suggestions concerning the opening of their contract for the purpose of an upward revision of wages were also sent to Glass Bottle Blowers, Local 100.

The Chemical Workers of Antioch received cost of living figures for the last seven years, as well as information to combat the employers' maneuver to meet the rise in the cost of living by letting their employees work on the sixth day.

For use in negotiations for a new contract, cost of living figures were sent to Lumber and Sawmill Workers' Local 2288, Los Angeles, in addition to copies of the wage scales established by the contracts of like unions in the same area, and a chart comparing these with Local 2288's existing wage scales. Directions as to how to obtain price ceilings established by the Office of Price Administration on lumber and lumber products, in case these might be needed in the presentation of their case, were also sent to this union.

The Local Joint Executive Board of the San Pedro Hotel and Restaurant Workers and Bartenders received complete cost of living figures covering the last five years.

Data on the paint industry and painting was sent to Painters' Union No. 333, San Diego.

In answer to an inquiry from Idaho, the union wage scale of the cleaning and dye house workers in San Francisco was sent, and a summary of employment prospects in the Bay area.

At the request of Municipal Employees, Local 358, Santa Barbara, we obtained complete data on wage and salary classifications of municipal employees in a dozen or so California cities, to be used as a basis of comparison during negotiations for wage increases and the like. Thereafter, copies of the wage schedules of the city employees of San Francisco, Oakland, and Los Angeles were sent to the San Diego Building and Construction Trades Council.

Answering a request for assistance from California State Employees, Chapter 6, Oxnard, in obtaining for the employees of the Camarillo State Hospital the holidays and days off to which they are entitled by law, a thorough study was made of the State Civil Service Act and provisions of the Political Code. The findings and a request that the matter be adjusted were set forth in a letter addressed to the State Personnel Board, which informed the Federation that it would make a complete investigation of the matter.

Cost of living figures were sent to Bakers' Union, Local 315, San Diego, as well as income statistics for the Continental Baking Company and material from Standard and Poor's Corporation Records indicating the

probable favorable trend in earnings of baking concerns in the near future.

An inquiry from the Michigan State Federation of Labor about California law concerning trade-marks on stoves and other commodities was answered by sending excerpts from the law.

Assistance was given to the Chemical Workers in Port Chicago in regard to their contract, and to the Packing and Preserve Workers in regard to contract formulations. Data was furnished on request of the Blacksmiths' Union.

Statistics covering the earnings and profits of the Railroad Equipment and Realty Company, Ltd., the holding company which owns the entire capital stocks of the East Bay Transit Company, the Key System and others, were given to the Amalgamated Street Railway Employees, Division 192, Oakland, in order to support its demands for increased wages. Later, this union was assisted in preparing its case for presentation to the War Labor Board.

Cannery Workers, Local 21596, Solano, was sent information concerning union rates of pay in certain classifications when it proved impossible to get this information in the locality.

Copies of agreements and working rules in force between the Glass Bottle Blowers and the Owens-Illinois Pacific Coast Company, with special reference to the classification set-up, were sent to the Glass Bottle Blowers in Berkeley for use in negotiations.

Help in gathering material for presentation at the Industrial Welfare Commission's Minimum Wage Board hearings in Los Angeles for hotel employees was given to Hotel Service Employees, Local 765, Los Angeles.

Detailed information concerning maximum price schedules issued by the Office of Price Administration to fruit and vegetable canners was prepared for the Cannery Workers in Sunnyvale.

The Fish Cannery Workers were sent maximum price schedules laid down by the OPA for fish meal and fish oil.

In answer to numerous inquiries concerning the voting rights of the men in the armed forces, a statement was prepared setting forth these rights and outlining the procedure to be followed. This was based on the State Constitution and Election Code, with additional information obtained from the United States Attorney for the Northern District of California. This was also published in the *Weekly News Letter* and was widely copied in papers throughout the State. A little later complete instructions for absentee voting were prepared for the use of the many workers who are apt to find it physically impossible to get to their polling places on election day.

The library was able to be of a good deal of service in supplying information relative to the lumber industry and union wage scales already established to the representative of the War Labor Board when the Hammond Lumber Company dispute with the Lumber

and Sawmill Workers came before the War Labor Board for adjustment.

In addition to the above, numerous requests for general information were answered by letter and telephone. Specific information was frequently given to union representatives and others who came in person or telephoned. Whenever data was needed immediately, it was sent by telegraph.

Minimum Wage Board Hearings

The California State Federation of Labor filed briefs in both the manufacturing and cannery Wage Board hearings held this spring for the purpose of an adjustment upwards of the minimum wages of women and minors engaged in these industries. The cannery brief was prepared entirely by the Federation library.

Despite bitter opposition from the employers, who sought to retain the old \$16 a week level in the face of a terrific and ever-mounting rise in the cost of living, which has cruelly pinched the substandard workers, an increase in the minimum wage to \$18 a week, effective June 29, 1942, was obtained. This upped the hourly rate from 33½ cents to 45 cents for a forty-hour week, and though far from satisfactory, is an opening wedge in the long fight waged by the Federation to put a decent floor under the wages of those women and minors who lack the protection afforded by other workers by their unions.

The opening brief presented by the Federation at the Cannery Wage Board hearing contained these principal demands: (1) a minimum wage of 65 cents an hour, to be paid to piece workers as well as hour workers; (2) increased payment for overtime; (3) uniforms to be furnished by the employers; and (4) abolition of the so-called audit system which had been brought into existence along with the illegal practice of paying a minimum wage to only 50 per cent of the women and minor piece workers.

This brief has received wide and extremely favorable comment for its thoroughness, its excellent array of facts, and the clarity with which it presented the Federation's program. At this writing, the Industrial Welfare Commission has not yet issued the new Work Order for the cannery employees, but at a final hearing on September 10 the Federation will vigorously prosecute its fight for an adequate minimum wage and the abolishment of its guaranteed payment to only 50 per cent of the piece workers.

Voting Rights

The abrupt change from peace to war, with its inevitable, terrific dislocations of civilian life in the necessary adjustments to war needs and requirements, brought in its train innumerable problems of vital concern to Labor. One of the many the Federation has helped to solve was the question of voting rights, concerning which great misunderstanding arose due to the shifting of population from state to state and city to city, as well as to the armed forces.

Disfranchisement of War Workers

With so much at stake for Labor in the 1942 elections—the defeat of the Slave Bill and the election of officials and legislators who will support Labor's cause—an unexpected and extremely grave threat was presented by the probable disfranchisement of thousands of war-industry workers living on property owned or leased by the Federal Government. Due to the acute housing shortage, these workers have had to rent homes in the various housing projects erected by the Government in the vicinity of the Mare Island Navy Yard, the Alameda Naval Base and the like, and at first it appeared certain that none of these workers or their families would be able to vote, since residence on Federal Government property usually automatically deprives one of his status as a resident of the State and of his right to vote in State or local elections.

The Federation office immediately tackled this problem from several angles, knowing that such a situation had not been foreseen when the laws covering residence on Government property were passed, and that the disfranchisement of these workers was not intentional. Letters were sent to President Roosevelt and all Congressmen from California, pointing out that, although undoubtedly unintentional, these laws were resulting in injustice and discrimination against working men and women since very few of them have the necessary legal residence elsewhere that would enable them to vote despite their temporary residence in Government housing projects, and urging federal intervention as the quickest solution. At the same time, letters were sent to state and county authorities requesting their aid in solving the problem.

It was evident from the start that the greatest amount of confusion prevailed in regard to the various laws and their application, and that only unyielding persistence on our part would save these citizens from disfranchisement. Although sympathetic interest was expressed, no clear position in regard to the matter was taken in Washington, but continuous local pressure finally produced results.

It was necessary to investigate each project in question to ascertain whether or not its residents were subject to the exclusive jurisdiction of the United States, which meant a review of the circumstances under which the particular territory involved was acquired by the United States. Thus, District Attorney Hoyt of Alameda County first ruled that workers employed by the Navy and living on Government property in Alameda would not be permitted to vote in State and local elections; then, after a thorough investigation of the stipulations in the lease contract signed by the State and Federal Governments, reversed his original ruling and stated that the voting privileges of these employees were not affected in any way.

The situation of the Mare Island Navy Yard employees in Solano County was much more complicated, as several different housing projects were involved. Nevertheless, the Feder-

ation was able, with the able assistance of Assemblyman Crowley, who served as attorney for the Vallejo Central Labor Council, to secure a California Supreme Court ruling that gave back their votes to more than 10,000 of these employees. The Court held that workers residing in Carquinez Heights, Roosevelt Terrace, and Singlemen's Dormitories in Solano County in the vicinity of Vallejo would be able to vote, but those in Federal Terrace could not vote until a further ruling was obtained, as this property came under the provisions of the Federal Leahman Act. Pending the latter ruling, the Solano County Registrar has stated that he will register all voters.

Although the Vallejo and Alameda situations have thus far occupied most of the attention in our determination to correct this injustice and remove the threat it presents to Labor's program in the coming elections, we know that similar confusion not only exists throughout the State, but will probably increase as time goes on. It is, therefore, of the greatest importance that a broad ruling be obtained by court decision that will clear up the entire question for the whole State. Such an outcome is hoped for from the proceedings instituted by the Federation on behalf of the voters against the Registrar of Solano County. Meantime, our efforts to persuade Washington to act on this matter are unrelenting.

Soldiers Can Vote

Widespread concern over whether the thousands of California members of our armed forces could cast their votes in the important State elections came to the Federation's attention early in the year. Knowing that the defeat of the Slave Bill depended on the mobilization of the entire voting strength of Labor and the friends of Labor, we at once took steps to ascertain the voting status of these men. Through the *Weekly News Letter*, we broadcast the information that all service men who would have been entitled to vote had they remained in civilian life could vote in any local or State election.

Since a large number of the inquiries were from service men themselves who were members of Organized Labor and aware of the importance of their votes this year especially, likewise outlined the complete procedure to be followed: how to know if they were registered voters or not, and if they were not, how to register with the county clerks of their respective home counties; how and when to apply for an absentee ballot; and how to mark their ballots so that their votes would reach the county clerks in time to be counted. In addition, we set forth the rules for determining voting residence under California law in order that there would be no confusion in the mind of anyone on this important point.

Meantime, the Federation has actively pushed the enactment by Congress of a bill, S. J. Res. 145, which would settle this question for all service men stationed within the continental United States. This bill directs the Secretaries of War and Navy to provide

facilities, in coöperation with State election officials, to enable members of the armed forces to vote in their respective states, and asks for the fullest coöperation in this of state governors and legislatures. Favorable action on S. F. Res. 145 is expected momentarily, although a fight may develop against it by the Congressmen of the eight states which still levy a poll tax for voting, since it is proposed to exempt service members from paying this tax.

Absentee Voting By Civilians

Labor's voting strength is also menaced by the fact that large numbers of employees in various war industries throughout the State are going to find it physically impossible, due to circumstances beyond their control, to get to their polling places and cast their votes on elections day. Anticipating this difficulty, the Federation again used the *Weekly News Letter* as a means of telling all workers in such a situation what they can and must do to keep intact Labor's vote against the Slave Bill, and for Labor's candidates for office.

The procedure for casting absentee ballots is the same for civilians as for members of the armed forces. Many who otherwise would have failed to get to the polls were enabled to vote in the August primaries, thanks to this information, and the Federation will see to it that the procedure is published again in ample time to get out Labor's vote in November. We hope that every member of the California State Federation of Labor will make it his responsibility to pass on this information wherever possible.

Registration

The Federation office likewise conducted a strenuous campaign to prevent Organized Labor's powerful voting strength from being jeopardized by the failure of many members to register. This problem, which must always be met at such times, was extremely aggravated this year by the tremendous extent of changes of residence, due to war-industry employment. Many had moved from one county or even from one part of the State to another; many had failed to vote at either of the State elections in 1940 and thus had lost their registered status; thousands who had come from other states had been here long enough to qualify to vote, and would do so if information concerning what they should do was given them.

As a result of *Weekly News Letter* articles and the excellent coöperation of many Central Labor and Trades Councils, individual unions and Labor papers, this vitally necessary activity was pushed energetically. We were able to have deputy registrars stationed at many Labor Temples and similar meeting places to facilitate the registration of union men. A number of unions coöperated to the extent of canvassing their membership and requiring members to be registered before accepting their dues and the like. Considering the heavy demands on the time of all of us, in war industries or not, these days, the results were gratifying.

Union Membership of Men in Armed Forces

Typical of many concerns of the Federation office that have been small in relation to the magnitude of our immediate war tasks, but which will be of great importance to Organized Labor in the postwar time, has been the ascertaining of the membership status of workers who have joined the armed forces. A check-up revealed that the unions are taking care of the matter of the dues and other financial obligations of these men to their organizations, so that when they return to resume their civilian life they will be in good standing.

Defense Training

Richmond

Announcement by Richmond Shipyard No. 1 that its proposed training program would be under the supervision of the Federal Board of Vocational Education prompted your secretary to send at once a letter to Charles Day, Assistant General Manager of the Company, protesting against the setting up of a training program under this agency. This letter contained the following recommendations:

(1) In-plant training, which is quite a different thing from that furnished by the Board of Vocational Education; (2) direct participation of unions in any training program because of experience with on-the-job requirements of workers, and because of their stabilizing influence in keeping maintenance turnover at a minimum; and (3) close coöperation with the United States Employment Service and the National Youth Administration, which have recognized the importance of working out training within industry programs with Organized Labor.

Mr. Day expressed his complete willingness to discuss the Company's training plans with any committee designated by your secretary. It was arranged, accordingly, that Brothers Joe McConnell, Welders No. 681, "Bud" Thompson, Boilermakers No. 139, and Rhue Brown, business representative of the Shipfitters and Helpers' Union, should meet with Mr. Day. We also recommended that a representative of the National Youth Administration take part in the conferences, as the NYA's point of view was very close to ours.

Several meetings of our committee, the NYA representative and labor relations officials of the shipyard ensued, out of which came the setting up of a training program satisfactory to all concerned. The Federation office is happy to have been of service in this matter to the shipyard, to the unions, and to the needs of our war program for rapid, efficient training of workers.

Grades of Workmanship

An excellent plan for determining grades of workmanship formulated by the Technical Relations Committee of the State Association of California Architects received the commendation of the Federation. The purpose of this plan is to standardize classifications of workers so as to act as a guide for the Building Trades in the various crafts and trades involved, as well as for the architects and engi-

neers in the industry. Without a doubt the simplification and clarification of the various grades of workmanship in the building industry will prove of enormous value in production.

Vocational Training Teachers—Fresno

Complaints were received by the Federation office from the Fresno Labor Council, the Fresno Area District Lodge of Machinists, and the California Conference of Machinists, strongly protesting the apparently antagonistic attitude toward the organization of vocational training teachers in Fresno on the part of J. C. Beswick, Chief of the Bureau of Trade and Industrial Education of the State Department of Education. We immediately communicated with Mr. Beswick and Governor Olson in regard to this matter, and are pleased to report that, as a result of correspondence with Mr. Beswick, the supposed differences were shown to be based wholly on a misunderstanding resulting from, unfortunately, ambiguous wording in one of his letters on the subject directed to Fresno.

Assistance to Unions

It has been more or less inevitable that through the years, as an outgrowth of the performance of its duties and functions, the office of the Federation has built up a fund of broad, practical knowledge and experience, which is of tremendous value to the unions and always at their disposal. Advice as to the best way to handle certain situations, the course of action required and its possible alternatives, procedure to be followed to gain a desired end—all this is available and can be backed up by authoritative facts and figures.

Of the many cases in which information and aid were given by this office at the request of various unions, two may be cited as examples of the extent to which the Federation has been and will continue to be useful in meeting the general and specific problems of the Organized Labor Movement. As the result of conferences with this office, the Technical Engineers, Architects and Draftsmen, who were seeking to obtain bargaining rights with the Pacific Bridge Company, are now petitioning the National Labor Relations Board for an election. Assistance given to the Chemical Workers during negotiations for a wage raise with the Dow Chemical Company enabled them to reach a very satisfactory settlement.

"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 May, 1942:

Cement—

San Juan Cement Company (owned by the Pacific Portland Cement Company). Product, Old Mission Cement. At the request of the Santa Clara County Building and Construction Trades Council and the Santa Clara Central Labor Council.

Cotton Products—

J. G. Boswell Company, Corcoran, California.

Drug Stores—

Owl Drug Company (all stores in Los Angeles). Walgreen Drug Store, Sacramento.

Fire Department Equipment—

C. A. Muesdorffer, 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) including Bakersfield.

Lincoln Packing Company, Lincoln, California (Lincoln brand).

Saylor's Chocolates, Inc., Oakland.

Val Vita Food Products Company (all products).

West Coast Macaroni Company, Oakland (West Coast and Pasta di Lusso brands), also manufacturers of the following: San Diego Brand, San Diego, California. 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).

Wilson Packing Company (all products and by-products).

Furnaces—

Ward Furnace Company in Los Angeles, California.

Hotel—

Hughes Hotel, Fresno.

Lumber—

Santa Cruz Lumber Company, Santa Cruz, Calif. At the request of Carpenters' Unions, Locals 829 and 2663, Santa Cruz.

Machinery—

Moore Equipment Company, Stockton, dealers in diesels, tractors and repairs of such implements.

Manufactured Products—

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

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

Kirby Shoe Stores (Brasley-Cole Shoe Company, Los Angeles).

Paint—

Glidden Oil Company, of Buena Park, California (branch of the Glidden Company, Cleveland, Ohio). At the request of the Soap and Edible Oil Workers' Union, Local 18409, Wilmington.

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). Includes product, "Rediform."

Radios and Radio Supplies—

Emerson Radio Manufacturing Company products.

Resorts—

Harbin Springs,
Blue Lake Park,

Salmina's,
Austin's,

Saratoga Springs.

(All above resorts situated in Lake County.)

Stoves and Heaters—

Gaffers & Sattler Company, Los Angeles.
O'Keefe & Merritt Company, Los Angeles.

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
September 1, 1941.....	917	44	961	332,635
September 1, 1942.....	1050	53	1103	451,970

Report of Membership 1941-1942

Labor Councils in good standing September 1, 1941.....	917	
Local Unions in good standing September 1, 1941.....	44	
Total		961
Labor Councils affiliated during year.....	9	
Local Unions affiliated during year.....	151	
Local Unions reinstated during the year.....	3	
Balance		163
		1,124
Withdrawals during the year:		
Mergers	14	
Charters revoked, dissolutions, disbanded and suspended	7	
		21
Total affiliations as of September 1, 1942.....		1,103

New Affiliations

- Avenal, Construction and General Laborers and Oil Pipe Line Workers.
 Bakersfield, Hod Carriers No. 220.
 Bakersfield, Mill Men No. 1081.
 Bakersfield, Operative Plasterers and Cement Finishers No. 191.
 Bakersfield, Water Tenders, Cattle Handlers and Miscellaneous Helpers No. 22912.
 Beaumont, Carpenters and Joiners No. 2134.
 Bell, Los Angeles County Fire Protection District Employees No. 434.
 Benicia, Fish Cannery of the Pacific.
 Beverly Hills, Screen Set Designers No. 1421.
 Beverly Hills, State, County and Municipal Employees No. 432.
 Burbank, Aeronautical Mechanics No. 727.
 Chico, Chico Match Makers Federal Union No. 23174.
 Chula Vista, Aeronautical Mechanics No. 755.
 Chula Vista, Moving Picture Machine Operators No. 761.
 Corona, Citrus Warehouse Workers and Helpers No. 979.
 Davis, State, County and Municipal Employees No. 14-22.
 El Monte, Carpenters and Joiners No. 1507.
 El Monte, Laborers No. 1082.
 Emeryville, Blacksmiths, Drop Forgers and Helpers No. 245.
 Eureka, Street Electric Railway and Motor Coach Employees No. 1237.
 Fresno, Auto Mechanics No. 1309.
 Fresno, Cooks, Pastry Cooks and Assistants No. 230.
 Fresno, Office Employees No. 23087.
 Fresno, Operative Plasterers and Cement Finishers No. 188.
 Fullerton, Cannery Preserves and Can Manufacturing Plant Workers No. 22637.
 Gilroy, Painters No. 1157.
 Glendale, Operative Plasterers No. 739.
 Glendale, Retail Clerks, Glendale Division No. 770.
 Glendale, United Brick, Clay and Tile Workers No. 774.
 Grass Valley, Carpenters No. 1903.
 Greenville, Lumber and Sawmill Workers No. 2647.
 Hayward, Culinary Workers and Bartenders No. 823.
 Hollywood, Screen Cartoonists No. 852.
 Hollywood, Screen Office Employees Guild No. 1391.
 Hollywood, Studio Utility Employees No. 724.
 Indio, Culinary Workers and Bartenders No. 750.
 Inglewood, City Employees No. 496.
 Long Beach, Cement Finishers No. 791.
 Long Beach, Machinists No. 1577.
 Long Beach, Meat Cutters No. 284.
 Long Beach, Musicians No. 353.
 Long Beach, Retail Clerks, Long Beach Division No. 770.
 Long Beach, Stereotypers No. 161.
 Los Angeles, Building Service Employees No. 99.
 Los Angeles, Los Angeles City Employees No. 119.
 Los Angeles, Displaymen and Commercial Decorators No. 1154.
 Los Angeles, Dining Car Employees No. 582.
 Los Angeles, Dye Workers No. 23018.
 Los Angeles, Glass Workers No. 636.
 Los Angeles, House, Building and General Movers No. 923.
 Los Angeles, Lady Garment Workers No. 384.
 Los Angeles, Lithographers No. 22.
 Los Angeles, Machinists No. 1186.
 Los Angeles, Painters No. 116.
 Los Angeles, Painters No. 1037.
 Los Angeles, Plasterers No. 2.
 Los Angeles, Printing Specialties and Paper Converters No. 388.
 Los Angeles, Retail Clerks, Drug Division No. 770.
 Los Angeles, Retail Clerks, Textile Division No. 770.
 Los Angeles, Roofers No. 36.
 Los Angeles, Stationary Engineers No. 63.
 Los Angeles, Structural Iron Workers No. 433.
 Los Angeles, Technical Engineers, Architects and Draftsmen No. 94.
 Los Angeles, Theatrical Janitors No. 72.
 Los Angeles, Transportation No. Div. 1277.
 Los Angeles, United Brick and Clay Workers No. 661.
 Los Angeles, Lathers No. 42-A.
 Lompoc, Barbers No. 595.
 Lompoc, Celite Products Workers No. 21504.
 Martinez, Machinists No. 1173.
 Marysville, Musicians No. 158.
 Marysville, Teamsters No. 137.
 Modesto, Operating Engineers No. 734.
 Modesto, Retail Clerks No. 1273.
 Monterey, Plumbers No. 62.
 Monterey, Roofers No. 50.
 Niles, Blacksmiths, Drop Forgers and Helpers No. 591.
 Oakland, Blacksmiths, Drop Forgers and Helpers No. 171.
 Oakland, City Employees No. 362.
 Oakland, Floor Layers No. 1861.
 Oakland, Mechanics No. 818.
 Oakland, State, County and Municipal Employees No. 282.
 Oakland, Technical Engineers No. 89.
 Oakland, Welders and Burners No. 681.
 Ontario, City Employees No. 472.
 Oroville, Butchers No. 460.
 Oxnard, Post Office Clerks No. 491.
 Pasadena, Hod Carriers, Building and Common Laborers No. 439.
 Pasadena, Municipal Employees No. 345.
 Pasadena, Retail Clerks, Pasadena Division No. 770.
 Patton, California State Hospital Employees No. 204.
 Pittsburg, Bartenders and Culinary Workers No. 822.
 Placerville, Hotel and Restaurant Employees No. 793.
 Puente, Citrus Packing House Employees No. 21091.
 Redding, Bartenders No. 549.
 Richmond, Barbers No. 508.

- Richmond, Beauticians No. 508-A.
 Richmond, Machinists No. 824.
 Richmond, Paper Makers No. 334.
 Riverside, Retail Clerks, Tri-Counties Division No. 770.
 Sacramento, Boilermakers, Helpers and Welders No. 743.
 Sacramento, Carpet, Linoleum and Tile Workers No. 1237.
 Sacramento, Lathers No. 109.
 Sacramento, Millmen No. 1618.
 Sacramento, Operating Engineers No. 210.
 Sacramento, Railway Carmen No. 1344.
 Salinas, Carpenters No. 925.
 Salinas, Operating Engineers No. 165.
 San Bruno, Carpenters No. 848.
 San Bernardino, City Employees No. 338.
 San Bernardino, Machinists No. 1047.
 San Diego, Aeronautical Mechanics No. 1125.
 San Diego, Hod Carriers, Building and Construction Laborers No. 89.
 San Diego, Machinists No. 1370.
 San Diego, Machinists Naval Aircraft No. 726.
 San Diego, Painters No. 333.
 San Diego, State and County Employees No. 14-15.
 San Diego, Stationary Engineers No. 526.
 San Francisco, Cloakmakers No. 8.
 San Francisco, Electrical Workers No. B-1245.
 San Francisco, Ladies' Garment Cutters No. 213.
 San Francisco, Leather and Novelty Workers No. 31.
 San Francisco, Masters, Mates and Pilots No. 40.
 San Francisco, Optical Technicians No. 18791.
 San Francisco, Paint, Varnish and Lacquer Makers No. 1071.
 San Francisco, Printing Specialties and Paper Converters No. 362.
 San Francisco, Watchmakers No. 101.
 San Luis Obispo, Construction and General Laborers No. 1464.
 San Luis Obispo, Machinists No. 1166.
 San Luis Obispo, Painters No. 1336.
 San Mateo, Machinists No. 1414.
 San Pedro, Editorial Association No. 23157.
 San Rafael, General Truck Drivers and Helpers No. 624.
 San Rafael, Hod Carriers and Laborers No. 291.
 Santa Ana, Plumbers and Steam Fitters No. 582.
 Santa Barbara, State, County and Municipal Employees No. 358.
 Santa Cruz, Carpenters No. 829.
 Santa Maria, Truck Drivers and Helpers No. 381.
 Santa Monica, Retail Clerks, Santa Monica Division No. 770.
 Santa Monica, State, County and Municipal Employees No. 351.
 Santa Rosa, Federal Labor Union No. 23130.
 Scotia, Lumber and Sawmill Workers No. 3008.
 Twain (Grays Flat), Lumber and Sawmill Workers No. 2944.
 Vallejo, Blacksmiths, Drop Forgers and Helpers No. 82.
 Vallejo, Plasterers and Cement Finishers No. 631.
 Ventura, Carpenters No. 2463.
 Victorville, United Cement, Lime and Gypsum Workers No. 49.
 Visalia, Cannery and Dried Fruit Workers No. 22642.
 Visalia, Hotel-Restaurant Employees and Bartenders No. 137.
 Watsonville, Lathers No. 122.
 Weed, Lumber and Sawmill Workers No. 2907.
 Wilmington, Marine Painters No. 812.
 Wilmington, Ship Carpenters, Joiners and Caulkers No. 1335.
 Wilmington, Operating Engineers, California State Branch No. 235.

Reaffiliations

- Retail Clerks, Long Beach Division No. 770, Long Beach.
 Retail Clerks, Santa Monica Division No. 770, Santa Monica.
 Retail Clerks, Riverside Division, Tri-Counties No. 770, Riverside.

Central Labor Councils

- Los Angeles, California Conference of Glaziers and Glass Workers.
 Los Angeles, Printing Trades Council.
 Los Angeles, Southern California District Council of Laborers.
 Los Angeles, Tile and Clay Workers District Council No. 11.
 Monterey, Building Trades Council.
 San Diego, San Diego Building and Construction Trades Council.
 San Francisco, District Council of Painters No. 8.
 San Francisco, Northern California District Council of Laborers.
 Westwood, Tri-County Central Labor Council.

Mergers

Electrical Workers No. 169, Fresno, merged with Electrical Workers No. B-1245, San Francisco.

Laundry Drivers No. 419, Fresno, merged with General Teamsters No. 431, Fresno.

Electrical Workers No. 691, Glendale; Electrical Workers No. 83, Los Angeles; Electrical Workers No. 418, Pasadena; Electrical Workers No. 1154, Santa Monica; merged with Electrical Workers No. B-11, Los Angeles.

Retail Food Clerks No. 324, Long Beach; Retail Food Clerks No. 1442, Santa Monica; Retail Food Clerks No. 1167, Riverside; merged with Retail Food Clerks No. 770, Los Angeles.

Sleeping Car Conductors No. 5, Los Angeles, merged with Railway Conductors, Los Angeles.

Manifold Book Workers No. 439, Oakland, merged with Local No. 382, Oakland.

Pacific Greyhound Drivers No. 1114, San Francisco, merged with Motor Coach Employees No. 1225, San Francisco.

Seine and Line Fishermen, San Pedro, merged with Seine and Line Fishermen, Terminal Island.

Culinary Workers No. 663, Ventura, merged with Culinary Workers No. 498, Santa Barbara.

Charters Revoked, Dissolutions, Disbanded or Suspended

United Cement, Lime and Gypsum Workers No. 59, Long Beach; dissolved, war emergency.

State, County and Municipal Employees No. 175, Los Angeles; charter lifted by International.

United Cement, Lime and Gypsum Workers No. 52, Monolith; temporarily disbanded.

Alameda County Hospital Workers No. 106-1, Oakland; suspended for non-payment of per capita.

Automobile Salesmen No. 1095, Oakland; suspended for non-payment of per capita.

Citrus By-Products Workers No. 20746, Ontario; charter returned, disbanded.

Truck Drivers' Union No. 692, Wilmington; suspended for non-payment of per capita.

Fraternally Submitted,

EDWARD D. VANDELEUR,
Secretary-Treasurer.

REPORT OF THE AUDITORS

September 9, 1942.

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, 1942. In connection therewith, we examined or tested 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 on file, were found to have been regularly deposited in banks. Disbursements were evidenced by cancelled 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, 1942. The balances on deposit in commercial and savings accounts as at August 31, 1942, as shown on Exhibit A attached, were confirmed by correspondence with the depositories. The office fund was counted during the course of our audit and was found in order.

Securities owned as at August 31, 1942, as shown on Exhibit A attached, were inspected during the course of our audit.

During the fiscal year, the following transactions occurred in the bonds owned:

Sold:

City and County of San Francisco School Bond, Par Value \$1,000.00.
Los Angeles City School District Bond, Par Value \$1,000.00.

Purchases:

United States Savings Bond, Series F, Maturity Value \$5,000.00. Cost \$3,700.00.
United States Savings Bond, Series F, Maturity Value \$10,000.00. Cost \$7,400.00.

The State Federation realized a premium amounting to \$690.00 on the sale of the school bonds. Transactions in connection with the purchase and sale of the above securities were verified by us.

We were informed that the surety bond of Edward D. Vandeleur, Secretary-Treasurer, in the amount of \$10,000.00, was in the custody of C. J. Haggerty, President, as required by the

OFFICERS REPORTS TO

Bonds Owned:

United States Treasury Certificates, 3½ per
cent, Due December 15, 1952—Par Value..\$ 1,000.00
United States Savings Bonds, Series F—Ma-
turity Value \$15,000.00, Due 1954—Cost..... 11,100.00

12,100.00

Total

\$ 56,877.44

Representing:

General Fund.....\$11,767.03
Legal Defense Fund..... 28,867.86
Organizing Fund..... 16,242.55
\$56,877.44

Special Funds:

Cash on Deposit:

Bank of America (Humboldt Branch)—Hot
Cargo Fund.....\$68,591.98
Bank of America (Humboldt Branch)—Radio
Program Fund..... 15,641.30
Bank of America (Humboldt Branch)—Ameri-
can Committee to Aid British Labor Fund 55.00

84,288.28

\$141,165.72

Reserve:

Employees' Savings Bond Deductions..... 370.05

Total Cash, Cash Deposit, and Bonds Owned.....\$140,795.67

**Summary of Cash, Cash Deposit, and Bonds Held in Lieu of Cash
for the Fiscal Year Ended August 31, 1942**

Cash, Cash Deposit, and Bonds Owned—September 1,
1941\$ 25,857.32

Excess of Cash Receipts Over Cash Disbursements for
the Fiscal Year Ended August 31, 1942, as Shown
in Detail on Exhibit "B" 114,938.35

Cash, Cash Deposit, and Bonds Owned—August 31,
1942, as above.....\$140,795.67

✓ ✓ ✓

**Exhibit "B"—Statement of Cash Receipts and Disbursements
Year Ended August 31, 1942**

Receipts

Per Capita Receipts and Affiliation Fees:

Per Capita Tax—General.....\$ 40,795.62
Per Capita Tax—Legal Defense..... 40,137.26
Per Capita Tax—Organizing..... 40,131.27
Affiliation Fees..... 163.00

Total—Schedules 1 and 2.....\$121,227.15

Special Fund Receipts:

Hot Cargo Referendum Fund Donations (Senate
Bill No. 877).....\$116,282.37
"This Is Our America" Radio Program Fund Do-
nations 60,763.26
American Committee to Aid British Labor Fund
Donations 652.05
Sacramento-Modesto Defense Fund Donations..... 285.00

177,982.68

Other Receipts:

Interest Received on Investments.....	\$ 139.04
Gain on Sale of Bonds.....	690.00
Legislative Expense Refunds.....	1,179.55
Legal Expense Refunds.....	851.79
Sundry Other Receipts.....	321.77

3,182.15

Total Receipts.....

\$302,391.98

Disbursements

San Francisco Convention.....	\$ 7,200.40
American Federation of Labor Convention—Seattle.....	1,400.00
Executive Council Meetings.....	4,018.24
Legal Services.....	18,371.17
Organizing Expenses.....	30,028.32
Legislative Expenses.....	974.84
Statistical Expenses.....	832.80
Publicity Expenses.....	8,599.92
Office Salaries.....	8,550.39
Printing, Stationery, and Office Supplies.....	2,135.06
Office Rent.....	2,175.00
Postage and Mailing—General.....	716.09
Telephone and Telegraph.....	1,158.32
Taxes.....	1,433.10
Automobile Operating Expenses.....	811.90
General Expenses.....	3,686.59
Hot Cargo Referendum Fund Expenses.....	48,986.21
"This Is Our America" Radio Program Fund Expenses.....	45,121.96
American Committee to Aid British Labor Fund Expenses.....	603.32
Sacramento-Modesto Defense Fund Expenses.....	650.00

Total Disbursements.....

187,453.63

Excess of Cash Receipts over Cash Disbursements for
Year Ended August 31, 1942—Exhibit "A".....

\$114,938.35
Schedule 1—Detail of Per Capita Receipts and Affiliation Fees
Year Ended August 31, 1942

AGNEW		AVENAL	
California State Employees No. 247	\$ 14.11	Construction and General Laborers No. 1241.....	28.00
ALAMEDA		BAKERSFIELD	
Carpenters No. 194.....	48.48	Bakers No. 146.....	12.64
ALVARADO		Barbers No. 317.....	21.03
Sugar Refinery Workers No. 20630..	45.27	Bartenders No. 378.....	46.98
ANAHEIM		Butchers No. 193.....	33.00
Carpenters No. 2203.....	49.83	Carpenters No. 743.....	119.61
ANTIOCH		Central Labor Council.....	12.00
Cannery Workers No. 21582.....	88.77	Chauffeurs-Teamsters No. 87.....	523.86
Carpenters No. 2038.....	13.00	Cooks and Waiters No. 550.....	123.50
Paper Makers No. 330.....	13.65	Cottonseed and Vegetable Oil Workers No. 21312.....	18.36
Pulp, Sulphur and Paper Mill Workers No. 249.....	33.00	Electrical Workers No. 428.....	11.00
ARCATA		Hod Carriers No. 220.....	95.23
Lumber and Sawmill Workers No. 2808	265.24	Laundry Workers No. 175.....	38.80
ARMONA		Millmen's No. 1081.....	7.69
Cannery Workers No. 22086.....	71.00	Painters No. 314.....	37.80
		Plasterers and Cement Finishers No. 191.....	9.13
		Stage Employees No. 215.....	13.00
		Water Tenders, Cattle Handlers No. 22912.....	6.25

OFFICERS REPORTS TO

BANNING		DUNSMUIR	
Carpenters and Joiners No. 2134.....	4.00	Bartenders and Culinary Workers No. 295.....	31.89
BELL		EL CENTRO	
Los Angeles County Fire Protection District Employees No. 434.....	10.00	Carpenters No. 1070.....	50.40
BENICIA		Central Labor Council.....	13.00
Federal Labor Union No. 21279.....	18.51	Construction and General Laborers No. 1119.....	100.92
Fish Cannery Workers.....	30.00	Meat Cutters No. 520.....	9.00
BERKELEY		Painters No. 313.....	11.69
Carpenters No. 1158.....	64.95	Theatrical Stage Employees No. 656	12.00
Chemical Workers No. 21939.....	20.73	EL CERRITO	
Painters No. 40.....	51.60	Operative Potters No. 165.....	44.40
BEVERLY HILLS		EL MONTE	
Screen Set Designers No. 1421.....	20.62	Carpenters and Joiners No. 1507.....	44.71
State, County and Municipal Em- ployees No. 432.....	16.50	Hod Carriers No. 1082.....	57.88
BURBANK		EL PORTAL	
Aeronautical Machinists No. 727....	2,311.18	Mine and Mill Workers No. 1461....	12.00
Culinary Workers and Bartenders No. 694.....	108.00	EMERYVILLE	
CAMARILLO		Blacksmiths, Drop Forgers and Helpers No. 245.....	6.25
California State Employees, Chapter No. 19.....	13.36	EUREKA	
CHICO		Bakers No. 195.....	12.00
Barbers No. 354.....	6.00	Barbers No. 431.....	12.00
Bartenders and Culinary Workers No. 658.....	53.30	Bartenders No. 318.....	22.74
Chico Match Makers Federated Union No. 23176.....	4.05	Butchers No. 445.....	16.50
Millmen No. 1495.....	98.73	Carpenters No. 1040.....	51.96
CHOWCHILLA		Central Labor Council.....	12.00
Cottonseed and Vegetable Oil Workers No. 21291.....	28.10	Cooks and Waiters No. 220.....	57.81
CHULA VISTA		Electrical Workers No. 482.....	13.00
Aeronautical Machinists No. 755.....	173.41	Laborers No. 181.....	35.25
Theatrical Stage Employees No. 761	5.00	Laundry Workers No. 156.....	12.00
COLTON		Lumber and Sawmill Workers No. 2592.....	50.56
United Cement, Lime and Gypsum Workers No. 89.....	140.52	Lumber and Sawmill Workers No. 2868.....	16.62
CORONA		Machinists No. 540.....	43.20
Citrus By-Products Workers No. 20831.....	67.66	Motion Picture Operators No. 430..	12.00
Citrus Warehouse Workers and Helpers No. 979.....	32.71	Musicians No. 333.....	20.64
CORONADO		Painters No. 1034.....	18.00
Masters, Mates and Pilots No. 12....	12.00	Plumbers No. 471.....	13.00
COWELL		Retail Clerks No. 541.....	24.36
United Cement, Lime and Gypsum Workers No. 86.....	51.93	Street Car Men No. 1237.....	5.00
CROCKETT		FRESNO	
Sugar Refinery Employees No. 20037.....	423.69	Automobile Maintenance No. 1309..	53.50
CUPERTINO		Bakers No. 43.....	68.88
United Cement, Lime and Gypsum Workers No. 100.....	21.15	Barbers No. 333.....	9.00
DAVIS		Bartenders No. 566.....	39.24
State, County and Municipal Em- ployees No. 83.....	9.95	Beauticians No. 333-A.....	4.00
		Building Service Employees No. 110	18.90
		California State Conference of Painters.....	1.00
		Carpenters No. 701.....	215.76
		Central Labor Council.....	12.00
		Cooks No. 230.....	22.27
		Culinary Workers No. 62.....	201.00
		Flax, Cottonseed and Grain Work- ers No. 22707.....	22.39
		Fresno Packing House Employees No. 19653.....	36.00
		General Teamsters No. 431.....	663.29
		Hod Carriers No. 294.....	371.58
		Iron Workers No. 155.....	18.00
		Iron Workers No. 624.....	11.00
		Lathers No. 83.....	11.00
		Laundry Workers No. 86.....	63.36
		Machinists No. 653.....	71.37

Millmen No. 1496.....	61.15	Screen Office Employees Guild No. 1391.....	181.00
Motion Picture Machine Operators No. 599.....	12.00	Studio Carpenters No. 946.....	775.71
Motor Coach Operators No. 1027....	20.78	Studio Electricians No. 40.....	220.50
Municipal Employees No. 205.....	19.00	Studio Grips No. 80.....	69.00
Office Employees Union No. 23087	5.00	Studio Transportation Drivers No. 399.....	270.00
Operating Engineers No. 336.....	33.03	Studio Utility Employees No. 724....	141.61
Paste Makers No. 20264.....	11.00	HUNTINGTON PARK	
Plasterers and Cement Finishers No. 188.....	12.31	Blacksmiths No. 212.....	37.00
Plumbers and Steamfitters No. 246	19.20	Glass Bottle Blowers No. 114.....	42.39
Printing Pressmen No. 159.....	12.00	Glass Bottle Blowers No. 144.....	12.00
Retail Grocery Clerks No. 1288.....	72.00	Glass Bottle Blowers No. 145.....	17.94
Sheet Metal Workers No. 252.....	14.50	Glass Bottle Blowers No. 146.....	57.36
Sign Painters No. 966.....	12.00	Meat Cutters No. 563.....	273.00
Stage Employees No. 158.....	12.00	IDRIA	
Winery and Distillery Workers No. 45.....	162.81	Quicksilver Workers No. 21966.....	64.47
FULLERTON		INGLEWOOD	
Cannery, Preserve and Can Manufacturing Plant Workers No. 22637.....	5.71	City Employees No. 496.....	2.00
Flat Glass Workers No. 20928.....	26.43	Painters and Decorators No. 1346....	28.53
GILROY		INDIO	
Painters No. 1157.....	5.50	Culinary Workers No. 750.....	11.39
GLENDALE		KINGSBURG	
Brick and Clay Workers No. 774....	67.23	Cannery Workers No. 20889.....	10.00
Carpenters No. 563.....	141.30	Cottonseed and Vegetable Oil Workers No. 21946.....	11.00
Central Labor Council.....	12.00	LA JOLLA	
Culinary Workers and Bartenders No. 324.....	72.00	Carpenters No. 1358.....	54.07
Operative Plasterers No. 739.....	10.26	LODI	
Painters No. 713.....	28.80	Carpenters No. 1418.....	29.91
Printing Pressmen No. 107.....	12.00	Winery and Distillery Workers No. 47.....	56.52
Retail Food Clerks No. 770.....	46.00	LOMPOC	
GRASS VALLEY		Barbers No. 595.....	9.00
Carpenters and Joiners No. 1903....	18.85	Celite Products Workers No. 21504	8.71
GREENVILLE		LONG BEACH	
Lumber and Sawmill Workers No. 2647.....	10.90	Auto Mechanics No. 1126.....	66.48
GRIDLEY		Bakers No. 31.....	54.00
Carpenters No. 2148.....	11.00	Barbers No. 622.....	39.72
HAMILTON CITY		Bartenders No. 686.....	72.00
Sugar Refinery Workers No. 20629	31.19	Beauticians No. 622-A.....	13.63
HAYWARD		Bricklayers No. 13.....	12.00
Cannery Workers No. 20843.....	422.28	Building and Construction Trades Council.....	12.00
Carpenters No. 1622.....	36.00	Building Service Employees No. 166	46.80
Culinary Workers and Bartenders No. 823.....	10.19	Bus Drivers No. 1254.....	69.81
HOLLYWOOD		Carpenters No. 710.....	408.36
Affiliated Property Craftsmen No. 44.....	78.00	Cement Finishers No. 791.....	20.80
Film Technicians No. 683.....	422.85	Central Labor Council.....	12.00
Hollywood Painters No. 5.....	133.71	Chauffeurs-Sales Drivers No. 572....	210.00
Machinists No. 1185.....	187.44	City and County Employees No. 112	12.00
Make-Up Artists No. 706.....	114.09	Cleaning and Dye House Workers No. 36.....	72.00
Motion Picture Costumers No. 705	218.52	Culinary Alliance No. 681.....	935.50
Motion Picture Studio Laborers No. 727.....	78.00	General School Employees No. 326	27.03
Moving Picture Painters No. 644....	319.02	Glass Workers No. 714.....	18.00
Motion Picture Studio Electrical Technicians No. 728.....	390.00	Hod Carriers No. 507.....	180.00
Motion Picture Studio Projectionists No. 165.....	99.42	Lathers No. 172.....	28.14
Screen Actors Guild.....	1,800.00	Machinists No. 1577.....	7.00
Screen Cartoonists No. 852.....	73.00	Machinists No. 1235.....	530.28
		Meat Cutters No. 284.....	14.20
		Moving Picture Projectionists No. 521.....	12.00
		Musicians Association No. 353.....	7.00
		Painters No. 256.....	146.82
		Printing Pressmen No. 285.....	10.25

Retail Clerks No. 770.....	46.00	Los Angeles Building and Construc-	
Rig Builders No. 1458.....	79.01	tion Trades Council.....	12.00
Rock Products Workers No. 21643	42.73	Los Angeles County Office Em-	
Roofers No. 72.....	12.00	ployees No. 187.....	1.17
Soap and Edible Oil Workers No.		Los Angeles Editorial Association	
18409.....	65.58	No. 1.....	45.48
Stereotypers No. 161.....	4.00	Lumber and Sawmill Workers No.	
Tailors No. 255.....	33.78	2288.....	535.83
Theatrical Employees No. B-108....	24.00	Machinists No. 1186.....	187.78
United Garment Workers No. 56.....	60.74	Machinists No. 311.....	324.00
United Cement, Lime and Gypsum		Machinists No. 1422.....	90.00
Workers No. 59.....	3.00	Meat Cutters No. 421.....	892.09
LOS ANGELES		Meat and Provision Drivers No. 626	187.71
American Guild of Variety Artists....	46.50	Metal Polishers No. 67.....	9.00
Asbestos Workers No. 5.....	44.43	Milk Drivers No. 93.....	1,524.84
Bakers No. 37.....	718.35	Millinery Workers No. 41.....	13.00
Bakers No. 453.....	37.95	Miscellaneous Employees No. 440....	322.86
Bakery Drivers No. 276.....	165.00	Miscellaneous Foremen and Public	
Barbers No. 295.....	36.00	Works Superintendents No. 413....	33.18
Bartenders No. 284.....	208.60	Molders No. 374.....	7.00
Beauticians No. 295-A.....	22.26	Moving Picture Projectionists No.	
Bill Posters and Billers No. 32.....	31.40	150.....	177.09
Board of Education Employees No.		Municipal Truck Drivers No. 403.....	36.00
99.....	44.97	Musicians No. 47.....	780.00
Boilermakers No. 92.....	305.00	Newspaper Pressmen No. 18.....	91.00
Bookbinders No. 63.....	45.00	Office Employees No. 20798.....	175.47
Bricklayers No. 2.....	44.85	Operating Engineers No. 12.....	1,449.00
Brick and Clay Workers No. 661.....	100.95	Painters No. 116.....	100.75
Building Material and Truck Driv-		Painters No. 434.....	19.50
ers No. 420.....	666.89	Painters No. 1037.....	7.30
Building Service Employees No. 99	114.85	Painters No. 1348.....	43.00
Bus Drivers No. 1222.....	39.00	Paper Makers No. 208.....	52.29
Carpenters No. 25.....	509.99	Pattern Makers Association.....	31.20
Carpenters No. 634.....	340.45	Photo Engravers No. 32.....	70.50
Cement Finishers No. 627.....	100.08	Plasterers No. 2.....	61.75
Central Labor Council.....	12.00	Plumbers No. 78.....	82.50
City Employees No. 119.....	16.00	Post Office Clerks No. 64.....	144.00
Cooks No. 468.....	360.00	Printing Pressmen No. 78.....	110.40
Coopers No. 152.....	28.35	Printing Specialists and Paper Con-	
Dental Technicians No. 100.....	16.00	verters No. 388.....	45.10
Dining Car Employees No. 582.....	37.63	Printing Trades Council.....	13.00
Displaymen and Commercial Deco-		Public Service Carpenters No. 2231..	28.59
rators No. 1154.....	23.20	Public Service Painters No. 323.....	57.10
District Council Brick Workers No.		Pulp, Sulphur and Paper Mill Work-	
11.....	13.00	ers No. 266.....	18.00
District Council of Painters No. 36..	12.00	Railway Carmen No. 414.....	132.90
Dye Workers No. 23018.....	12.31	Railway Carmen No. 601.....	82.20
Electrical Workers No. B-11.....	458.88	Railway Mail Association.....	18.00
Electrical Workers No. B-18.....	216.00	Reinforced Iron Workers No. 416....	63.00
Electrotypers No. 137.....	12.00	Retail Clerks No. 770.....	1,236.09
Elevator Constructors No. 18.....	48.36	Retail Clerks No. 770 Drug Division	46.00
Flint Glass Workers No. 141.....	15.84	Retail Clerks No. 770 Textile Divi-	
Garment Cutters No. 36.....	10.38	sion.....	19.00
Glass Bottle Blowers No. 100.....	13.00	Roofers No. 36.....	28.00
Glass Bottle Blowers No. 129.....	6.00	Sheet Metal Workers No. 108.....	305.13
Glass Workers No. 636.....	55.90	Shopmen (Iron Workers) No. 509..	27.00
Glaziers, California Conference.....	13.00	Sign and Pictorial Painters No. 831	33.64
Hod Carriers No. 300.....	945.00	Sleeping Car Conductors No. 5.....	19.50
Hotel and Service Employees No.		Soap and Vegetable Oil Workers	
765.....	35.25	No. 20283.....	63.99
House Building and General Movers		Sprinkler Fitters No. 669.....	26.76
No. 923.....	22.60	Stage Employees No. 33.....	73.35
Jewelry Workers No. 23.....	12.00	Stationary Engineers No. 63.....	136.42
Lady Garment Workers No. 84.....	195.00	Stereotypers No. 58.....	46.62
Lady Garment Workers No. 96.....	180.00	Stove Mounters No. 68.....	40.00
Lady Garment Workers No. 384.....	40.00	Structural Iron Workers No. 433.....	37.00
Lathers No. 42.....	21.75	Switchmen No. 43.....	21.39
Lathers No. 42-A.....	20.98	State, County and Municipal Em-	
Lithographers, Amalgamated, No.		ployees No. 175.....	9.00
22.....	10.90	Southern California District Coun-	
		cil of Laborers.....	4.00

STATE FEDERATION OF LABOR

79

Teachers No. 430.....	19.12	Retail Clerks No. 1273.....	43.09
Technical Engineers, Architects and Draftsmen No. 94.....	10.00	Stage Employees No. 564.....	12.00
Theatrical Janitors No. 72.....	62.14	Teamsters No. 386.....	402.12
Theatrical Wardrobe Attendants No. 17982.....	16.00	MOJAVE	
Transportation Union No. 1277.....	61.00	Culinary Workers No. 507.....	31.56
Truck Drivers No. 208.....	1,819.08	MONOLITH	
United Garment Workers No. 94.....	11.00	United Cement, Lime and Gypsum Workers No. 52.....	33.66
United Garment Workers No. 125.....	220.21	MONTEREY	
Van, Storage and Transfer Drivers No. 389.....	278.32	Barbers No. 896.....	8.00
Waiters No. 17.....	733.05	Bartenders and Culinary Workers No. 483.....	91.17
Waitresses No. 639.....	540.00	Building and Construction Trades Council.....	11.00
Wholesale Delivery Drivers No. 848	557.58	Carpenters No. 1323.....	141.93
Wholesale Grocery and Warehouse- men No. 595.....	77.70	Central Labor Council.....	12.00
Window Cleaners No. 101.....	52.65	Fish Cannery Workers of the Pa- cific.....	615.63
Women's Union Label League No. 36.....	12.00	Hod Carriers No. 690.....	76.20
LOYALTON		Plumbers No. 62.....	13.95
Lumber and Sawmill Workers No. 2695.....	81.11	Roofers No. 50.....	5.84
MARTINEZ		Seine and Line Fishermen.....	180.00
Carpenters No. 2046.....	138.00	MORGAN HILL	
Construction and General Laborers No. 324.....	247.50	Distillery, Rectifying and Wine Workers No. 46.....	10.00
Machinists No. 1173.....	39.34	MOUNTAIN VIEW	
Painters No. 741.....	22.98	Carpenters No. 1280.....	82.26
Plumbers No. 159.....	92.15	NAPA	
Teamsters No. 315.....	474.15	Barbers and Beauticians No. 476.....	13.00
MARYSVILLE		Bartenders and Culinary Workers No. 753.....	28.32
Barbers No. 720.....	10.00	Carpenters No. 2114.....	63.96
Bartenders No. 715.....	7.00	California State Hospital Employees No. 174.....	51.66
Carpenters No. 1570.....	171.06	Central Labor Council.....	12.00
Central Labor Council.....	12.00	Dried Fruit Packers No. 21944.....	23.03
Musicians No. 158.....	10.00	Hod Carriers No. 371.....	69.72
Painters No. 146.....	12.00	Machinists No. 1419.....	53.97
Stage Employees No. 216.....	13.00	Musicians No. 541.....	12.00
Teamsters No. 137.....	119.85	Painters No. 262.....	17.65
MAYWOOD		United Garment Workers No. 137....	64.38
Flour, Feed and Cereal Workers No. 21830.....	70.50	United Garment Workers No. 197....	79.44
Glass Bottle Blowers No. 148.....	21.60	NEWARK	
MERCED		Stove Mounters No. 61.....	62.79
Auto Mechanics No. 1119.....	13.00	NILES	
Carpenters No. 1202.....	46.77	Blacksmiths, Drop Forgers and Helpers No. 591.....	22.27
Central Labor Council.....	12.00	NORWALK	
Construction and General Laborers No. 995.....	44.23	California State Employees No. 69....	18.75
Culinary Alliance No. 184.....	23.40	OAKLAND	
MODESTO		Alameda County Building Trades Council.....	15.00
Barbers No. 787.....	12.00	Alameda County School Employees No. 257.....	39.84
Butchers No. 108.....	65.30	Auto Mechanics No. 1546.....	792.00
Cannery Workers No. 22382.....	453.93	Bakers No. 119.....	90.00
Carpenters No. 1235.....	50.16	Bakery Wagon Drivers No. 432.....	144.00
Central Labor Council.....	12.00	Barbers No. 134.....	145.62
Culinary Workers and Bartenders No. 542.....	43.14	Bartenders No. 52.....	341.21
Electrical Workers No. 684.....	26.10	Beauticians No. 134-A.....	12.00
Hod Carriers No. 1130.....	46.29	Blacksmiths, Drop Forgers and Helpers No. 171.....	25.00
Operating Engineers No. 734.....	17.56	Bricklayers No. 8.....	29.25
Painters No. 317.....	12.00	Building Service Employees No. 18	379.23
Plasterers No. 429.....	15.00		
Plumbers No. 437.....	12.00		
Post Office Clerks No. 635.....	12.00		

OFFICERS REPORTS TO

Cannery Workers No. 20905.....	736.29
Carpenters No. 36.....	625.47
Carpenters No. 1473.....	131.49
Carpet, Linoleum and Soft Tile Workers No. 1290.....	31.35
Cement Finishers No. 594.....	54.00
Cemetery Employees No. 20372.....	33.00
Central Labor Council.....	12.00
City Employees No. 362.....	7.67
Construction and General Laborers No. 304.....	720.00
Cooks No. 228.....	354.00
Culinary Alliance No. 31.....	520.00
Dining Car Cooks and Waiters No. 456.....	43.00
Drydock, Marine Waysmen No. 2116.....	390.00
Electrical Workers No. 50.....	18.00
Electrical Workers No. 595.....	210.00
Floor Layers and Carpenters No. 1861.....	19.06
Garage Employees No. 78.....	185.13
General Warehousemen No. 853.....	212.00
Glass Bottle Blowers No. 2.....	33.00
Glass Bottle Blowers No. 137.....	36.26
Glass Bottle Blowers No. 141.....	58.56
Glass Bottle Blowers No. 142.....	13.00
Ice Wagon Drivers No. 610.....	39.00
Lathers No. 88.....	42.00
Laundry Drivers No. 209.....	127.80
Laundry Workers No. 2.....	108.00
Mechanics No. 818.....	80.93
Machinists No. 284.....	369.60
Milk Wagon Drivers No. 302.....	234.00
Moving Picture Projectionists No. 169.....	27.00
Newspaper and Periodical Drivers No. 96.....	47.31
Oakland Production Workers No. 1518.....	78.05
Office Workers No. 20744.....	149.49
Operating Engineers No. 507.....	72.00
Painters and Decorators No. 127.....	200.88
Paint Makers No. 1101.....	78.33
Plasterers No. 112.....	42.00
Plumbers No. 444.....	82.50
Post Office Clerks No. 78.....	50.25
Printing Pressmen No. 125.....	81.96
Printing Specialties and Paper Con- verters No. 382.....	198.00
Retail Delivery Drivers No. 588.....	165.00
Railway Carmen No. 735.....	12.00
Retail Food Clerks No. 870.....	540.00
Roofers No. 81.....	45.00
State and County Employees No. 282.....	2.00
Sheet Metal Workers No. 216.....	144.72
Sign and Pictorial Painters No. 878	31.50
Special Officers and Guards No. 243	11.00
Steamfitters and Helpers No. 342....	63.60
Street Carmen No. 192.....	178.00
Teamsters No. 70.....	1,293.09
Technical Engineers No. 89.....	17.50
Theatrical Employees No. B-82.....	29.40
Theatrical Janitors No. 121.....	22.59
Theatrical Stage Employees No. 107	15.00
Welders and Burners No. 681.....	91.00

ONTARIO

City Employees No. 472.....	2.37
Citrus By-Products Workers No. 20746.....	35.04

OROVILLE

Bartenders and Culinary Workers No. 654.....	22.89
Boilermakers No. 690.....	9.00
Butchers No. 460.....	4.00
Cannery Workers No. 21634.....	117.27
Carpenters No. 1240.....	17.14
Central Labor Council.....	12.00
Railway Carmen No. 679.....	12.00

OXNARD

Agricultural and Citrus Workers No. 22342.....	2.97
Carpenters No. 2042.....	15.00
Post Office Clerks No. 491.....	2.00

PALM SPRINGS

Carpenters No. 1046.....	14.07
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PALO ALTO

Barbers No. 914.....	37.08
Carpenters No. 668.....	67.11
Glaziers No. 903.....	11.00
Teachers No. 442.....	12.00

PASADENA

Central Labor Council.....	13.00
Culinary Workers and Bartenders No. 531.....	141.00
Hod Carriers No. 439.....	56.41
Meat Cutters No. 439.....	113.52
Municipal Employees No. 345.....	7.39
Plumbers No. 280.....	28.80
Printing Pressmen No. 155.....	15.00
Retail Clerks No. 770.....	46.00

PATTON

California State Hospital Employees No. 204.....	6.00
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PETALUMA

Barbers No. 419.....	12.00
Bartenders and Culinary Workers No. 271.....	45.33
Beauticians No. 419-A.....	12.00
Carpenters No. 981.....	32.95
Central Labor Council.....	13.00

PITTSBURG

Barbers No. 917.....	5.00
Bartenders and Culinary Workers No. 822.....	95.27
Chemical Workers No. 20280.....	95.78
Fish Cannery Workers of the Pacific	87.36
Glass Bottle Blowers No. 160.....	12.00

PLACERVILLE

Carpenters No. 1992.....	10.00
Hotel and Restaurant Workers No. 793.....	2.00

POMONA

Central Labor Council.....	12.00
Hod Carriers No. 806.....	19.11
United Brick and Clay Workers No. 616.....	55.69

PORT CHICAGO

Chemical Workers No. 20529.....	44.82
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STATE FEDERATION OF LABOR

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PORTERVILLE

Carpenters No. 2126..... 15.00

PORTOLA

Maintenance of Way Employees No.
1246 28.89
Musicians No. 497..... 12.00
Railway Carmen No. 562..... 8.00

PUENTE

Citrus Packing House Employees
No. 21091 4.00

QUINCY

Lumber and Sawmill Workers No.
2591 28.74

RANDSBURG

Federal Labor Union No. 21464..... 31.11

REDDING

Bartenders No. 549..... 11.11
Butchers No. 352..... 39.09
Central Labor Council..... 14.00
Carpenters No. 1599..... 210.65
Culinary Workers No. 470..... 126.18
Machinists No. 1397..... 125.25
Plumbers and Steamfitters No. 662.. 37.20

RICHMOND

Barbers No. 508..... 9.40
Bartenders and Culinary Workers
No. 595 210.82
Beauticians No. 508-A..... 10.57
Carpenters No. 642..... 317.42
Central Labor Council..... 12.00
Contra Costa Building Trades
Council 12.00
Contra Costa Metal Trades Council 24.00
Electrical Workers No. 302..... 116.97
Fish Cannery Workers of the Pa-
cific 53.82
Laundry Workers No. 23..... 16.00
Machinists No. 824..... 149.82
Moving Picture Projectionists No.
560 12.00
Paper Makers No. 334..... 45.00
Retail Clerks No. 1179..... 224.49

RIVERSIDE

Barbers No. 171..... 12.00
Building and Construction Trades
Council 13.00
Carpenters No. 235..... 193.71
Central Labor Council..... 12.00
Hod Carriers No. 1184..... 211.41
Retail Clerks, Tri-County Division
No. 770 37.00
United Cement, Lime, and Gypsum
Workers No. 48..... 132.39

ROSEVILLE

Central Labor Council..... 12.00
Carpenters No. 1147..... 14.58

SACRAMENTO

Bakers No. 85..... 165.06
Barbers No. 112..... 34.26
Bartenders No. 600..... 118.65
Beauticians No. 112-A..... 24.75
Blacksmiths No. 174..... 11.00
Boilermakers, Helpers and Welders
No. 743 15.40

Bookbinders No. 35..... 28.80
Bricklayers No. 9..... 15.51Building and Construction Trades
Council 12.00Butchers No. 498..... 93.18
Cannery Workers No. 20324..... 679.17
Carpenters No. 586..... 231.30Carpet, Linoleum and Tile Workers
No. 1237 9.00
Chauffeurs-Teamsters No. 150..... 870.93Construction and General Laborers
No. 185 165.00
Cooks No. 683..... 117.00Electrical Workers No. 36..... 9.00
Electrical Workers No. 340..... 59.64
Federated Trades Council..... 12.00Glaziers and Glass Workers No. 767 19.80
Lathers No. 109..... 13.60
Letter Carriers No. 113..... 57.30Machinists No. 33..... 258.00
Machinists No. 536..... 165.00
Millmen No. 1618..... 14.35Miscellaneous Employees No. 393... 112.50
Moving Picture Machine Operators
No. 252 13.00Musicians No. 12..... 11.00
Office Employees No. 21986..... 11.00
Operating Engineers No. 210..... 19.00Painters No. 487..... 64.80
Plumber and Steamfitters No. 447... 58.50
Post Office Clerks No. 66..... 38.94Printing Pressmen No. 60..... 31.71
Railway Carmen No. 1344..... 8.18
Sacramento County Board of Edu-
cation Employees No. 258..... 30.33Sheet Metal Workers No. 162..... 38.85
Stage Employees No. 50..... 12.00
Street Carmen No. 256..... 34.62Tailors No. 107..... 12.00
Teachers No. 31..... 14.76
Waiters and Waitresses No. 561.... 171.03

SALINAS

Barbers No. 827..... 13.00
Bartenders No. 545..... 24.30
Carpenters and Joiners No. 925..... 38.95
Central Labor Council..... 9.00
Culinary Alliance No. 467..... 76.62
Musicians No. 616..... 23.91
Operating Engineers No. 165..... 12.51

SAN BERNARDINO

California State Employees No.
14-12 31.62
Carpenters No. 944..... 189.78
Central Labor Council..... 12.00
Chauffeurs-Teamsters No. 467..... 463.98
City Employees No. 338..... 12.40
Culinary Workers and Bartenders
No. 535 33.00
Machinists No. 1047..... 11.50
Motion Picture Machine Operators
No. 577 12.00
Painters No. 775..... 32.46
Stage Employees No. 614..... 10.00

SAN BRUNO

Carpenters No. 848..... 6.64

SAN DIEGO

Aeronautical Mechanics No. 1125... 2,956.92
Bakers No. 315..... 74.73

STATE FEDERATION OF LABOR

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Pharmacists No. 838.....	75.48	Carpenters No. 316.....	132.48
Photo Engravers No. 8.....	36.00	Cement Laborers No. 270.....	454.86
Pile Drivers No. 34.....	389.94	Central Labor Council.....	15.00
Plasterers No. 66.....	99.84	Cleaners and Dyers No. 40.....	1.00
Plumbers No. 442.....	195.00	Cooks, Waiters and Waitresses No. 180	99.00
Post Office Clerks No. 2.....	247.50	Electrical Workers No. 332.....	12.00
Printing Pressmen No. 24.....	231.09	Garage Employees No. 556.....	60.00
Printing Specialties and Paper Converters No. 362.....	46.00	Hod Carriers No. 234.....	14.79
Production Machine Operators No. 1327	600.00	Lathers No. 144.....	12.24
Professional Embalmers No. 9049.....	34.14	Laundry Workers No. 33.....	51.39
Railway Mail Association.....	72.00	Lumber and Planer Mill Workers No. 2402	73.71
Retail Cigar and Liquor Clerks No. 1098	108.00	Machinists No. 504.....	268.44
Retail Delivery Drivers No. 278.....	239.13	Millmen No. 262.....	148.68
Retail Department Store Employees No. 1100.....	420.00	Moving Picture Projectionists No. 431	13.00
Retail Fruit and Vegetable Clerks No. 1017	144.00	Musicians No. 153.....	15.00
Retail Grocery Clerks No. 648.....	390.00	Painters No. 507.....	42.75
Retail Shoe and Textile Salesmen No. 410	78.00	Plasterers No. 224.....	28.35
Roofers No. 40.....	78.00	Plumbers No. 393.....	83.13
Sailors Union of the Pacific.....	1,000.00	Printing Pressmen No. 146.....	8.00
San Francisco Labor Council.....	12.00	Retail Clerks No. 428.....	140.22
Sanitary Truck Drivers No. 350.....	156.00	Roofers No. 95.....	18.00
Sausage Makers No. 203.....	136.88	Sheet Metal Workers No. 309.....	14.77
Sheet Metal Workers No. 104.....	36.00	Stationary Engineers No. 171.....	31.20
Shipfitters and Helpers No. 9.....	571.50	Street Carmen No. 265.....	12.00
Shipwrights No. 1149.....	299.79	Teamsters No. 287.....	710.16
Sign and Pictorial Painters No. 510.....	89.27	Theatrical Stage Employees No. 134	11.00
Sprinkler Fitters No. 669.....	18.60	United Brick and Clay Workers No. 580	15.79
Steamfitters No. 509.....	78.00		
Stereotypers and Electrotypers No. 29	66.30	SAN LEANDRO	
Stove Mounters No. 62.....	15.00	Musicians No. 510.....	18.00
Stove Mounters No. 65.....	13.00		
Street Carmen No. 1004.....	360.00	SAN LUIS OBISPO	
Street Railway Employees No. 518.....	297.00	Barbers No. 767.....	11.00
Teachers No. 61.....	9.30	Central Labor Council.....	10.00
Teamsters No. 85.....	900.00	Laborers No. 1464.....	97.33
Theatrical Stage Employees No. B-18	57.60	Machinists No. 1166.....	39.40
Theatrical Janitors No. 9.....	39.00	Painters No. 1336.....	9.52
Theatrical Stage Employees No. 16	45.24		
Tobacco Workers No. 210.....	100.53	SAN MATEO	
Union Label Section.....	12.00	Bartenders No. 340.....	89.16
United Garment Workers No. 131.....	195.00	Beauticians No. 914-A.....	21.15
United Hatters No. 31	12.00	Butchers No. 516.....	97.50
Upholsterers No. 28.....	36.00	Carpenters No. 162.....	180.90
Waiters No. 30.....	1,103.97	Central Labor Council.....	12.00
Waitresses No. 48.....	1,248.21	Electrical Workers No. 617.....	18.00
Watchmakers No. 102.....	16.50	Hod Carriers No. 97.....	18.50
Watchmakers No. 101.....	13.00	Hotel and Restaurant Employees No. 267	77.07
Water Workers No. 401.....	32.13	Lathers No. 278.....	9.00
Web Pressmen No. 4.....	66.00	Machinists No. 1414.....	36.88
Window Cleaners No. 44.....	78.00	Plumbers No. 467.....	27.03
Wood, Wire and Metal Lathers No. 65	47.58	Printing Pressmen No. 315.....	14.00
		Stage Employees No. 409.....	13.00
SAN JOSE		SAN PEDRO	
Auto Mechanics No. 1101.....	131.58	Auto Mechanics No. 1484.....	54.00
Barbers No. 252.....	47.79	Automobile Salesmen No. 1056.....	15.37
Bartenders No. 577.....	73.29	Bartenders No. 591.....	60.60
Beauticians No. 252-A.....	12.35	Beauticians No. 881-A.....	25.35
Bindery Workers No. 3.....	14.04	Butchers No. 551.....	51.30
Building and Construction Trades Council	12.00	Carpenters No. 1140.....	162.84
Butchers No. 506.....	162.00	Central Labor Council.....	12.00
Cannery Workers No. 20852.....	1,248.33	Culinary Alliance No. 754.....	169.11
		Editorial Association No. 23157.....	4.00
		Lathers No. 366.....	12.80
		Longshoremen No. 38-82.....	13.00
		Lumber and Sawmill Workers No. 2607	324.00

OFFICERS REPORTS TO

Natural and Artificial Gas Workers

No. 20386	19.62
Painters No. 949	30.00
Pile Drivers No. 2375	198.00
Plasterers and Cement Finishers No. 838	14.00
Port Watchmen No. 137	88.65
Retail Clerks No. 905	81.00
Shipyard Laborers No. 802	837.27
Waitresses No. 512	165.84

SAN RAFAEL

Barbers No. 582	14.00
Bartenders and Culinary Workers No. 126	105.90
Beauticians No. 582-A	8.11
California State Council of Lathers Central Labor Council	12.00
Electrical Workers No. 614	18.00
General Truck Drivers No. 624	10.56
Golden Gate District Council of Lathers	152.47
Hod Carriers No. 291	12.00
Lathers No. 268	52.00
Machinists No. 238	12.00
Plumbers No. 769	61.62
Roofers No. 121	14.40

SANTA ANA

Beet Sugar Workers No. 20748	71.37
Carpenters No. 1815	121.50
Central Labor Council	12.00
Electrical Workers No. 441	16.69
Hod Carriers No. 652	165.99
Plumbers and Steamfitters No. 582	8.20
Stage Employees No. 504	12.00

SANTA BARBARA

Barbers No. 832	9.38
Building and Construction Trades Council	12.00
Building Service Employees No. 185 Carpenters No. 1062	9.00
Central Labor Council	87.90
Chauffeurs-Teamsters No. 186	12.00
Construction and General Laborers No. 591	225.00
Culinary Alliance No. 498	67.59
Electrical Workers No. 413	203.46
Hod Carriers No. 195	16.02
Meat Cutters No. 556	12.00
Painters No. 715	31.20
Plumbers and Steamfitters No. 114 Post Office Clerks No. 264	39.12
Retail Clerks No. 899	44.30
Roofers No. 137	12.00
Sheet Metal Workers No. 273	36.00
Stage Employees No. 442	12.00
State, County, and Municipal Em- ployees Santa Barbara No. 358	18.56

SANTA CRUZ

Barbers No. 891	33.26
Butchers No. 266	12.00
Carpenters No. 829	42.63
Central Labor Council	4.60
Construction and General Laborers No. 283	12.00
Electrical Workers No. B-609	6.00
Musicians No. 346	12.00
Sheet Metal Workers No. 304	17.04

SANTA MARIA

Carpenters No. 2477	230.00
Culinary Workers and Bartenders No. 703	226.32
Truck Drivers and Helpers No. 381	86.11

SANTA MONICA

Barbers No. 573	15.00
Carpenters No. 1400	62.50
Central Labor Council	12.00
Culinary Workers No. 814	120.00
Machinists No. 1283	8.00
Painters No. 821	36.87
Plumbers No. 545	16.59
Retail Food Clerks No. 770	46.00
State, County and Municipal Em- ployees No. 351	14.02

SANTA PAULA

Carpenters No. 2015	7.05
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SANTA ROSA

Barbers No. 159	18.00
Bartenders and Culinary Workers No. 770	78.70
Central Labor Council	13.00
Moving Picture Machine Operators No. 420	12.00
Musicians No. 292	48.27
Federal Labor Union No. 23130	2.00

SCOTIA

Lumber and Sawmill Workers No. 3008	1.51
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SONOMA

California State Employees No. 14	79.11
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SONORA

Carpenters No. 2196	13.00
Laborers No. 1436	13.00

SOUTH GATE

Pulp, Sulphite and Paper Mill Workers No. 253	44.10
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SPADRA

California State Employees No. 180	45.27
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STOCKTON

Barbers No. 312	19.53
Barbers (Journeymen) No. 839	13.00
Bartenders No. 47	115.29
Beauticians No. 312-A	15.00
Building Service Employees No. 24	36.00
California State Employees No. 14-9	20.46
Cannery Workers No. 20676	687.54
Carpenters No. 266	156.42
Central Labor Council	12.00
Chauffeurs-Teamsters No. 439	560.54
City Employees No. 102-1	22.56
Cleaning and Dye House Workers No. 102	22.11
Culinary Alliance No. 572	197.63
Electricians No. 591	21.60
Farm Equipment and Maintenance Workers No. 20984	13.00
Lathers No. 98	11.00
Laundry Workers No. 177	3.00
Machinists No. 364	207.37
Moving Picture Projectionists No. 428	12.00

STATE FEDERATION OF LABOR

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Operating Engineers No. 508.....	35.10	Retail Clerks No. 373.....	75.91
Paper Makers No. 320.....	16.50	Sheet Metal Workers No. 221.....	132.45
Post Office Clerks No. 320.....	19.20	Steam and Operating Engineers No. 731.....	23.94
Printing Pressmen No. 132.....	12.00	Teamsters No. 490.....	209.79
State Council of State, County and Municipal Employees.....	9.00	Theatrical Stage Employees No. 241	9.00
Stove Mounters No. 69.....	6.96		
Street Carmen No. 276.....	9.00	VAN NUYS	
SUISUN		Carpenters No. 1913.....	143.01
Cannery Workers No. 21596.....	50.18	VENTURA	
SUNNYVALE		Carpenters No. 2463.....	19.87
Cannery Workers No. 22473.....	411.15	Central Labor Council.....	11.00
SUSANVILLE		Electrical Workers No. B-952.....	12.00
Bartenders and Culinary Workers No. 767.....	17.68	Hod Carriers No. 585.....	240.24
Lumber and Sawmill Workers No. 2790.....	98.22	Operating Engineers No. 732.....	13.00
Retail Clerks No. 750.....	17.06	Plumbers No. 484.....	15.00
Tri-County Central Labor Council.	8.00	VERNON	
TAFT		Pulp, Sulphite and Papermill Work- ers No. 254.....	39.00
Barbers No. 869.....	9.00	VICTORVILLE	
Carpenters No. 1774.....	22.95	United Cement, Lime and Gypsum Workers No. 49.....	31.90
Central Labor Union.....	9.00	VISALIA	
Culinary Alliance No. 771.....	35.37	Cannery and Dried Fruit Workers No. 22642.....	25.49
Electrical Workers No. 343.....	12.00	Carpenters No. 1484.....	28.68
TERMINAL ISLAND		Central Labor Council.....	12.00
Cannery Workers Union of the Pa- cific.....	726.46	Hod Carriers No. 1060.....	45.90
Seine and Line Fishermen.....	63.00	Hotel-Restaurant Employees and Bartenders No. 137.....	5.10
TRACY		Moving Picture Machine Operators No. 605.....	12.00
Sugar Workers No. 20058.....	58.26	Painters No. 439.....	14.00
TRONA		WATSONVILLE	
Potash, Phosphate and Borax Workers No. 20902.....	15.79	Carpenters No. 771.....	30.75
TULARE		Central Labor Council.....	9.00
Carpenters No. 1578.....	20.16	Culinary Workers and Bartenders No. 345.....	39.39
TWAIN		Lathers No. 122.....	4.00
Lumber and Sawmill Workers No. 2944.....	3.25	Painters No. 750.....	10.00
UKIAH		Railway Carmen No. 765.....	9.00
California State Employees No. 14-5	12.49	Theatrical Stage Employees No. 611	12.00
VALLEJO		WEED	
Asbestos Workers No. 70.....	11.00	Lumber and Sawmill Workers No. 2907.....	140.11
Barbers No. 335.....	15.42	WESTWOOD	
Beauticians No. 335-A.....	19.50	Bartenders and Culinary Workers No. 768.....	41.60
Blacksmiths, Drop Forgers, Help- ers No. 82.....	5.05	Lumber and Sawmill Workers No. 2836.....	703.92
Boilermakers No. 148.....	136.29	Office Employees No. 21697.....	36.12
Carpenters No. 180.....	423.48	WILMINGTON	
Central Labor Council.....	12.00	Borax Workers No. 18640.....	111.06
Culinary Workers No. 560.....	271.68	Marine Painters No. 812.....	136.00
Electrical Workers No. 180.....	58.50	Operating Engineers No. 235.....	186.00
Flour and Cereal Workers No. 20397	58.80	Operating Engineers (California State Branch).....	10.00
Hod Carriers No. 326.....	701.34	Ship Carpenters No. 1335.....	248.59
Laundry Workers No. 113.....	40.65	Truck Drivers No. 692.....	305.64
Machinists No. 1492.....	89.79		
Musicians No. 367.....	57.23		
Painters No. 376.....	120.62		
Plasterers and Cement Finishers No. 631.....	10.00		
Plumbers No. 43.....	66.00	Total Per Capita Receipts and Affili- ation Fees—Exhibit B.....	\$121,227.15

OFFICERS REPORTS TO

Schedule 2—Detail of Per Capita Receipts and Affiliation Fees (by Districts),
Year Ended August 31, 1942

District No. 1

Chula Vista	\$ 178.41
Coronado	12.00
El Centro	197.01
La Jolla	54.07
San Diego	6,997.05
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	\$ 7,438.54

District No. 2

Anaheim	\$ 49.83
Fullerton	32.14
Long Beach	3,408.66
Santa Ana	407.75
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	\$ 3,898.38

District No. 3

Banning	\$ 4.00
Bell	10.00
Beverly Hills	37.12
Colton	140.52
Corona	100.37
El Monte	102.59
Huntington Park	439.69
Indio	11.39
Los Angeles	21,204.17
Maywood	92.10
Norwalk	18.75
Ontario	37.41
Palm Springs	14.07
Patton	6.00
Pomona	86.80
Puente	4.00
Riverside	611.51
San Bernardino	808.74
South Gate	44.10
Spadra	45.27
Trona	15.79
Vernon	39.00
Victorville	31.90
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	\$ 23,905.29

District No. 4

Inglewood	\$ 30.53
San Pedro	2,338.75
Santa Monica	330.98
Terminal Island	789.46
Wilmington	997.29
	<hr/>
	\$ 4,487.01

District No. 5

Burbank	\$ 2,419.18
Glendale	389.59
Hollywood	5,571.87
Pasadena	421.12
Van Nuys	143.01
	<hr/>
	\$ 8,944.77

District No. 6

Camarillo	\$ 13.36
Lompoc	17.71
Oxnard	19.97
San Luis Obispo	167.25
Santa Barbara	892.79
Santa Maria	542.43
Santa Paula	7.05
Ventura	311.11
	<hr/>
	\$ 1,971.67

District No. 7

Armona	\$ 71.00
Avenal	28.00
Bakersfield	1,129.88
Chowchilla	28.10
Fresno	2,392.32
Kingsburg	21.00
Mojave	31.56
Monolith	33.66
Porterville	15.00
Randsburg	31.11
Taft	88.32
Tulare	20.16
Visalia	143.17
	<hr/>
	\$ 4,033.28

District No. 8

El Portal	\$ 12.00
Lodi	86.43
Merced	139.40
Modesto	1,234.69
Sonora	26.00
Stockton	2,253.81
Tracy	58.26
	<hr/>
	\$ 3,810.59

District No. 9

Agnew	\$ 14.11
Cupertino	21.15
Gilroy	5.50
Idria	64.47
Monterey	1,155.72
Morgan Hill	10.00
Mountain View	82.26
Salinas	198.29
San Jose	4,188.34
Santa Cruz	118.27
Sunnyvale	411.15
Watsonville	114.14
	<hr/>
	\$ 6,383.40

District No. 10

Palo Alto	\$ 127.19
San Bruno	6.64
San Francisco	29,082.35
San Mateo	614.19
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	\$ 29,830.37

District No. 11

Alameda	\$ 48.48
Alvarado	45.27
Berkeley	137.28
Emeryville	6.25
Hayward	468.47
Newark	62.79
Niles	22.27
Oakland	11,226.93
San Leandro	18.00

\$ 12,035.74

District No. 12

Antioch	\$ 148.42
Cowell	51.93
Crockett	423.69
El Cerrito	44.40
Martinez	1,014.12
Pittsburg	295.41
Port Chicago	44.82
Richmond	1,214.31

\$ 3,237.10

District No. 13

Benicia	\$ 48.51
Napa	489.13
Petaluma	115.28
San Rafael	487.06
Santa Rosa	171.97
Sonoma	79.11
Suisun	50.18
Vallejo	2,548.44

\$ 3,989.68

District No. 14

Chico	\$ 162.08
Davis	9.95
Grass Valley	18.85
Gridley	11.00
Hamilton City	31.19
Marysville	354.91
Oroville	194.30
Placerville	12.00
Roseville	26.58
Sacramento	3,881.62

\$ 4,702.48

District No. 15

Arcata	\$ 265.24
Dunsmuir	31.89
Eureka	448.64
Greenville	10.90
Loyalton	81.11
Portola	48.89
Quincy	28.74
Redding	563.48
Scotia	1.51
Susanville	140.96
Twain	3.25
Ukiah	12.49
Weed	140.11
Westwood	781.64

\$ 2,558.85

Total Per Capita Re-
ceipts and Affiliation
Fees by District (See
Exhibit "B")

\$121,227.15

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 Engrs. No. 3, San Francisco.
1941	Seattle, Wash.—C. T. Lehmann, Carpenters No. 25, Los Angeles.
1942	Toronto, Canada—C. J. Haggerty, Lathers No. 42, Los Angeles.

PROCEEDINGS

Of the Forty-Third Annual Convention

FIRST DAY

Monday, September 21, 1942

MORNING SESSION

Opening Ceremonies

The Long Beach Municipal Band entertained the delegates with an appropriate musical concert preceding the formal ceremonies of the Convention.

The Forty-third Annual "Victory" Convention of the California State Federation of Labor was called to order at 10:20 a. m. in the Municipal Auditorium.

The chairman of the local Convention Arrangements Committee, James H. Blackburn, introduced to the delegates First Lieutenant John Pershing of the First Company Belarmine-Jefferson Guards of St. Robert Belarmine Parish School, Burbank, who was brought from Burbank by Monsignor Keating, pastor and founder of the Guards. The ten-year-old lad, a fifth cousin of General John Pershing, in a clear and steady voice led the Convention in the Pledge of Allegiance, as he and his comrades open and close school daily.

"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 to all. Saint Robert Bellarmine, Defender of Human Rights, pray for America."

James McGarrigle led the delegates in the singing of the national anthem, "The Star Spangled Banner."

Invocation

Chairman Blackburn next introduced His Excellency, the Most Reverend Archbishop John J. Cantwell, who delivered the following invocation:

"In the Name of the Father and the Son and the Holy Ghost, Amen. Come, Holy Ghost, and send down those beams which sweetly flow in silent streams from Thy bright throne above.

"Oh, come, Thou Father of the poor, Thou bounteous source of all our store. Come fill our hearts with love; come Thou, of comforters the best, come Thou, the soul's delightful guest, the pilgrim's sweet relief, Thou art true rest in toil and sweet refreshment in excessive heat and solace in my grief.

"Thrice blessed light, shoot home Thy darts and pierce the center of those hearts whose faith aspires to Thee.

"Without Thy Godhead nothing can have any price or worth in man. Nothing can harmless be. Lord, wash our sinful stains away, water from heaven our barren clay, our wounds and bruises heal.

"To Thy sweet yoke our stiff necks bow, warm with Thy fire our hearts of snow, our wandering feet repel.

"Grant to Thy servants, whose only hope is Thy sure Word, the gifts of Thy spirit. Grant us in life Thy helping grace. Grant us in death to see Thy face and endless joys inherit."

Introductions

The President of the Long Beach Central Labor Council, R. J. Seltzer, was presented to the Convention and extended a most cordial and hearty greeting to the delegates in behalf of the Organized Labor Movement of Long Beach.

The Honorable Clarence E. Wagner, Mayor of Long Beach, extended greetings and welcome in behalf of the city and presented a souvenir key to the city to President Seltzer.

The city manager of Long Beach, Carl R. Erickson, in extending his words of welcome called the delegates' attention to the City Defense Council ambulance, parked at the entrance of the Municipal Auditorium. He stated that this valued piece of equipment was donated to the city by members of the culinary crafts of the city.

Eugene W. Biscailuz, Sheriff of Los Angeles County, addressed the Convention, extending a welcome to the delegates and outlining the splendid coöperation he had received from the Organized Labor Movement in Los Angeles County in behalf of the civilian defense activities.

Walter Lentz, Assistant Chief of Police of the City of Long Beach, greeted the Convention and pledged the coöperation of his department for the entertainment and welfare of the delegates.

Allan C. DuRee, Chief of the Long Beach Fire Department, was then presented to the Convention by R. J. Seltzer, President of the Central Labor Council, and pledged his coöperation towards the success of the Convention.

President C. J. Haggerty

Kathryn Arnold, Culinary Alliance No. 681 of Long Beach, with well-chosen words presented a gavel, in behalf of the local Committee on Arrangements, to President C. J. Haggerty, who responded and made the following remarks:

"Thank you, Miss Arnold, for the beautiful presentation speech and for the gavel which you have presented to me this morning. I will endeavor to use it wisely and as fairly as possible.

"I want to extend my congratulations and appreciation to the local Arrangements Committee of Long Beach for the work they have done in the housing of this Convention and in the arrangements for it. I am sure that they have done everything humanly possible for the comfort of the delegates.

"This Forty-third Annual Convention will be, without question, the most important convention ever held by the California State Federation of Labor, and will have before it some of the most difficult problems ever confronting the delegates of this organization. We are meeting here during the time a horrible war is raging throughout the entire world and in which our people are taking an active and devoted part.

"The energies of this Convention can well be directed to the completion of this war in the earliest possible time. We might well use our time, our ability and our energy to that effect during the coming week. This Convention meets on a serious note. Never before in the history of our country have we been confronted with the problems we have before us.

It has been a great source of satisfaction to me to know that our people realize and appreciate their obligation in this present crisis. I know you are tired of listening to speeches of various people throughout the nation who are endeavoring to impress the same thought upon you, but I want to say to you delegates that there is nothing that I know of that should be talked about more often than the present crisis and the part we must play in this horrible situation.

"As you sit here, many of you think of your sons, your daughters and your fathers, in some instances, who are giving of their time and their ability in some work connected with this war effort. Many of you are thinking of the 1,200 men, affiliated workers, who were captured at Wake Island. Those men are interned some place in Japan. We are not thinking of things from a selfish standpoint; we are thinking of things as an important part of national life. We are thinking of how much more we can do and how much more we must do and what further effort we can make in connection with this whole war work. We must do more and more, every minute of the day and night, during the weeks, months—I hope not years—that we may end this terrible conflict.

"We who have our people in the service, we who have seen our members leave in large

numbers, both as inductees under the Selective Service Act and by voluntary action to enter various branches of the service, must remember that we at home have a solemn obligation to see to it that our armed forces have the best material with which to prosecute this war in the shape of more ships, more airplanes and other necessary implements.

"We are only a part of national life, but as a part of that life it is our solemn obligation to take our proper place in the national picture. It is well recognized that Labor is the brain, brawn and sinew of the nation. That brain, brawn and sinew, properly organized, collaborated and coordinated together, is the greatest power this nation has to offer for the entire war effort. It is important that out of this Convention will come some extremely helpful suggestions to industry and to Government which may be utilized for industrial activity as well as for the benefit of the people of this great nation.

"We will suffer some discomforts this week. You won't have the accommodations you would like. The fact that you came in such large numbers makes this the largest convention this Federation has had in this state and possibly the largest ever held by Labor in a State Federation in the country. The military authorities have taken over some one hundred rooms from the hotels. You, as Americans, realize they have the first call on everything. You always give them first call. You are not grumblers about the sacrifices you have to make this week. You will do the best you can, as always.

"Organized Labor realizes that it has tremendous obligations and will fulfill them, but it realizes that it must work with all elements of this great state to one end. I am thinking of Civilian Defense, of the Red Cross, and the Disaster Committees. People who are actively engaged in, or serving on such committees have contributed much of their time and much of their ability. It is important that we keep in mind that in unity there is strength. United we stand, divided we fall. We cannot operate in small groups at the present time.

"We are Americans first and, as Americans, we will devote ourselves to American principles so we may continue to meet in conventions of this type. You will recall the famous last words of our former president of the American Federation of Labor, the great Samuel Gompers. On his deathbed, his last words were, 'God bless our American institutions. May they grow bigger and better day by day!' That, to me, is a challenge and a torch. The torch has been thrown to us and it is our duty, in memory of Samuel Gompers, to see that this institution goes forward and grows bigger and better day by day. That is our challenge. We will meet that challenge in an organized manner!

"It is a well-known fact that the records are replete with evidence of conferences called by high officials of the Army and Navy, in which they appeal to the organized workers of the American Federation of Labor, saying

that this job must be done. The records will show that time after time we have cut more than two-thirds—not one-half or one-third, but two-thirds—time in the building of ships, in the erection of cantonments, naval bases and other types of work. That was made possible because we are an organized group. We have been asked for this and asked for that. They have said, 'We want you to give all you have to accomplish that,' and in all cases it has been done ahead of time. (Applause.)

"California is recognized as a most important state by the military authorities. California has been allocated more funds for the building of war material than any other state in the Union. California has an obligation to meet because of the tremendous impetus given when this war broke out. We have met that challenge today. I am as anxious as you are to beat the record we have set so far. In our plants, time and time again we have improved production of facilities of war. Henry Kaiser, on Labor Day, when he was complimented for turning out a ship, not in the 280 days which was allotted by the Maritime Commission, but in twenty-eight days, stated publicly he gave full credit to the workers in his plant. They had contributed not only in work but in intelligence, by showing him how they could reduce the time, how they might use different processes and, therefore, produce things faster, stronger, and better. He said, 'On everything that has been done I give credit to the workers in my plant. I attribute that to the fact that we have union contracts and have worked with organized groups. Without that organization, without consolidation of mind and effort we could not have accomplished what we have so far done.'

"I am sure you will keep in mind, while you are here today, that obligation on our part. It is not important what we want; it is not important who wants to be officers of this Federation. The important thing is what we will bring from this Federation as a further contribution to the entire national effort. That is the important thing! Let's first devote all we have to this end so when we leave here and go back to the members and say, 'This is what we attempted to accomplish, this is our pledge to sincere effort. Here is a constructive and beneficial thing for the Organized Labor Movement of the entire state and nation.'

"You might also keep in mind Proposition No. 1; you cannot leave your flank unguarded. Because of the avarice and greed of some elements in this country, and in this state particularly, who would take advantage, you cannot leave your flank unguarded. They will attack you from the rear; they will attempt to destroy you as you go along.

"As you will remember, we had a great deal of discussion at our last convention on the slave bill that is known as Proposition No. 1, and will be on your ballot in November. We have been talking about that up and down the State since 1941. While we devote all of our time and energy to the war effort, at the

same time we have to watch the scoundrels from the rear who are infiltrating and attempting to hamstring us so we cannot operate after November as we are at the present time.

"That, to me, would be a catastrophe. If they should be successful, the organization which you now have and which has given as a unit to the entire national effort to win this war would be destroyed. It wouldn't have the same efficiency. It couldn't have. You wouldn't be permitted to do the things you do.

"So, I say ours is an important meeting this week because of this challenge to all of us. It is going to challenge the seriousness of all of us in this convention, and when it is all over I want you to be able to go to the world and show the constructive manner in which we have operated. You have a greater charge by your people. With all the conflicts that war brings, we know it is a great strain on the minds of Union officers. We appreciate that. We all go through that. That is part of the sacrifice we have to make.

"I am sure when we are through this week, we can go out to the public and show a constructive, beneficial program and we can say, 'Here is our further contribution.' We are willing to go further and sacrifice more and more all the time and support anything we can do to make this present war a complete success for the Allies.'" (Applause.)

Colonel S. J. Idzorek

President Haggerty introduced Colonel S. J. Idzorek, who represented Under Secretary of War Robert Patterson. Colonel Idzorek delivered the following address to the Convention:

"No state has contributed a more colorful chapter to the history of the American Labor Movement than California.

"Back in the bustling days of the gold rush, your grandfathers in the Labor Movement were proving that they had the stuff of which pioneers are made.

"Many of them came here in search of liberty after losing their fight to establish democracy in Europe in 1848. Among them were English chartists, Irish nationalists, and French and German refugees.

"They laid the foundations for the great California commonwealth. They, and men like them, have been the backbone of America from the beginning. Today their grandsons have gone to Australia, and Egypt, and England to help us win another fight for freedom. The splendid record they are making is already known to you.

"In San Francisco, the printers organized in 1850, right at the height of the boom. The teamsters and stevedores formed their union in 1851, and the building tradesmen and blacksmiths in 1853. You had a musicians' union as early as 1856.

"Here, in 1867 was formed the first effective state federated labor body in the United States, the logical forerunner of your present mighty California State Federation of Labor. Out of the old Eight-Hour League grew the

Mechanics State Council, which was a band of tough, two-fisted labor pioneers.

"The names of some of your leaders are known around the world. No longer ago than Labor Day, the name of Andy Furuseth, respected leader of the Sailors Union of the Pacific, was given to one of the ships built in your shipyards in California's war against Adolf Hitler and the Japs. You have given many leaders to labor, many heroes in your country's wars.

"Today I have come here to pay a tribute to these men of a stout-hearted generation, and to tell you that their sons and grandsons and great-grandsons have a fight on their hands to equal any battle in the past. They have a fight on the battle front, and a fight on the home front.

"I bring you two separate messages. One is pleasant. The other is not quite so pleasant. I will give you the pleasant message first.

"I am here today as representative of Under Secretary of War Robert Patterson to thank you, on behalf of the War Department and the Army, for the efforts you have been making to help us win this war.

"Labor's contribution to the war effort has been stupendous. Without the help of the leaders and members of Organized Labor we should not have been able to equip and send as large an army overseas as we have already sent.

"That is the pleasant message I have to bring you.

"Now, for my less pleasant news.

"If I had been able to visit each soldier in the Pacific theater of war, and had asked him what he wanted me to say today, the universal answer would have been something like this:

"Tell the members of the California State Federation of Labor that we haven't got enough munitions or enough men to lick the Japs.

"Tell them that thousands of us will die or will be captured unnecessarily if the folks back home don't stop treating this like 'a phony war,' and unless they really get down to business. Tell them the war out here is no phony war. Thousands of young Americans are being killed and thousands more are eating rice in Jap prison camps.

"Tell them that out here we don't feel that we can muddle through. We've got to win or be defeated. We have only three choices: to win, to be killed, or to become degraded, starving slaves.

"Tell them we've only just begun to fight, and if they think that they have seen the war yet, they have another think coming. Tell them that this is going to be the longest, most harrowing, bloodiest, most cruel conflict in all history, and if they think that they can duck it, they are mistaken. Either we're going to stop the Japs in the Pacific, or they are going to carry the war direct to the United States.

"Tell them that they have done a good job by comparison with peacetime standards, but a lousy job by comparison with Hitler's standards. Tell them that Hitler is the guy

who has been raising the ante in this war. Tell them that these Japs are tough and shrewd fighters, and that we were only kidding ourselves before the war when we said the Japs couldn't shoot straight. Tell them that our Marines were able to take the Solomon Islands only because of the weapons which the folks back home sent them, and that we couldn't have won the battle of Midway, or the battle of the Coral Sea, if it hadn't been for the thousands of shipyard workers, and miners, and arsenal workers, and airplane workers, and steel workers, and aluminum workers, and farmers who gave us the food and munitions with which to fight.

"Tell the folks back home that they have got a war as much as we have and, for heaven's sake, stop telling them that they are doing enough when they aren't doing enough. Tell them, we don't want them to shed their blood or to be bombed. That's our job. Tell them we are willing to give our lives for our country, but we are counting on them to mine the ore, and build the munitions, and deliver the goods.'

"That is what the fellows out in the Pacific theater would say if they could dictate my speech.

"I wish I were able to paint a rosier picture of our country's psychological and economic condition. I am not discounting the way in which Labor pitched in after Pearl Harbor and helped to get things going. We have accomplished in the nine months, since that sneak attack at Pearl Harbor, more than any of the experts said we could.

"But it is not enough merely to do a good job. This is total war. It calls for a total job, total effort, and total sacrifice.

"For months, your country has been asking you to buy war bonds on a voluntary basis. No one forced you to buy them, as the toilers in Germany and Italy have been forced.

"Some of you responded generously, and have done your share. Labor has been as generous as any other part of the population.

"Unfortunately, however, some people shirked their responsibility. Some were slackers. Some have not bought as many bonds as they could afford. They preferred 'to let George do it.' They preferred to 'muddle through.'

"The leaders of your national organization agreed some months ago that there would be no strikes for the duration. On the whole, Labor's strike record since Pearl Harbor has been admirable. There have been few strikes, and most of them have been of short duration.

"But there have been strikes. Some persons have not kept their promise. There have been unnecessary and selfish strikes. There have been jurisdictional strikes. War production has been retarded.

"I am your guest today. A guest is supposed to be polite. I didn't come here to scold you.

"But the simple fact is: Americans are too complacent. They spend too much time in bar rooms, and theaters, and cocktail lounges. They don't seem to realize how high a price

we've got to pay for victory, or how completely we must be united if we are to win.

"The country has become callous to stories on the radio about the shooting of hostages in cold blood, and the slaughter of soldiers in all parts of the world. We have listened too long to tales of women and little children dying of hunger in Europe, and Asia, and on the islands of the Pacific.

"Who can say, if we don't wake up, how long it will be before our own wives and mothers and little children are starving, or how long it will be before our cities, too, are a smoking heap of rubble.

"I know you feel pretty safe out here in California. To be sure, you read every once in awhile that some California boy has been killed in action, or has been decorated for bravery, or has been captured by the enemy. But he is thousands of miles away. The chances are, you don't know him. You never even met his parents.

"You feel sorry for their parents and relatives, but their names don't mean much to you. You don't shed any tears. You turn over to the next page to see whether the Dodgers won the double-header.

"We hope the day will soon arrive when all American prisoners in the Far East will be set free and will be able to come back home to receive your thanks in person.

"But that day is not going to come soon unless American mechanics, and American management, and American miners, and American farmers pitch in and do a better job than they have been doing. Even miracles are not enough in this war. Every miracle has to be topped by something better, bigger, grander than before. There is no time for arguing and dilly-dallying. There is barely enough time left to win the war. There is a very real danger of being so smug, and so complacent, that we lose it.

"It is perfectly true that the United States possesses a vast industrial potential of men and plants and raw materials. It is true that we have the most resourceful and the most intelligent workers and the most ingenious and the most competent technicians and industrialists on earth. It is true that our machinery is the best, and our nation in a fairly safe geographical position.

"But that is not enough. We must put those plants into action. We must haul the products of our mines and factories thousands of miles across the Pacific. Not until our material and men are in the front lines can we stop to rest, even for an instant.

"This is more than total war. It is a war of time. It is being fought right now in Russia, and New Guinea, and Europe, and in England. It is being fought now—not next week, or next month, or next year. If we aren't careful, it will be fought next year in South America, or in our own front yard.

"Do we have to wait until it strikes us here at home before we arouse ourselves to sufficient action?

"Somehow, we know that we are going to win this war, but that very confidence may

serve to weaken us. We need enough imagination to picture for ourselves what total war really means.

"What we have seen up till now is just a curtain rise for the grim reality of war that will be ours this fall and winter.

"Time is short. The enemy is ruthless, shrewd, and powerful. The enemy has the advantage of a good headstart. We have the advantage of being free, and determined to keep our freedom.

"Free labor can win this war. Men who love freedom will win it."

President Haggerty expressed thanks and appreciation in behalf of the delegates for Colonel Idzorek's appearance at the convention.

George Reilly, member of the State Board of Equalization, and honorary member of the Bartenders' Union, was presented to the Convention by President Haggerty.

R. G. Wagenet, Director, State of California Department of Employment, addressed the Convention after being introduced by President Haggerty.

Message from George Kidwell

At the completion of Mr. Wagenet's enlightening speech, President Haggerty introduced a member of Organized Labor recently elevated to the position of Commissioner of the Industrial Accident Commission, Alexander Watchman, who read the following message from George Kidwell, Director of the State Department of Industrial Relations: "To the Delegates of the Forty-third Annual Convention of the State Federation of Labor.

"Dear Sirs and Brothers:

"I appreciate the invitation extended to me by Brother Vandeleur, under date of September 5, to attend and address this Convention. But much to my regret, I find it impossible to be present. I have, therefore, asked Brother Alexander Watchman, my associate on the Industrial Accident Commission, to read this communication to you. It is just a brief letter in which I want to explain two matters which are of mutual concern to us and which have to do with practices of the Industrial Accident Commission.

"One of these practices is that of informal ratings, which is often erroneously referred to as 'informal awards.' An informal rating is not an award because it is not a decision of the Commission. An informal rating is a statement made to the injured worker and to his employer or the insurance company as to the apparent extent of the permanent disability and the amount of compensation due under the law. An informal rating is information given to the parties at interest as to the amount of liability that is involved in the injury. This information is furnished to the parties in order to give them a chance to settle without formal legal proceedings before the Commission, in order to make it unnecessary for workers who suffer minor injuries to hire lawyers to represent them before the Com-

mission. In the great majority of cases where informal ratings are issued, the liability for the injuries is strictly defined by law and there can be little or no variation from the amount of liability set by law. In such a case, it would be a burden upon the injured worker to refuse to give him the information conveyed in the informal rating, because in the absence of such informal rating, the worker would have to lose time and incur the expense of appearing at a hearing before the Commission.

"If there were no informal ratings, all injuries, however small, would require formal hearings and formal awards by the Commission. In the absence of informal ratings, a worker suffering but a minor injury would have to take time off work and appear before a referee of the Commission to face the insurance company's attorney. If he failed to appear, he would forfeit the compensation, and might even be denied adequate medical treatment by the insurance company.

"It is, above all, important to bear in mind that an informal rating is not binding upon the injured worker or the employer, or his insurance carrier. A worker who is dissatisfied with the informal rating has a perfect right to apply to the Industrial Accident Commission for a hearing and a formal award, which is at all times allowed.

"Another much misunderstood phase of the Commission's procedure involves receipt into evidence of motion-picture films. Years ago motion-picture films were offered in evidence in civil proceedings, and it was argued that they were not admissible into evidence. The law is well settled, however, in California that such evidence is admissible, provided, of course, it is definitely established that the motion-picture films truly picture facts material to the case.

"The Industrial Accident Commission realizes that the use of such films may be subject

to abuse and takes great care to see that such motion pictures do not distort the truth. The particular point which I wish to call to your attention is that the Industrial Accident Commission has no power to rule such films out of evidence simply because they are motion-picture films. Photographs of the scene of an accident have long been received in evidence, and a motion-picture film is by law no more objectionable than is a still photograph. Photographs generally are as admissible into evidence as is the sworn testimony of a witness, provided, of course, a proper foundation is laid for their receipt.

"Since the law makes it obligatory upon the Commission to receive motion pictures in evidence, it has no choice in the matter. Only the Legislature and the courts can exclude motion pictures as evidence in industrial injury cases. But I want it distinctly understood that the Commission's attorneys and referees are instructed to exercise special care not to be unduly influenced by motion-picture films. Such films receive no greater weight than other evidence presented to the Commission.

"I appreciate this opportunity of clarifying these two points which have been recently discussed in the Labor press. I know that this Convention will adopt valuable resolutions for the improvement of the workmen's compensation and safety laws of our state and for its administration and enforcement in the interests of the workers. I thank you.

"Faternally yours,

"GEORGE G. KIDWELL,

"Chairman, Industrial Accident Commission
and Director, Department of Industrial
Relations."

The Convention recessed at 12 noon, to convene at 2 p. m.

AFTERNOON SESSION

The Convention was called to order by President Haggerty at 2:10 p. m., who then introduced a distinguished star of screen and stage and a member of the California State Federation of Labor, Leo Carrillo, who addressed the delegates.

Neil Petree, Director, Office of Price Administration for Southern California, was introduced by President C. J. Haggerty. Mr. Petree outlined briefly the purposes of his office and requested the coöperation of the delegates in its administration.

The chairman of the Credentials Committee, James Blackburn, was recognized by the Chair to present a report of the Committee.

A motion was then made by Delegate E. B. Webb, District Council of Painters No. 36, Los Angeles, that the report of the Credentials Committee, as printed in the Preliminary Roll of Delegates, be accepted by the Convention. The motion was duly seconded and unanimously adopted.

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.)

FRATERNAL DELEGATES

GLENDALE

United Brick & Clay Workers
No. 774:
Tony Benfatti
J. C. Clifton
A. M. Hart
Frank Kasten
Wm. Tracey
Harry Westbrook

INGLEWOOD

Rev. R. Murray Jones
Synod of California
Presbyterian Church

SANTA ANA

Painters No. 686:
R. C. Hill
H. H. Haysom

ALAMEDA

Carpenters No. 194: (135)
S. A. E. Hansen, 68
Geo. W. Jenkins, 67
Fire Fighters No. 501: (26)
M. J. Terry, 26
Fire Fighters No. 689: (11)
I. D. Bond, 11

ANAHEIM

Carpenters No. 194: (135)
W. H. Aupperle, 69
R. C. Ewing, 69

ANTIOCH

Cannery Workers No. 21582:
(247)
Mary L. Jenkins, 247

ARCATA

Lumber & Sawmill Workers
No. 2808: (737)
Robert F. Caughey, 369
Stanley Jordan, 368

AVENAL

Construction & General Labor-
ers No. 1241: (78)
W. M. Russell, 26
C. T. Gordan, 26
Ralph O. Averett, 26

BAKERSFIELD

Barbers No. 317: (58)
P. G. Loewen, 58
Bartenders No. 378: (130)
H. A. Porter, 130
Carpenters No. 743: (332)
W. H. Bestor, 111
T. W. Marsh, 111
F. E. West, 110
Central Labor Council: (2)
T. J. Conarty, 1
Chauffeurs-Teamsters No. 87:
(1455)
Archie V. Allen, 364
Kenneth R. Hoshaw, 364
Robert E. Pentzer, 364
L. E. Stobie, 363
Cooks & Waiters No. 550: (343)
Harry Coughlin, 172
Fred West, 171
Hod Carriers No. 220: (265)
Arthur B. Campbell, 67
Walter E. Downs, 66
John L. Hogeboom, 66
W. A. Starr, 66
Painters No. 314: (105)
F. M. Engle, 105

BANNING

Carpenters No. 2134: (11)
W. H. Wolcott, 11

BELL

L. A. County Fire Protection
District Employees No. 434:
(28)
Jas. H. Thompson, 28

BERKELEY

Carpenters No. 1158: (180)
Geo. A. Hess, 180

BEVERLY HILLS

Screen Set Designers No. 1421:
(57)
Edward M. Gilbert, 29
Edward Mussa, 28

BURBANK

Aeronautical Machinists No.
727: (6420)
Harry Adrian, 2140
Ben King, 2140
Dale O. Reed, 2140

BURBANK (Cont'd)

Culinary Workers & Bartenders
No. 694: (300)
Fred Klaiber, 150
Dick Lacy, 150

CHICO

Bartenders & Culinary Workers
No. 658: (148)
L. S. Gillen, 74
Gladys Hull, 74
Millmen No. 1495: (274)
Bud Estes, 274

CHULA VISTA

Aeronautical Machinists No.
755: (482)
J. B. Bunch, 97
A. B. Mergen, 97
W. F. O'Neal, 96
Donald Harris, 96
Bruce Miner, 96

COLTON

United Cement, Lime & Gyp-
sum Workers No. 89: (390)
Willis T. Butler, 195
Cecil W. Oliver, 195

CORONA

Citrus Warehouse Workers &
Helpers No. 979: (91)
C. O. Brown, 31
Jarrod Royster, 30
H. C. Torreano, 30

CROCKETT

Sugar Refinery Employees No.
20037: (1177)
Sam Belleci, 393
Mike Hargadon, 392
Frank D. Tacconi, 392

EL CENTRO

Central Labor Council: (2)
R. W. Barrigan, 1
Construction & General Labor-
ers No. 1119: (280)
Jess Hembree, 70
Walter E. Schulze, 70
Walter I. Welden, 70
Wm. Marcus Coons, 70
Theatrical Stage Employees
No. 656: (33)
R. W. Barrigan, 33

EL MONTE

Carpenters No. 1507: (124)
 Walter F. Klemp, 21
 B. Ledford, 21
 S. E. Pefley, 21
 William H. Powers, 21
 K. Oertal, 20
 Gilber Serfuss, 20
 Hod Carriers No. 1082: (161)
 M. L. Dodge, 54
 J. R. Fortune, 54
 C. W. Sharkey, 53

EUREKA

Central Labor Council: (2)
 Robert F. Caughey, 1
 Albin J. Gruhn, 1
 Cooks & Waiters No. 220: (161)
 Joe King, 161
 Electrical Workers No. 482:
 (36)
 Henry J. Tornwall, 36
 Fire Fighters No. 652: (24)
 Robert D. McGillivray, 24
 Laborers No. 181: (98)
 Albin J. Gruhn, 49
 Lewis A. Hammond, 49
 Motion Picture Operators No.
 430: (33)
 Ernest Gossett, 33
 Musicians No. 333: (57)
 Walter A. Weber, 57
 Retail Clerks No. 541: (68)
 A. B. Crossler, 68

FRESNO

Automobile Maintenance No.
 1309: (149)
 C. H. Cary, 149
 Bakers No. 43: (191)
 Peter A. Fries, 191
 Barbers No. 333: (25)
 M. E. Bruce, 25
 Bartenders No. 566: (109)
 H. E. Leedham, 55
 George Yount, 54
 California State Conference of
 Painters: (2)
 W. R. Morris, 1
 Otto E. Sargent, 1
 Central Labor Council: (2)
 W. T. O'Rear, 1
 James E. Welden, 1
 Cooks No. 230: (62)
 Al Brehmer, 62
 Culinary Workers No. 62: (558)
 Leona Antrim, 186
 Helen L. Mallory, 186
 Geo. Rollis, 186
 General Teamsters No. 431:
 (1842)
 Nello Devecchio, 921
 Y. B. Fernandez, 921
 Hod Carriers No. 294: (1032)
 George Pylman, 258
 Charles Robinson, 258
 Peter Schwabenland, 258
 William Stymans, 258
 Laundry Workers No. 86: (176)
 Norman W. Smith, 88
 Paul Subriar, 88
 Machinists No. 653: (198)
 N. A. Gruhler, 198
 Motion Picture Machine Opera-
 tors No. 599: (33)
 Grover C. Miller, 33
 Motor Coach Operators No.
 1027: (58)
 Barney Mayes, 58

GILROY

Painters No. 1157: (15)
 David Daugherty, 15

GLENDALE

Brick & Clay Workers No. 774:
 (187)
 James W. Hovenkamp, 187
 Carpenters No. 563: (393)
 Ralph R. Reichman, 197
 Clarence E. Sunderland, 196
 Central Labor Council: (2)
 Everett E. Johnston, 1
 Culinary Workers & Bartenders
 No. 324: (200)
 John Domke, 67
 Beulah Johnston, 67
 Frank L. Johnston, 66
 Operative Plasterers No. 739:
 (29)
 John Abernethy, 15
 W. W. Parisia, 14
 Painters No. 713: (80)
 J. F. Clarke, 40
 Lyle Shrader, 40
 Retail Clerks. Glendale Divi-
 sion, No. 770: (128)
 Gus De Silva, 64
 Henry Allmand, 64

HAYWARD

Cannery Workers No. 20843:
 (1173)
 Harry Rizzo, 1173
 Culinary Workers & Bartenders
 No. 823: (28)
 Ruby Hall, 28

HOLLYWOOD

Affiliated Property Craftsmen
 No. 44: (217)
 Warren A. Dalley, 73
 Frank O'Connor, 72
 David L. Smith, 72
 Film Technicians No. 683:
 (1175)
 Norval D. Crutcher, 294
 Wm. George Shaw, 294
 Harry Squillante, 294
 Melvin G. Young, 293
 Hollywood Painters No. 5: (371)
 Bob Richardson, 186
 A. H. Reid, 185
 Machinists No. 1185: (521)
 H. F. Jacques, 174
 Stanley N. Moore, 174
 D. T. Wayne, 173
 Make-up Artists No. 706: (317)
 George D. Hays, 80
 Buddy King, 79
 Ray Lopez, 79
 Kate Morgan, 79
 Motion Picture Studio Labor-
 ers No. 727: (217)
 Albert K. Erickson, 73
 Al Watrous, 72
 Chas. Welsh, 72
 Moving Picture Painters No.
 644: (886)
 E. Carl Head, 443
 Herbert K. Sorrell, 443
 Moving Picture Studio Elec-
 trical Technicians No.
 728: (1083)
 Duncan M. Ferguson, 1083
 Moving Picture Studio Projec-
 tionists No. 165: (276)
 Jack T. Payne, 276

HOLLYWOOD (Cont'd)

Screen Actors Guild: (5000)
 Walter Abel, 1000
 Edward Arnold, 1000
 Louise Jean Heydt, 1000
 Noel Madison, 1000
 Pat Somerset, 1000
 Charles Trowbridge, (Alter-
 nate)
 Screen Cartoonists No. 852:
 (203)
 William Pomerance, 203
 Screen Office Employees Guild
 No. 1391: (503)
 Bernard Lusher, 126
 Bertha Morris, 126
 Glenn A. Pratt, 126
 Min Selvin, 125
 Studio Carpenters No. 946:
 (2155)
 P. J. Green, 360
 Peter Hurst, 359
 Ben Price, 359
 E. J. Roberts, 359
 D. E. Russell, 359
 J. W. Vance, 359
 Studio Electricians No. 40: (613)
 W. A. Kelly, 123
 W. F. More, 123
 E. W. Parsons, 123
 Al Speede, 122
 Roy Tindall, 122
 Studio Grips No. 80: (192)
 William C. Barrett, 192
 Studio Transportation Drivers
 No. 399: (750)
 Ralph H. Clare, 375
 Joseph P. Tuohy, 375
 Studio Utility Employees No.
 724: (393)
 L. C. Davies, 99
 L. C. Helm, 98
 H. C. Rohrbach, 98
 Samuel Sadler, 98

HUNTINGTON PARK

Glass Bottle Blowers No. 114:
 (118)
 William Gable, 118
 Glass Bottle Blowers No. 146:
 (159)
 Jim McDonald, 80
 Thomas Spencer, 79
 Meat Cutters No. 563: (758)
 R. S. Graham, 758

IDRIA

Quicksilver Workers No. 21966:
 (179)
 Lewis H. Snow, 179

INGLEWOOD

Painters No. 1346: (79)
 F. B. Raymond, 40
 C. L. Seaman, 39

KINGSBURG

Cannery Workers No. 20889:
 (28)
 Theresa De Costa, 28

LA JOLLA

Carpenters No. 1358: (150)
 Kenneth G. Bitter, 150

LONG BEACH

Auto Mechanics No. 1126: (185)
 Day Keeney, 62
 H. W. Magro, 62
 R. J. McCullum, 61
 Bakers No. 31: (150)
 Virgil Colburn, 50
 Earl J. Lowder, 50
 Herman Nellund, 50

LONG BEACH (Cont'd)

Barbers No. 622: (110)
 Bert C. Henry, 55
 Charles C. Loop, 55

Bartenders No. 686: (200)
 Michael Callahan, 67
 William Quiggle, 67
 E. W. Weaver, 66

Beauticians No. 622-A: (38)
 Virginia Alexander, 19
 Esther Davis, 19

Bricklayers No. 13: (33)
 J. W. Goodge, 17
 W. E. Wade, 16

Building & Construction
 Trades Council: (2)
 Geo. D. Hammond, 1
 Paul R. Rioth, 1

Building Service Employees
 No. 166: (130)
 O. E. Gaylord, 65
 George N. Sophy, 65

Bus Drivers No. 1254: (194)
 C. V. Bastien, 65
 R. A. Meyers, 65
 A. W. Rauh, 64

Carpenters No. 710: (1134)
 George C. Benton, 284
 Stanley Gruchy, 284
 W. A. Reese, 283
 A. L. Thompson, 283

Cement Finishers No. 791: (58)
 H. L. Hansen, 29
 M. Larragaitiy, 29

Central Labor Council: (2)
 G. A. Lahlum, 1
 Jas. M. Litteral, 1

Chauffeurs-Sales Drivers No.
 572: (583)
 Allen E. Brooks, 98
 W. W. Donaldson, 97
 William L. Harris, 97
 Albert W. Kline, 97
 Charles V. Lowery, 97
 R. J. Seltzer, 97

Cleaning & Dye House Work-
 ers No. 36: ((200))
 Richard D. Myers, 200

Culinary Alliance No. 681:
 (2599)
 Jack T. Arnold, 434
 Kathryn Arnold, 433
 Julie King, 433
 Juanita McDougale, 433
 J. A. Mitchek, 433
 G. R. Wells, 433

Fire Fighters No. 372: (71)
 A. L. Dynes, 36
 W. R. Mendenhall, 35

General School Employees No.
 326: (75)
 Harold Olliver, 38
 W. A. McLean, 37

Glass Workers No. 714: (50)
 Paul Rioth, 50

Hod Carriers No. 507: (500)
 James V. Brimhall, 84
 Glenn K. Buss, 84
 Howard W. Hermes, 83
 W. L. Leiby, 83
 W. L. McCaleb, 83
 E. M. Mueller, 83

Lathers No. 172: (78)
 W. R. Moore, 78

Machinists No. 1235: (1473)
 S. L. Block, 246
 Cleave C. Caldwell, 246
 O. F. Elliott, 246
 Louis Mottier, 245
 J. E. Stickels, 245
 Wm. M. Thornberry, 245

LONG BEACH (Cont'd)

Machinists No. 1577: (19)
 E. L. Lynch, 7
 J. C. Reaves, 6
 De Loy Smith, 6

Meat Cutters No. 284: (39)
 Jack Lyons, 20
 Wm. P. Shira, 19

Moving Picture Projectionists
 No. 521: (33)
 Alonzo S. Bennett, 17
 Ward R. LaBar, 16

Musicians No. 353: (19)
 Dan S. Dickenson, 10
 O. F. Rominger, 9

Painters No. 256: (408)
 James H. Blackburn, 68
 C. W. Erickson, 68
 Carl Fletcher, 68
 Ray E. Gelston, 68
 Wayne Hull, 68
 C. O. Vinyard, 68

Retail Clerks, Long Beach
 Division, No. 770: (128)
 Wallace A. Elliott, 43
 Robert Scott, 43
 Herman Sollway, 42

Rig Builders No. 1458: (219)
 Pat Fitzpatrick, 219

Rock Products Workers No.
 21643: (119)
 John H. Rowley, 60
 Carl F. Underwood, 59

Soap and Edible Oil Workers
 No. 18409: (182)
 Elmer E. Paulson, 61
 Charles Pillar, 61
 Drew Taylor, 60

Stereotypers No. 161: (11)
 H. A. Fredrich, 6
 C. F. Rehbein, 5

Theatrical Employees No.
 B-108: (67)
 G. A. Lahlum, 34
 Medora Bense, 33

United Garment Workers No.
 56: (169)
 Margaret Green, 57
 Myrtle Powell, 56
 Madge Torrance, 56

LOS ANGELES

American Guild of Variety
 Artists: (129)
 Florine Bale, 43
 Curtis J. Hyans, 43
 Frank Yaconelli, 43

Bakers No. 37: (1995)
 Wm. J. Buscheck, 499
 Archie E. Goodman, 499
 Raymond C. Gulick, 499
 Kenneth F. Thomas, 498

Bakers No. 453: (105)
 Chas. D. Shields, 105

Bakery Drivers No. 276: (458)
 Arthur R. Jones, 229
 Beau Silverton, 229

Barbers No. 295: (100)
 Alvin L. Holt, 50
 O. E. Martin, 50

Bartenders No. 284: (579)
 Earl Hyatt, 290
 Thomas Meehan, 289

Beauticians No. 295-A: (62)
 Rose McLaughlin, 31
 Mary E. Patterson, 31

Billposters & Billers No. 32:
 (87)
 James A. Bane, 44
 C. C. Garnett, 43

Board of Education Em-
 ployees No. 99: (125)
 Gordon Propes, 63
 I. V. Thorpe, 62

Boilermakers No. 92: (847)
 R. E. Allen, 142
 E. V. Blackwell, 141
 Carl Floyd, 141
 Frank Kadish, 141
 Carl R. Payne, 141
 Frank H. Pierce, 141

Bookbinders No. 63: (125)
 Eugene Bowman, 42
 Augusta Herrington, 42
 Walter Stansberry, 41

Bricklayers No. 2: (125)
 Charles Henry, 42
 John V. McGinnis, 42
 W. R. Roberts, 41

Brick & Clayworkers No. 661:
 (280)
 E. L. Chavez, 280

Building Material & Truck
 Drivers No. 420: (1852)
 Burt B. Currihan, 371
 Harvey E. Flynn, 371
 Fred Hunziker, 370
 Chas. L. Hastings, 370
 Charles Symmes, 370

Building Service Employees
 No. 99: (319)
 George E. Bradley, 80
 Leo Komiko, 80
 S. J. Ward, 80
 E. T. Whetstone, 79

Carpenters No. 25: (1417)
 Ned Arnold, 237
 J. H. Davis, 236
 C. T. Lehmann, 236
 M. Witt, 236
 H. K. McGee, 236
 Fred Melville, 236

Carpenters No. 634: (946)
 C. E. DeVoe, 158
 Willis J. Hill, 158
 L. H. Pattison, 158
 Pete Schecter, 158
 Charles E. Wallis, 157
 Albert E. Weston, 157

Central Labor Council: (2)
 Lew C. G. Blix, 1
 Harry Sherman, 1

Cooks No. 468: (1000)
 Joe Dodge, 500
 C. J. Henderson, 500

Dining Car Employees No.
 582: (105)
 James H. Anderson, 21
 Paul M. Grant, 21
 Samuel T. Phillips, 21
 William E. Pollard, 21
 Thomas Rowlett, 21

District Council of Brick &
 Clay Workers No. 11: (2)
 Wm. I. VanPatten, 1

District Council of Painters
 No. 36: (2)
 Roy J. McDuff, 1
 E. B. Webb, 1

Dye Workers No. 23018: (34)
 Wesley M. King, 34

Electrical Workers No. B-11:
 (1275)
 E. L. Brown, 319
 James Lance, 319
 J. W. Dunn, 319
 S. F. Bernard, 318

Electrical Workers No. B-18:
 (600)
 George Simmonds, 100
 E. P. Taylor, 100
 R. P. Struthar, 100
 F. W. Bartholomew, 100
 Russell H. Bush, 100
 L. P. Morgan, 100

LOS ANGELES (Cont'd)

Electrotypers No. 137: (33)
Oliver E. Burns, 33

Glass Workers No. 636: (155)
Harold Finney, 155

Glaziers, California Conference of: (2)
Harold W. Finney, 1

Hod Carriers No. 300: (2625)
Joe Chacon, 438
George Davis, 438
Frank Greene, 438
Daniel Harvey, 437
J. J. Kelly, 437
Norris Powell, 437

Hotel & Service Employees No. 765: (98)
Victor J. Brunelli, 49
Margaret Cowan, 49

House Building & General Movers No. 923: (63)
C. E. Given, 21
Bud Paschall, 21
H. Yaney, 21

Jewelry Workers No. 23: (33)
Frederic A. Kane, 33

Lady Garment Workers No. 84: (542)
Jacob Haas, 542

Lady Garment Workers No. 96: (500)
Fannie Borax, 250
George Wishnak, 250

Lady Garment Workers No. 384: (111)
Susan D. Adams, 56
Ruth Lavalleur, 55

Lathers No. 42: (60)
C. J. Haggerty, 30
Lloyd A. Mashburn, 30

Lathers No. 42-A: (58)
A. E. Kidwell, 29
Louis J. Lewin, 29

Los Angeles Building & Construction Trades Council: (2)
Eugene Boyd, 1
Leo Vie, 1

Los Angeles County Office Employees No. 187: (3)
J. J. Morgan, 3

Los Angeles Editorial Association No. 1: (126)
Harvey E. Garman, 63
Ben Gordon, 63

Lumber & Sawmill Workers No. 2288: (1488)
Nick Cordil, 248
Ollie E. Hendra, 248
John R. King, 248
John T. Smith, 248
Harry N. Sweet, 248
Ben C. Young, 248

Machinists No. 1186: (522)
W. L. Buster, 131
Herbert A. Cooksey, 131
John B. Eckert, 130
John R. Hurd, 130

Machinists No. 311: (900)
Bruce Gibson, 180
Mary Simmon, 180
H. B. McMurtry, 180
Harry Lea, 180
Dick Welch, 180

Meat Cutters No. 421: (2478)
Stephen H. Horn, 620
Thomas A. Patten, 620
George M. Swan, 619
Harley A. Trent, 619

Meat & Provision Drivers No. 626: (521)
L. Dayton, 174
Hugh M. Harrold, 173
A. J. Menard, 173

LOS ANGELES (Cont'd)

Milk Drivers No. 93: (4236)
Paul D. Jones, 706
Earl W. Lynn, 706
John G. Marshall, 706
Ernest Rowell, 706
J. W. Wahlstrom, 706
Mark S. Whiting, 706

Millinery Workers No. 41: (36)
Helen S. Costello, 18
Nathan M. Kramer, 18

Miscellaneous Employees No. 440: (897)
Herbert Brons, 225
John Cooper, 224
Harvey Lundschen, 224
Dick Stovall, 224

Miscellaneous Foremen & Public Work Superintendents No. 413: (92)
L. N. Hoefs, 46
O. H. Wolff, 46

Molders No. 374: (19)
Reginald Prime, 19

Moving Picture Projectionists No. 150: (492)
Morton J. Sands, 492

Municipal Truck Drivers No. 403: (100)
J. T. Gardner, 100

Musicians No. 47: (2167)
John M. Boyd, 362
Edmund Gruen, 361
George H. Campbell, 361
Don E. Wight, 361
Robert Ziegler, 361
Chas. F. Schreiber, 361

Newspaper Pressmen No. 18: (253)
Edw. M. Balsz, 127
Fred L. Pfister, 126

Office Employees No. 20798 (487)
Elma L. Goodwin, 487

Operating Engineers No. 12: (4025)
Frank L. Bush, 671
William C. Carroll, 671
Chas. A. Evans, 671
J. C. Fitzgerald, 671
W. C. Willis, 671
L. O. Wilson, 670

Painters No. 116: (280)
T. C. Canaday, 70
Chas. Davis, 70
W. H. Newman, 70
D. F. Richards, 70

Painters No. 1037: (20)
Roy J. MacDuff, 20

Painters No. 1348: (119)
Sam Adel, 60
F. Spector, 59

Paper Makers No. 208: (145)
Vernon C. Berg, 49
Thomas K. Egeland, 48
Clifford Wright, 48

Pattern Makers Association: (87)
J. W. Buzzell, 44
Wm. F. Jebe, 43

Plasterers No. 2: (172)
John C. Lyons, 86
Festus T. McDonough, 86

Plumbers No. 78: (229)
James E. Cohee, 115
Herbert E. Pearson, 114

Post Office Clerks No. 64: (400)
Jim Murphy, 200
Frank D. Raggio, 200

Printing Pressmen No. 78: (307)
Clarence R. Gittings, 154
Chas. S. Hall, 153

LOS ANGELES (Cont'd)

Printing Specialties & Paper Converters No. 388: (125)
Paul Graham, 32
Margaret Morgan, 31
Patrick Morgan, 31
Walter J. Turner, 31

Printing Trades Council: (2)
W. J. Bassett, 1
Henry E. Clemens, 1

Public Service Carpenters No. 2231: (79)
Chas. Foote, 79

Railway Carmen No. 414: (369)
R. G. Roberts, 369

Railway Carmen No. 601: (228)
Paul E. Sipes, 228

Railway Mail Association: (50)
Russell A. Norris, 50

Reinforced Iron Workers No. 416: (175)
N. J. Missetich, 88
Walter Stetson, 87

Retail Clerks No. 770: (3434)
O. B. Berry, 573
Jos. De Silva, 573
Lee Quick, 572
Herschel Womack, 572
Henry Sacks, 572
Aubrey Blair, 572

Retail Clerks, Drug Division, No. 770: (128)
Ethel Baldwin, 64
John Sterne, 64

Retail Clerks, Textile Division, No. 770: (53)
Judy Payson, 53

Roofers No. 36: (78)
Frank Darby, 78

Sheet Metal Workers No. 108: (848)
Ben Anisman, 142
Leonard T. Graham, 142
Walter Klingelberg, 141
Charles Mall, 141
Ernie Peterson, 141
Reynolds Scott, 141

Shopmen (Ironworkers) No. 509: (75)
C. J. Sliney
Oliver C. King

Southern California District Council of Laborers: (2)
H. C. Rohrbach, 1
Albert Smith, 1

Sprinkler Fitters No. 669: (74)
W. O. Reynolds, 37
R. F. Woods, 37

Stage Employees No. 33: (204)
Edward Noertman, 204

Stationary Engineers No. 63: (379)
Charles C. King, 127
R. E. Thomas, 126
Elmer Wagner, 126

Stereotypers No. 58: (130)
C. C. Liles, 65
John P. O'Malley, 65

Stove Mounters No. 68: (111)
Kenneth Petro, 111

Structural Iron Workers No. 433: (103)
Wm. Bialsett, 26
Jim Cheeley, 26
Harry Ellis, 26
John Reasoner, 25

Teachers No. 430: (53)
Harold Orr, 27
Frank C. Davis, 26

Theatrical Janitors No. 72: (173)
Charles Bateman, 58
Louis Valerio, 58
Bert Zappey, 57

LOS ANGELES (Cont'd)

Transportation Union No. 1277: (169)
 Rollin C. Haslam, 29
 C. Ed. Lentz, 28
 Joseph W. Prutsman, 28
 Oswald A. Rowan, 28
 Fred L. Shafer, 28
 D. D. McClurg, 28

Truck Drivers No. 208: (5053)
 Dewey Copelan, 1011
 Frank Matula, 1011
 Clinton Marvel, 1011
 Rex Smith, 1010
 Jack Rafn, 1010

United Garment Workers No. 94: (31)
 Kenneth Boyden, 16
 Frank Pelust, 15

United Garment Workers No. 125: (612)
 Bessie Bernheisel, 204
 Evelyn Nolan, 204
 Anne Peterson, 204

Walters No. 17: (2036)
 Leo Charlebois, 340
 John F. Dalton, 340
 Wm. F. Finnegan, 339
 Wesley Oliver, 339
 John Shackelford, 339
 J. W. Van Hook, 339

Waitresses No. 639: (1500)
 Marie O'Keefe, 750
 Mae Stoneman, 750

Wholesale Delivery Drivers No. 848: (1549)
 Francis Greenough, 259
 G. Lilleflore, 258
 J. W. Phillips, 258
 Thos. L. Pitts, 258
 Arthur Tower, 258
 Joseph McBride, 258

Wholesale Grocery Warehousemen No. 595: (216)
 George Coutant, 72
 M. E. Kieneavy, 72
 L. L. Sylvaine, 72

Window Cleaners No. 101: (146)
 Paul Doyle, 146

Women's Union Label League No. 36: (2)
 Margaret Brown, 1
 Irene Burgoon, 1

LOYALTON

Lumber & Sawmill Workers No. 2695: (225)
 L. A. Mitchell, 225.

MARTINEZ

Carpenters No. 2046: (333)
 Roy F. Fowler, 128
 V. P. Kaufenberg, 128
 Geo. H. Weise, 127

Construction & General Laborers No. 324: (688)
 Tony Araujo, 115
 Alfred Barba, 115
 Joseph H. Burger, 115
 Lamar G. Peat, 115
 Robert Skidmore, 114
 Anton G. Sorenson, 114

Machinists No. 1173: (109)
 Felix J. Dumond, 109

Painters No. 741: (64)
 Russell Roberts, 64

Plumbers No. 159: (256)
 A. D. McKirdy, 128
 F. E. Schmitt, 128

Teamsters No. 315: (1317)
 Paul E. Burg, 659
 Erle E. Carter, 658

MARYSVILLE

Barbers No. 720: (28)
 C. E. Rynearson, 28

Central Labor Council: (2)
 Everett M. Fairchild, 1
 Ed. Doran, 1

Musicians No. 158: (28)
 E. M. Fairchild, 28

Teamsters No. 137: (333)
 Archie Howard, 167
 George T. Salvo, 166

MAYWOOD

Glass Bottle Blowers No. 148: (60)
 James V. Van Hook, 60

MERCED

Carpenters No. 1202: (130)
 A. C. Allen, 130

MODESTO

Butchers No. 108: (181)
 Wm. C. Waack, 91
 Richard Fernandez, 90

Cannery Workers No. 22382: (1261)
 Carmen Jones, 1261

Carpenters No. 1235: (139)
 C. L. Elliott, 70
 R. W. Krohn, 69

Central Labor Council: (2)
 Henry F. Blanchard, 1
 Joel Lemmond, 1

Culinary Workers & Bartenders No. 542: (120)
 Joel Lemmond, 60
 Ruby Lemmond, 60

Hod Carriers No. 1130: (129)
 C. A. Green, 65
 Stuart Scofield, 64

Operating Engineers No. 734: (49)
 R. E. Van Orman, 49

Teamsters No. 386: (1117)
 Henry F. Blanchard, 280
 Earl N. Flint, 279
 R. G. O'Neel, 279
 W. C. Walker, 279

MOJAVE

Culinary Workers No. 507: (88)
 Jasper Bailey, 44
 Wilhelva Marco, 44

MONTEREY

Bartenders & Culinary Workers No. 483: (253)
 Pearl Bennett, 127
 Nellie P. White, 126

Carpenters No. 1323: (394)
 Geo. Webster, 132
 D. L. Ward, 131
 Wm. J. Dickerson, 131

Fish Cannery Workers of the Pacific: (1710)
 D. R. Campbell, 285
 Lester Caveny, 285
 Marlon Caveny, 285
 Clarence Dunston, 285
 Morgan King, 285
 John F. Wheat, 285

Seine & Line Fishermen: (500)
 Vito B. Alioto, 500

NAPA

Carpenters No. 2114: (178)
 J. G. A. Arrundell, 60
 Geo. M. Bobst, 59
 D. E. Haven, 59

Central Labor Council: (2)
 Anna Eldridge, 1

Hod Carriers No. 371: (194)
 Louis A. Buck, 65
 Charles A. Forrester, 65
 John W. Hein, 64

Machinists No. 1419: (150)
 M. Volz, 150

United Garment Workers No. 137: (179)
 Anna Eldridge, 179

United Garment Workers No. 197: (221)
 Christina McEuen, 221

NEWARK

Stove Mounters No. 61: (174)
 Joseph Lewis, 174

NILES

Blacksmiths, Drop Forgers & Helpers No. 591: (62)
 Edward Mara, 62

OAKLAND

Alameda County Building Trades Council: (2)
 James H. Quinn, 1

Auto Mechanics No. 1546: (2200)
 A. J. Hayes, 1100
 E. H. Vernon, 1100

Bakers No. 119: (250)
 Emil E. Stack, 125
 William Wagner, 125

Bakery Wagon Drivers No. 432: (400)
 Lester Benham, 200
 Paul Fuhrer, 200

Barbers No. 134: (404)
 S. J. Olsen, 135
 A. Ruyle, 135
 C. A. Silva, 134

Bartenders No. 36: (948)
 James B. Burns, 158
 Louis Cooperman, 158
 Roy Lester, 158
 James F. Murphy, 158
 John F. Quinn, 158
 Frank E. Simmons, 158

Beauticians No. 134-A: (33)
 Sue Hall, 17
 Grace Fowler, 16

Blacksmiths No. 171: (69)
 Albert Triplett, 69

Cannery Workers No. 20905: (2045)
 Rose Sanders, 682
 Frank M. Terra, 682
 Dorothy Whitmarsh, 681

Carpenters No. 36: (1737)
 C. R. Bartolini, 290
 L. V. Frates, 290
 P. E. Rowe, 290
 W. Perkins, 289
 J. C. Dial, 289
 A. Larsen, 289

Carpenters No. 1473: (365)
 John Fraser, 183
 Ed McGuire, 182

Cement Finishers No. 594: (150)
 Otis Tout, 150

OAKLAND (Cont'd)

Cemetery Employees No. 20372: (92)
Thomas Morrison, 46
Jim Symes, 46

Central Labor Council: (2)
Walter East, 1
Fred V. Irvin, 1

City Employees No. 362: (21)
Eugene Anderson, 21

Construction & General Laborers No. 304: (2000)
Dave Allen, 334
Ruben Brown, 334
Leon Daniels, 333
George W. Gibbs, 333
J. R. Johnson, 333
John P. Peregoy, 333

Cooks No. 228: (983)
H. J. Badger, 197
Winnie Carlton, 197
Art Leischman, 197
Nick Mackos, 196
Paul L. Sander, 196

Culinary Alliance No. 31: (1444)
Arnold Van Meter, 361
Lela Carpenter, 361
James D'Arcy, 361
Irene Keremitsis, 361

Dining Car Cooks & Waiters No. 456: (119)
Clarence E. Brown, 40
Joseph Easley, 40
E. M. Jackson, 39

Drydock, Marine Waysmen No. 2116: (1083)
B. L. Baisden, 181
A. J. Probert, 181
Norvin Schindler, 181
Jasper Smith, 180
Stanley Wilkinson, 180
O. G. Willis, 180

Electrical Workers No. 595: (583)
J. R. Johnston, 98
S. E. Rockwell, 97
M. E. Roux, 97
M. T. Stallworth, 97
Wm. N. Schnohr, 97
X. G. Restos, 97

Fire Fighters No. 55: (104)
A. I. Copeland, 104

Garage Employees No. 78: (514)
Robert S. Ash, 129
Harry W. Lear, 129
Ro L. Pelochino, 128
Bob H. Simmons, 128

General Warehousemen No. 853: (589)
Carl O. Dierman, 295
W. D. Nicholas, 294

Glass Bottle Blowers No. 2: (92)
William Smallwood, 92

Glass Bottle Blowers No. 141: (163)
Edwin L. Ferre, 82
Don Witt, 81

Lathers No. 88: (117)
Rex B. Pritchard, 117

Laundry Drivers No. 209: (355)
Brownlee Shirek, 355

Laundry Workers No. 2: (300)
Laura Fontanella, 150
Eddie Maney, 150

Machinists No. 284: (1027)
Robert N. Dwinell, 1027

Milk Wagon Drivers No. 302: (650)
Albert Brown, 163
Oscar E. Hanson, 163
M. L. Silva, 162
R. K. Zellers, 162

OAKLAND (Cont'd)

Moving Picture Projectionists No. 169: (75)
Irving S. Cohn, 38
Al Daul, 37

Newspaper & Periodical Drivers No. 96: (131)
Edwin A. Clancy, 66
A. H. Dorinson, 65

Oakland Production Workers No. 1518: (217)
Mike Manfredo, 73
Thomas McManus, 72
Al Nichols, 72

Office Workers No. 20744: (415)
Nina E. Bartholomew, 104
George P. Hedley, 104
James McCafferty, 104
Carl F. Nelson, 103

Operating Engineers No. 507: (200)
R. R. Corrie, 200

Painters No. 127: (558)
Francis Dunn, 279
H. S. Rutledge, 279

Paint Makers No. 1101: (218)
Jack Kopke, 218

Plumbers No. 444: (229)
Samuel J. Donohue, 229

Post Office Clerks No. 78: (140)
Jack B. Collins, 140

Printing Specialists & Paper Converters No. 382: (550)
Harry C. Gilmore, 110
H. Raymond Hall, 110
Anne H. Jones, 110
Thomas Woods, 110
Nathan Harry Miller, 110

Retail Delivery Drivers No. 588: (458)
William Beck, 77
Joseph Betmon, 77
Frank Fratangelo, 76
Fred V. Irvin, 76
Davis H. Kent, 76
Walter Otto, 76

Retail Food Clerks No. 870: (1500)
A. Jack Clark, 250
Otto Henningsen, 250
Charles F. Jones, 250
James A. Suffridge, 250
Harris C. Wilkin, 250
James D. Young, 250

Sheet Metal Workers No. 216: (402)
J. Earl Cook, 134
George A. Germain, 134
Louis Martin, 134

Steamfitters No. 342: (177)
M. Dingwall, 59
J. Sanders, 59
R. S. Murphy, 59

Street Carmen No. 192: (494)
H. Reed, 494

Teamsters No. 70: (3592)
Elwood F. Heaney, 599
George M. King, 599
George S. Marshall, 599
James H. Marshall, 599
Ernest W. Mulgrew, 598
Charles W. Real, 598

Technical Engineers No. 89: (49)
John A. Johnson, 49

Theatrical Employees No. B-82: (82)
Jack Lubkert, 41
Edith Hill, 41

Theatrical Janitors No. 121: (63)
Charles D. Clark, 32
Frank L. Figone, 31

OAKLAND (Cont'd)

Theatrical Stage Employees No. 107: (42)
William Daul, 21
R. F. Sinclair, 21

Welders & Burners No. 681: (253)
Andrew J. Legnon, 127
Walter E. Winkler, 126

OROVILLE

Cannery Workers No. 21634: (326)
Walter Jones, 326

Central Labor Council: (2)
Glady's Hull, 1
Raymond V. Westfall, 1

OXNARD

Carpenters No. 2042: (42)
Cliff Mace, 42

PALO ALTO

Carpenters No. 668: (186)
R. W. Sturtevant, 186

PASADENA

Central Labor Council: (2)
E. E. Mecham, 1
J. C. Tutt, 1

Culinary Workers & Bartenders No. 531: (392)
Chas. H. Pettis, 131
John Stanuga, 131
Geo. Ahlrep, 130

Hod Carriers No. 439: (157)
Geo. J. Mannschreck, 157

Meat Cutters No. 439: (315)
James A. Garrow, 79
Ray Hollingsworth, 79
Lee Johnson, 79
Louis G. Willits, 78

Retail Clerks, Pasadena Division, No. 770: (128)
H. J. McGovern, 128

PATTON

California State Hospital Employees No. 204: (17)
H. F. Dunmead, 9
R. E. Lesley, 8

PETALUMA

Barbers No. 419: (33)
Earl W. Davis, 33

Bartenders & Culinary Workers No. 271: (126)
Earl P. Byars, 63
Sally Byard, 63

Beauticians No. 419-A: (33)
Lily Bone, 33

Carpenters No. 981: (92)
E. A. Brown, 46
Richard Taylor, 46

Central Labor Council: (2)
E. A. Brown, 1
Earl Byars, 1

PITTSBURG

Bartenders & Culinary Workers No. 822: (265)
Benny Wagner, 265

Chemical Workers No. 20280: (266)
E. A. Hemmingway, 89
Melvin E. Hoar, 89
Chas. W. Savage, 88

POMONA

Central Labor Council: (2)
Walter Bond, 1
Louis Willets, 1

REDDING

Bartenders No. 549: (31)
Nels Carlson, 31

Central Labor Council: (2)
C. S. McDermott, 1
T. E. McShane, 1

Culinary Workers No. 470:
(350)
Charles R. McDermott, 350

Machinists No. 1397: (348)
T. E. McShane, 348

RICHMOND

Bartenders & Culinary Workers No. 595: (586)
Bernice A. Andrade, 147
Lou A. Korth (Mrs.), 147
Jack F. Luther, 146
D. E. Robinette, 146

Beauticians No. 508-A: (29)
Rhea Owen, 29

Carpenters No. 642: (882)
Vernon R. Doss, 441
Geo. R. Meyers, 441

Central Labor Council: (2)
Freda L. Roberts, 1
Chas. W. Savage, 1

Contra Costa Building Trades Council: (2)
Alton C. Clem, 1
Howard Reed, 1

Electrical Workers No. 302:
(325)
Harry D. Gates, 109
Joe Giovanni, 108
E. A. Lawrence, 108

Fire Fighters No. 188: (28)
Edward Barron, 28

Fish Cannery Workers of the Pacific: (149)
George Issel, 75
Norma Perry, 74

Machinists No. 824: (416)
E. A. O'Dale, 84
Earl R. Moulton, 83
A. Nelson, 83
Charles E. Radisky, 83
J. B. Willis, 83

Moving Picture Projectionists No. 560: (33)
W. E. Horton, 33

Painters No. 560: (153)
Pierre Allinio, 153

Retail Clerks No. 1179: (623)
Esther Tomlinson, 312
Harry C. Wilson, 311

RIVERSIDE

Barbers No. 171: (33)
Alvin H. Bauer, 17
Chas. O. Myers, 16

Building & Construction Trades Council: (2)
L. L. Carlile, 1
Elmer J. Doran, 1

Carpenters No. 235: (538)
L. A. Bigler, 180
D. A. Bitner, 179
C. W. Mitchell, 179

Central Labor Council: (2)
C. W. Downs, 1
C. W. Mitchell, 1

RIVERSIDE (Cont'd)

Hod Carriers No. 1184: (587)
Roscoe Grosvenor, 587

Retail Clerks, Tri-County Division, No. 770: (103)
Edward Grunwald, 52
Ted Phillips, 51

SACRAMENTO

Bakers No. 85: (459)
Elmer Anderson, 153
Wm. E. Flock, 153
N. J. Michels, 153

Barbers No. 112: (95)
Maurice F. Smith, 95

Bartenders No. 600: (330)
N. R. Patterson, 165
W. G. Victor, 165

Beauticians No. 112-A: (69)
Juanita Miller, 35
Dorothy Hess, 34

Bookbinders No. 35: (80)
Robert L. Ennis, 80

Building & Construction Trades Council: (2)
Michael B. Kunz, 1

Cannery Workers No. 20324:
(1887)
A. E. Bilger, 315
George Cole, 315
Mike Elorduy, 315
Josephine Froelich, 314
Russell Meredith, 314
Helen Strubinger, 314

Chauffeurs-Teamsters No. 150:
(2419)
John Mitchell, 2419

Construction & General Laborers No. 185: (458)
Thomas J. Carrico, 229
Harry Sherman, 229

Cooks No. 683: (325)
Carey G. Bement, 325

Electrical Workers No. 340:
(166)
William C. Stringer, 166

Federated Trades Council: (2)
J. L. R. Marsh, 1

Fire Fighters No. 522: (28)
Geo. Coughlin, 28

Machinists No. 33: (717)
Harry Foster, 717

Miscellaneous Employees No. 393: (312)
Ralph P. Gross, 156
Herman Selditch, 156

Moving Picture Machine Operators No. 252: (36)
Walter R. Federolf, 36

Painters No. 487: (180)
Walter R. Morris, 180

Plumbers & Steamfitters No. 447: (163)
A. F. Folck, 55
M. B. Kunz, 54
O. W. Norman, 54

Printing Pressmen No. 60: (88)
Wm. J. McQuillan, 44
G. C. Merwin, 44

Railway Carmen No. 1344: (23)
C. T. Sanderson, 11

Street Carmen No. 256: (96)
O. A. Rowan, 96

Waiters & Waitresses No. 561:
(475)
J. E. Wellington, 475

SALINAS

Barbers No. 827: (36)
Wm. G. Kenyon, 36

Bartenders No. 545: (68)
W. E. Biggerstaff, 34
Carl E. Hess, 34

Central Labor Council: (2)
Dorothy Johns, 1
Wm. G. Kenyon, 1

Culinary Alliance No. 467: (213)
Dorothy Johns, 107
Jessie King, 106

SAN BERNARDINO

Carpenters No. 944: (527)
J. Ernest Hood, 527

Central Labor Council: (2)
Harry E. Reynolds, 1
Earl Wilson, 1

Chauffeurs-Teamsters No. 467:
(1289)
K. F. Allbright, 215
George D. Davenport, 215
W. H. Kenty, 215
F. F. Lapham, 215
O. B. Robbins, 215
Chester F. Stein, 214

Culinary Workers & Bartenders No. 535: (92)
Harry E. Griffin, 46
Alice Griffin, 46

Moving Picture Machine Operators No. 577: (33)
Carl R. Douglas, 17
Laurence J. Kelley, 16

Stage Employees No. 614: (28)
Earl Wilson, 28

SAN DIEGO

Aeronautical Mechanics No. 1125: (8214)
J. J. Blake, 1643
J. E. Bruce, 1643
W. J. Coberley, 1643
M. W. Duston, 1643
O. H. Williamson, 1642

Barbers No. 256: (99)
Chas. F. Bliss, 99

Bridgemen No. 229: (371)
V. Wayne Kenaston, 371

Building & Construction Trades Council: (2)
Charles O. Taylor, 1

Building Service Employees No. 102: (159)
Edward F. Pierce, 159

Butchers No. 229: (611)
Max J. Osslo, 306
Ralph H. Rocks, 305

Carpenters No. 1296: (1796)
L. R. Aldrich, 898
Carl M. Barnes, 898

Cooks & Waitresses No. 402:
(421)
Walter Cowen, 141
Herman Selditch, 140
Floyd Jack White, 140

Electrical Workers No. 465:
(550)
D. V. Jewett, 550

SAN DIEGO (Cont'd)

- Electrical Workers No. B-569: (525)
K. B. Kennedy, 175
M. L. Ratcliff, 175
Amos H. Feeley, 175
- Federated Trades Council: (2)
Robert E. Noonan, 1
F. Jack White, 1
- Fire Fighters No. 145: (87)
S. H. Shawver, 44
S. M. Franklin, 43
- Fish Cannery Workers of the Pacific: (642)
Marie Baugh, 321
Pauline Furth, 321
- Hod Carriers, Building & Construction Laborers No. 89: (1024)
Louis F. Mehl, 512
Perry L. Nolan, 512
- Hook, Line & Bait Boat Fishermen: (417)
Jack Casper, 417
Lathers No. 260: (149)
R. A. Drum, 149
- Machinists No. 389: (258)
Harry Vorhauer, 258
- Machinists, Naval Aircraft, No. 726: (54)
H. C. Brown, 54
Machinists No. 1370: (120)
George Solimine, 120
- Moving Picture Projectionists No. 297: (81)
Edwrd H. Dowell, 41
Earl F. Nelson, 40
- Office Workers No. 20282: (61)
Francis R. Gleeson, 61
- Operating Engineers No. 526: (84)
G. W. Huntridge, 42
James A. Thompson, 42
- Painters No. 333: (250)
David W. Buchanan, 125
Harry Hunt, 125
- Teamsters—Chauffeurs No. 542: (1250)
Lester J. Coombes, 625
John Quimby, 625
- Theatrical Stage Employees No. 122: (33)
C. B. Callahan, 33
- Waiters & Bartenders No. 500: (114)
John W. Brown, 57
Peter N. George, 57

SAN FRANCISCO

- American Guild of Variety Artists: (172)
Mary Horton, 172
- Apartment House Employees No. 14: (650)
Tom Conroy, 217
Russell R. Dreyer, 217
Harry W. Giese, 216
- Auto Mechanics No. 1305: (2406)
Rollie Carr, 401
Carl Hoppe, 401
F. D. Lane, 401
John MacFarlane, 401
Wm. I. Madigan, 401
Fritz Mey, 401
- Automotive Warehousemen No. 241: (229)
Gerald Cruise, 229
- Bakers No. 24: (1500)
Jas. R. Grisham, 750
Theodore Thesing, 750

SAN FRANCISCO (Cont'd)

- Bakery Wagon Drivers No. 484: (773)
Louis Magidson, 194
W. J. Phillips, 193
John F. Shelley, 193
James J. Ward, 193
- Barbers No. 148: (500)
I. D. Hester, 167
Joseph H. Honey, 167
Ludwig Keller, 166
- Bartenders No. 41: (2276)
James Burke, 380
Arthur Dougherty, 380
Walter Eastman, 379
Bruno Mannorl, 379
Arthur Neergaard, 379
William G. Walsh, 379
- Beauticians No. 12: (400)
Margaret McFarland, 134
Walter W. Pierce, 133
Bee Odle Snyder, 133
- Bill Posters and Billers No. 44: (48)
G. Lea Phillips, 48
- Blacksmiths and Helpers No. 168: (200)
Wm. P. Healy, 200
- Bookbinders and Bindery Women No. 31-125: (450)
Fred Dettmering, 225
Adeline Quinn, 225
- Building Material Teamsters No. 215: (300)
John E. Moore, Sr., 150
James F. Ward, 150
- Butchers No. 508: (1279)
Jimmie Throne, 1279
- Candy and Glace Fruit Workers No. 158: (700)
S. T. Dixon, 350
David Dunham, 350
- Carpenters No. 22: (1789)
Joseph C. Stuart, 895
John J. Welsh, 894
- Carpenters No. 483: (1014)
Lewis F. Stone, 1014
- Carpenters No. 2164: (325)
Alexander Watchman, 325
- Chauffeurs No. 265: (1333)
James Bryan, 223
Newman Cohn, 222
J. P. Crowe, 222
George Kelly, 222
E. Lotti, 222
William White, 222
- Cleaning and Dye House Workers No. 7 (520)
Albina Baker, 260
Jerry Thompson, 260
- Commission Market Drivers No. 280: (300)
Frank Cadamatori, 100
Silvio Giannini, 100
Joseph Petrocchi, 100
- Construction and General Laborers No. 261: (1500)
Bill Alexander, 250
William Edminster, 250
Hugh Jamieson, 250
Jack Leonard, 250
Ernie Schweida, 250
John Singleton, 250
- Cooks No. 44: (2574)
Joseph Belardi, 515
C. T. McDonough, 515
Max Meyer, 515
John A. St. Peter, 514
- Cracker Bakers No. 125: (173)
Henry Simpson, 173

SAN FRANCISCO (Cont'd)

- Cracker Bakers Auxillary No. 125: (440)
Bertha Del Carlo, 440
- Dairy and Creamery Employees No. 304: (650)
John I. Silva, 650
- Draftsmen No. 11: (80)
John J. Casey, 40
Dan P. Haggerty, 40
- Electrical Workers No. 6: (400)
Charles Bowman, 100
William H. Diederichsen, 100
Robert Monroe, 100
Allan Pultz, 100
- Electrical Workers No. B-202: (733)
Otto B. Hagedorn, 245
Marvin L. Larsen, 244
J. L. Macdonald, 244
- Electrical Workers No. B-1245: (199)
George A. Mulkey, 100
Robert Woolley, 99
- Elevator Constructors No. 8: (163)
Fred Thorpe, 163
- Elevator Operators and Starters No. 117: (565)
Charles Hardy, 565
- Film Exchange Employees No. B-17: (17)
Stephen B. Newman, 17
- Fish Cannery Workers of the Pacific: (119)
Helen J. Sievers, 119
- Garage Employees No. 665: (1000)
S. C. Armstrong, 167
F. L. Manning, 167
Arnold Moss, 167
Bert Moss, 167
F. W. Steinkamp, Jr., 166
Wm. F. York, 166
- General Warehousemen No. 860: (1046)
Harry W. Bishop, 175
Frank C. Bordenave, 175
John R. McBride, 174
Mark J. O'Reilly, 174
Felix H. Schumacher, 174
Clark Williams, 174
- Hospital and Institutional Workers No. 250: (200)
Evelyn Briggs, 67
Arthur Thomas Hare, 67
Joseph Vaughn, 66
- Hotel Service Workers No. 283: (1864)
Robert Armstrong, 622
Sadie Burns, 621
Forest Seitzinger, 621
- Ice Wagon Drivers No. 519: (115)
Louis Brunner, 58
Warren Thieman, 57
- Jewelry Workers No. 36: (183)
George F. Allen, 183
- Laundry Workers No. 26: (2100)
Tillie Clifford, 350
Chas. Keegan, 350
Patrick Lee, 350
Lawrence Palacios, 350
Mary Quirk, 350
Earl Young, 350
- Leather and Novelty Workers No. 31: (53)
Harold Mitchell, 53
- Lithographers No. 17: (650)
Oscar Witthoft, 325
Adam Vurek, 325

SAN FRANCISCO (Cont'd)

Master Furniture Guild No.
1285: (234)
John D. McKown, 234

Masters, Mates and Pilots No.
40: (133)
George W. Harris, 67
Horace F. Strother, 66

Masters, Mates and Pilots No.
90: (1083)
C. F. May, 1083

Milk Wagon Drivers No. 226:
(1112)
Carl S. Barnes, 186
Eddie J. Dennis, 186
William Hart, 185
James Higgins, 185
John D. Sullivan, 185
Fred J. Wettstein, 185

Miscellaneous Employees No.
110: (2330)
Pete Algas, 466
Albert T. Gabriel, 466
Leo Prodromou, 466
Granville Underwood, 466
Helen Wheeler, 466

Molders No. 164: (352)
Frank Brown, 118
John J. Gibson, 117
A. T. Wynn, 117

Motor Coach Employees No.
1225: (685)
Chas. W. Riley, 685

Moving Picture Projectionists
No. 162: (162)
Floyd M. Billingsley, 81
Anthony L. Noriega, 81

Musicians No. 6: (958)
James G. Dewey, 320
Elmer M. Hubbard, 319
Clarence H. King, 319

Newspaper and Periodical
Drivers No. 921: (295)
F. S. Batchelder, 148
Jack Goldberger, 147

Northern California District
Council of Laborers: (2)
Paul Keith, 1
Lee Lalor, 1

Office Employees No. 21320:
(200)
Charles J. Janigian, 200

Operating Engineers No. 3:
(4762)
Patrick Clancy, 794
C. F. Mathews, 794
H. W. Metz, 794
H. T. Petersen, 794
Victor S. Swanson, 793
P. E. Vandewark, 793

Operating Engineers No. 61:
(876)
Herb Kelley, 292
Kevin A. Walsh, 292
Geo. Winter, 292

Packers and Preserve Workers
No. 20989: (100)
Lawrence T. Bregante, 50
James A. Caras, 50

Painters No. 19: (883)
Wm. Carney, 442
Wm. Sutherland, 441

Painters District Council No. 8:
(2)
W. J. Burchell, 1
R. W. Young, 1

Pharmacists No. 838: (210)
J. H. Kane, 105
Vincent J. Quinlan, 105

SAN FRANCISCO (Cont'd)

Pile Drivers No. 34: (1083)
Don Cameron, 181
Carl Davis, 181
Ben Sills, 181
Kristian Vang Kirk, 180
John T. Wagner, 180
Art Weld, 180

Plumbers No. 442: (542)
George W. Kyne, 542

Post Office Clerks No. 2: (688)
Harold Hahn, 344
Peter Tissier, 344

Printing Pressmen No. 24:
(642)
John D. Gillespie, 129
Stephen P. Kane, 129
J. H. De la Rosa, 128
George G. Spooner, 128
Emil Elvander, 128

Printing Specialties and Paper
Converters No. 362: (128)
Jack D. Maltester, 128

Production Machine Operators
No. 1327: (1667)
Jessie Anderson, 834
Anthony Ballerini, 833

Professional Embalmers No.
9049: (95)
Phil A. Murphy, 95

Railway Mail Association:
(200)
Edmond L. Williams, 200

Retail Cigar and Liquor Clerks
No. 1098: (300)
John Hill, 75
George W. Johns, 75
Sidney Keiles, 75
M. F. Smith, 75

Retail Delivery Drivers No.
278: (664)
John William Burke, 222
Joseph Fucile, 221
Joseph J. Lynch, 221

Retail Department Store Em-
ployees No. 1100: (1167)
John Blaiotta, 584
Larry Vail, 583

Retail Fruit and Vegetable
Clerks No. 1017: (400)
Allen Brodke, 200
Nathan Nemer, 200

Retail Grocery Clerks No. 648:
(1083)
W. G. Desepte, 181
James Downs, 181
Maurice Hartshorn, 181
C. H. Jinkerson, 180
Richard Johnston, 180
Elsie MacDougall, 180

Sailors Union of the Pacific:
(2778)
Rangvald Johannsen, 556
Harry Lundeborg, 556
John Lavole, 556
Charles Brenner, 555
Russell P. Combs, 555

San Francisco Labor Council:
(2)
Thomas Rotell, 1
Anthony Schurba, 1

Sheet Metal Workers No. 104:
(100)
Clarence J. Smith, 100

Shipfitters and Helpers No. 9:
(1588)
George Crawford Davis, 318
Martin Haumann, 318
Charles Meyers, 318
Erwin Pastor, 317
Edward B. Rowan, 317

SAN FRANCISCO (Cont'd)

Sign and Pictorial Painters No.
510: (248)
Robert D. Gray, 124
Thomas C. Meagher, 124

Sprinkler Fitters No. 669: (52)
Fred E. Hutchins, 52

Street Carmen No. 1004: (1000)
Sherman W. Douglas, 500
Edward D. Vandeleur, 500

Teamsters No. 85: (2500)
Joseph Buckley, 417
Peter Coryn, 417
Edward J. Wafford, 417
Sam H. Bell, 417
Daniel A. Braimes, 416
George Flynn, 416

Theatrical Janitors No. 9: (108)
Bertha Hardy, 108

Theatrical Stage Employees
No. 16: (126)
F. B. Williams, 126

Theatrical Stage Employees
No. B-18: (160)
Wm. P. Sutherland, 80
Ruth Conley, 80

Union Label Section: (2)
Peter Andrade, 1
Thomas A. Rotell, 1

United Garment Workers No.
131: (542)
Catherine Barrett, 181
Nellie Casey, 181
Lillie Rogers, 180

Walters No. 30: (3067)
Alfred C. Armstrong, 512
George Eichner, 511
Theo. Grubacich, 511
Jacob Holzer, 511
John McKelvey, 511
James Pantopoulos, 511

Waitresses No. 48: (3467)
Hazel O'Brien, 578
Elizabeth Kelly, 578
May Murray, 578
Jackie MacFarlane, 578
Frankie Behan, 578
Frances (Hendricks) Zielin-
ski, 577

Web Pressmen No. 4: (183)
Clyde E. Bowen, 61
J. Vernon Burke, 61
Daniel C. Murphy, 61

Window Cleaners No. 44: (217)
A. Borsella, 217

SAN JOSE

Auto Mechanics No. 1101: (366)
E. B. Scott, 366

Barbers No. 252: (133)
Anthony Agrillo, 133

Bartenders No. 577: (204)
Herschell Morgan, 204

Building and Construction
Trades Council: (2)
Roy W. Sturtevant, 1

Cannery Workers No. 20852:
(3468)
Clifford Cole, 578
John Dunn, 578
Edw. Felley, 578
Joe La Marra, 578
Kathryn Martin, 578
Jack Oakes, 578

Carpenters No. 316: (368)
Geo. E. Garland, 184
F. O. Jorgensen, 184

SAN JOSE (Cont'd)

Cement Laborers No. 270:
(1264)
William F. Bonar, 316
Clarence F. Edlund, 316
J. S. Lindsey, 316
William Zalabak, 316

Central Labor Council: (2)
James Limbach, 1
Ray Manbeck, 1

Cooks, Waiters and Waitresses
No. 180: (275)
Bessie Hays, 32
Harry Hays, 32
Neil Martin, 91

Electrical Workers No. 332:
(33)
M. Radisich, 17
E. Rickenbach, 16

Garage Employees No. 556:
(167)
James Limbach, 167

Lathers No. 144: (34)
George W. May, 34

Laundry Workers No. 33: (143)
Ray Manbeck, 143

Machinists No. 504: (746)
Charles T. Slinger, 746

Moving Picture Projectionists
No. 431: (36)
Roy E. Pinkham, 18
Chas. H. Tillson, 18

Painters No. 507: (119)
Otto E. Sargent, 119

Plumbers No. 393: (231)
E. J. Quey, 58
R. P. Ames, 58
J. J. Cashel, 58
Otto Metzger, 57

Retail Clerks No. 428: (390)
Claude L. Fernandez, 195
James P. McLoughlin, 195

Sheet Metal Workers No. 309:
(41)
Walter G. Mathewson, 41

Stationary Engineers No. 171:
(87)
M. G. Murphy, 87

Teamsters No. 287: (1973)
Geo. W. Jenott, 987
William Salt, 986

Theatrical Stage Employees
No. 134: (31)
William Barlet, 31

SAN LUIS OBISPO

Laborers No. 1464: (270)
Warren Cook, 54
Lee Galli, 54
William Martinez, 54
Orville Sherlock, 54
Nick Tlessen, 54

Machinists No. 1166: (109)
Kenneth Roberts, 109

SAN MATEO

Bartenders No. 340: (248)
Thomas A. Small, 248

Butchers No. 516: (271)
Albert Hedrick, 91
James J. Johnson, 90
Edwin F. Michelsen, 90

Carpenters No. 162: (503)
J. F. Cambiano, 503

Central Labor Council: (2)
Richard McAllister, 1
Thomas Small, 1

SAN MATEO (Cont'd)

Hotel and Restaurant Em-
ployees No. 267: (214)
Louise Halverson, 214

Machinists No. 1414: (102)
Leo L. Bloom, 102

Printing Pressmen No. 315:
(39)
Richard McAllister, 39

SAN PEDRO

Auto Mechanics No. 1484: (150)
Stanley D. Stearns, 150

Bartenders No. 591: (168)
Thomas Conley, 56
Harry Perry, 56
Marshall Petrie, 56

Butchers No. 551: (143)
Frank Krasnesky, 48
William Mulligan, 48
Andy Sandstrum, 47

Carpenters No. 1140: (452)
C. W. Broun, 91
Charles Lockhart, 91
Patrick Morris, 90
Nicholas Van Liemen, 90
Harry Wentworth, 90

Central Labor Council: (2)
Arthur M. Gruber, 1
Harley W. Walker, 1

Culinary Alliance No. 754: (470)
Billie Bishop, 94
Annie Gay, 94
Paul Mapel, 94
James Rockas, 94
Kitty Stewart, 94

Editorial Association No. 23157:
(11)
Warner Jenkins, 6
Clinton Rechtwig, 5

Longshoremen No. 38-82: (36)
A. F. Bebo, 36

Lumber and Sawmill Workers
No. 2607: (900)
Ben Grice, 450
L. O. Milford, 450

Painters No. 949: (83)
J. V. Eaton, 42
Cecil Mathena, 41

Pile Drivers No. 2375: (550)
Tom Randall, 92
C. O. Johnson, 92
Jack Lagasa, 92
C. H. Lindgren, 92
T. F. Murphy, 91
Grover Pulliam, 91

Port Watchmen No. 137: (246)
J. W. Cunningham, 41
Louis Lamont, 41
J. D. Stephens II, 41
D. W. Study, 41
Felix Theus, 41
W. F. McCune, 41

Retail Clerks No. 905: (225)
S. P. Carney, 57
A. M. Gruber, 56
Haskell Tidwell, 56
Nan Weitanf, 56

Shipyard Laborers No. 802:
(2326)
L. McClain, 582
Arthur B. Miner, 582
Russell Peacock, 581
J. M. Walker, 581

Waitresses No. 512: (461)
Edna N. Burke, 77
Marie Cleveland, 77
Rachel Davis, 77
Margaret Huffman, 77
Peggy Katzer, 77
Mary J. Olson, 76

SAN RAFAEL

Barbers No. 582: (39)
Edward Smodene, 39

Bartenders and Culinary Work-
ers No. 126: (294)
Chas. G. Austin, 74
F. O. Byerly, 74
Josephine McCormack, 73
Grace Patterson, 73

California State Council of
Lathers: (2)
Rex Prichard, 1

Central Labor Council: (2)
E. W. Culver, 1
Grace Patterson, 1

General Truck Drivers No. 624:
(424)
R. B. MacKinnon, 212
Bruno Vannucci, 212

Golden Gate District Council of
Lathers: (2)
J. C. Reynolds, 1

Hod Carriers No. 291: (144)
Irving Blabon, 29
L. C. Brooks, 29
Arthur T. Parry, 29
Lawrence E. Pearson, 29
Cletus Wilson, 28

Lathers No. 268: (33)
J. O. Dahl, 33

Machinists No. 238: (171)
O. E. McNally, 171

Plumbers No. 769: (40)
E. W. Culver, 40

SANTA ANA

Beet Sugar Workers No. 20748:
(198)
W. B. Casey, 99
A. E. Crumrine, 99

Carpenters No. 1815: (338)
C. I. Bartholomew, 338

Central Labor Council: (2)
L. J. Buckholz, 1
R. C. Conzelman, 1

Fire Fighters No. 509: (28)
R. S. Fink, 14
C. N. Turner, 14

Hod Carriers No. 652: (461)
James J. Bardwell, 77
Ralph C. Conzelman, 77
Patrick A. Crorkin, 77
Ted Junkermeier, 77
John R. Tiernan, 76
L. J. Buckholtz, 76

Plumbers and Steamfitters
No. 582: (23)
Bruce Campbell, 23

Stage Employees No. 504: (33)
R. F. Adams, 17
A. V. Narath, 16

SANTA BARBARA

Building and Construction
Trades Council: (2)
J. Smedley, 1

Carpenters No. 1062: (244)
Jay Smedley, 244

Central Labor Council: (2)
A. C. Frowiss, 1
Loleta Grande, 1

Chauffeurs-Teamsters No. 186:
(625)
A. C. Frowiss, 313
Harold J. Haeussler, 312

Construction and General La-
borers No. 591: (188)
Fred E. Draper, 188

SANTA BARBARA (Cont'd)

Culinary Alliance No. 498: (565)
 Loleta Grande, 283
 Bee Tumber, 282
 Fire Fighters No. 525: (28)
 R. E. Rodman, 28
 Meat Cutters No. 556: (87)
 R. B. Stolle, 87
 Stage Employees No. 442: (33)
 L. C. Smith, 33

SANTA CRUZ

Butchers No. 266: (118)
 Kaspar Bauer, 118
 Carpenters No. 829: (13)
 W. A. Butcher
 Central Labor Council: (2)
 Kaspar Bauer, 1

SANTA MARIA

Carpenters No. 2477: (639)
 Arthur E. Atkinson, 639
 Culinary Workers and Bartenders No. 703: (629)
 Mildred Beeson, 315
 Fred Buzzini, 314
 Truck Drivers and Helpers No. 381: (239)
 Clarence Earing, 120
 H. Don Underwood, 119

SANTA MONICA

Barbers No. 573: (42)
 Harold W. Puckett, 42
 Carpenters No. 1400: (174)
 William A. Gallantine, 87
 Ernest E. Reiswitz, 87
 Central Labor Council: (2)
 Paul W. Hanson, 1
 C. G. O'Brien, 1
 Culinary Workers No. 814: (333)
 Jack Goldberg, 67
 Robert Holwagner, 67
 Al Mason, 67
 Fay Mason, 66
 Helen Sherman, 66
 Retail Clerks, Santa Monica Division No. 770: (128)
 Paul W. Hansen, 43
 Tom Brown, 43
 O. J. Clampitt, 42

SANTA ROSA

Bartenders and Culinary Workers No. 770: (219)
 Roy K. Faught, 110
 Al Finan, 109
 Central Labor Council: (2)
 Roy K. Faught, 1
 Al Finan, 1

SONOMA

California State Employees No. 14: (220)
 Beulah Dryden, 110
 Edgar O. Dryden, 110

SPADRA

California State Employees No. 180: (126)
 Emil Bellot, 63
 Frank Beyer, 63

STOCKTON

Barbers No. 312: 54)
 Fred N. Harding, 54
 Bartenders No. 47: (320)
 Frank T. Quirk, 320
 Cannery Workers No. 20676: (1910)
 Robert E. Davis, 637
 Alice Deloney, 637
 Lloyd J. Hill, 636
 Central Labor Council: (2)
 R. E. McCarthy, 1
 J. W. Southwick, 1
 Chauffeurs-Teamsters No. 439: (1577)
 W. J. Conboy, 779
 C. C. Allen, 778
 Culinary Alliance No. 572: (549)
 Marie Malespino, 549
 Fire Fighters No. 456: (2)
 Corwin S. Henney, 2
 Machinists No. 364: (576)
 Charles Bouzard, 192
 Don Flynn, 192
 Carl J. Guntert, 192
 Moving Picture Projectionists No. 428: (33)
 J. W. Southwick, 33
 Operating Engineers No. 508: (98)
 R. E. McCarthy, 98
 Paper Makers No. 320: (46)
 Russell T. Drumond, 23
 Frank Deloney, 23
 State Council of State, County and Municipal Employees: (2)
 Jas. H. Thompson, 1

SUNNYVALE

Cannery Workers No. 22473: (1142)
 Grace Currey, 191
 Jack Dolan, 191
 Fred Less, 190
 Robert Olmstead, 190
 Russel Ryman, 190
 Jack Stallings, 190

SUSANVILLE

Bartenders and Culinary Workers No. 767: (49)
 Leta A. Roberts, 49
 Tri-County Central Labor Council: (2)
 R. E. Wing, 1

TERMINAL ISLAND

Cannery Workers Union of the Pacific: (2018)
 Reed Duncan, 505
 Theodore Hodnefield, 505
 Leonard Powell, 504
 James Waugh, 504

TRONA

Potash, Phosphate and Borax Workers No. 20902: (44)
 A. H. Peterson, 44

VALLEJO

Boilermakers No. 148: (379)
 Charles F. Daley, 190
 Thos. Crowe, 189
 Carpenters No. 180: (1176)
 Ray M. Baker, 392
 L. M. Johnston, 392
 L. P. Lunn, 392

VALLEJO (Cont'd)

Central Labor Council: (2)
 F. C. Chesebro, 1
 Lowell Nelson, 1
 Culinary Workers No. 560: (755)
 Robert A. Crosby, 252
 Joseph Killeen, 252
 Charles McLaughlin, 251
 Electrical Workers No. 180: (163)
 W. C. Green, 82
 Andrew Low, 81
 Fire Fighters No. 683: (28)
 R. P. Hefferman, 28
 Flour and Cereal Workers No. 20397: (163)
 C. F. Gamble, 163
 Hod Carriers No. 326: (1948)
 James Broton, 487
 George Canon, 487
 John R. Henderson, 487
 Gene Morgan, 487
 Machinists No. 1492: (249)
 E. R. White, 249
 Painters No. 376: (335)
 John Le Fleve, 167
 Charles Kasner, 166
 Plumbers No. 343: (183)
 Sidney Connor, 183
 Sheet Metal Workers No. 221: (368)
 Robert F. Olson, 368
 Teamsters No. 490: (583)
 F. C. Chesebro, 292
 J. D. Richardson, 291
 Theatrical Stage Employees No. 241: (25)
 Truman Enlow, 25

VAN NUYS

Carpenters No. 1913: (397)
 James Coffie, 133
 Marvin H. Doggett, 132
 Jack E. Welch, 132

VENTURA

Carpenters No. 2463: (55)
 Cliff Mace, 55
 Hod Carriers No. 585: (667)
 E. W. Blasdel, 167
 Robelo Marquez, 167
 Milo B. Nelson, 167
 Victor Rose, 166
 Operating Engineers No. 732: (36)
 John A. Cairns, 18
 Harry M. Inhoof, 18

VERNON

Paper Makers No. 336: (8)
 Charles J. Becker, 8
 Pulp, Sulphite and Paper Mill Workers No. 254: (108)
 C. J. Riekenberg, 54
 D. W. De Pew, 54

VICTORVILLE

United Cement, Lime and Gypsum Workers No. 49: (89)
 Russell Cope, 23
 Ralph Elliott, 22
 A. E. Gilbert, 22
 F. H. Rayla, 22

VISALIA

Central Labor Council: (2)
C. C. Fuller, 1
Hod Carriers No. 1060: (128)
Thomas Godeker, 128
Hotel, Restaurant Employees
and Bartenders No. 137:
(14)
C. C. Fuller, 14
Moving Picture Machine Oper-
ators No. 605: (33)
Albert M. Cox, 33

WATSONVILLE

Carpenters No. 771: (85)
James F. Cunningham, 43
James T. Mann, 42
Culinary Workers and Bar-
tenders No. 345: (109)
Hazel Robinson, 55
Henry Thompson, 54
Theatrical Stage Employees
No. 611: (33)
Shedo Russo, 33

WEED

Lumber and Sawmill Workers
No. 2907: (389)
W. A. Davis, 195
G. D. Tuman, 194

WESTWOOD

Bartenders and Culinary Work-
ers No. 768: (116)
Faye A. Minshall, 116
Lumber and Sawmill Workers
No. 2836: (1955)
William C. Corbett, 652
Joe Knoll, 652
Earl Miller, 651
Office Employees No. 21697:
(100)
George H. Kersley, 100

WILMINGTON

Borax Workers No. 18640: (309)
Clarence A. Lane, 155
Hugh Miller, 154

WILMINGTON (Cont'd)

California State Branch of Op-
erating Engineers: (2)
Herbert L. Kelly, 1
M. F. Jacobson, 1
Marine Painters No. 812: (378)
L. L. Becker, 63
G. R. Carroll, 63
J. R. Davis, 63
Jack Kelly, 63
J. L. Nisbett, 63
Ewald Steinman, 63
Operating Engineers No. 235:
(517)
W. E. Alexander, 87
George Craft, 86
M. F. Jacobsen, 86
Walter W. Mahaffey, 86
Martin C. McDonnell, 86
John Pollock, 86
Ship Carpenters No. 1335: (691)
J. A. Besinger, 116
Maurice Doremus, 115
Walter Hoffman, 115
A. McAdam, 115
S. L. Putnam, 115
George Simmons, 115

Appointments of Committees

President Haggerty announced the appoint-
ment of the following delegates as members
of the Convention committees:

Committee on Constitution—M. B. Kunz,
Building Trades Council, Sacramento, Chair-
man; Alvin L. Holt, Barbers No. 295, Los
Angeles; Mae Stoneman, Waitresses No. 639,
Los Angeles; Edward L. Brown, Electrical
Workers No. B-11, Los Angeles; R. S. Mur-
phy, Steamfitters No. 342, Oakland; Robert
E. Noonan, Federated Trades Council, San
Diego; W. T. O'Rear, Central Labor Coun-
cil, Fresno; R. E. Wing, Tri-County Central
Labor Council, Susanville.

Committee on Credentials—James Black-
burn, Chairman, Painters No. 256, Long
Beach; C. J. Hyans, American Guild of Va-
riety Artists, Los Angeles; Sherman W.
Douglas, Street Carmen No. 1004, San Fran-
cisco; Harry Sherman, Laborers No. 185,
Sacramento; J. J. Blake, Aeronautical Me-
chanics No. 1125, San Diego; Grace Fowler,
Beauticians No. 134-A, Oakland; Fred Less,
Cannery Workers No. 22473, Sunnyvale;
Helen L. Mallory, Culinary Workers and
Hotel Employees No. 62, Fresno; Ralph C.
Conzelman, Hod Carriers and General Labor-
ers No. 652, Santa Ana; Olan Willis, Dry-
dock and Marine Waysmen No. 2116, Oak-
land; P. J. Green, Studio Carpenters No. 946,
Hollywood; Kitty Stewart, Culinary Alliance
No. 754, San Pedro; Madge Torrance, United
Garment Workers No. 56, Long Beach; Elma
L. Goodwin, Office Employees No. 20798, Los
Angeles.

Committee on Grievances—Joseph De Silva,
Retail Clerks No. 770, Los Angeles, Chair-
man; John St. Peter, Pastry Cooks and As-
sistants No. 44, San Francisco; Freda Rob-
erts, Central Labor Council, Contra Costa
County; Fred Melville, Carpenters Local
No. 25, Los Angeles; W. L. Lieby, Hod-
carriers, Building and Common Laborers No.

507, Long Beach; K. G. Bitter, Carpenters,
San Diego; Everett E. Johnston, Central La-
bor Council, San Fernando Valley; John Mac-
Farlane, Automotive Machinists No. 1305,
San Francisco; R. R. Corrie, Operating En-
gineers No. 507, Oakland.

Committee on Label Investigation—Thomas
A. Rotell, Chairman, Central Labor Council,
San Francisco; Irene Burgoon, Women's
Union Label League No. 36, Los Angeles;
Nellie Casey, United Garment Workers No.
131, San Francisco; Charles Shields, Bakers
Local 453, Los Angeles; John Dunn, Cannery
Workers No. 20852, San Jose; Harry C. Gil-
more, Printing Specialists and Paper Con-
verters No. 382, Oakland; George Wishnak,
International Lady Garment Workers No. 96,
Los Angeles.

Committee on Labels and Boycotts—Ed-
ward Balsz, Chairman, Newspaper Pressmen
Local 18, Los Angeles; E. E. Mecham,
Electrical Workers No. 418, Pasadena; Edna
Burke, Waitresses No. 512, San Pedro; J. B.
Bunch, Aeronautical Mechanics No. 755,
Chula Vista; Elmer Doran, Building and Con-
struction Trades Council, San Bernardino-
Riverside; Leonard Graham, Sheet Metal
Workers No. 108, Los Angeles; Otto E. Sar-
gent, Painters Local 507, San Jose.

Committee on Legislation—George A. Mul-
key, Chairman, Electrical Workers No. B-
1245, San Francisco; Harry Sherman, Central
Labor Council, Los Angeles; James Waugh,
Fish Cannery Workers, Terminal Island;
Bee Tumber, Culinary Alliance No. 498, Santa
Barbara; Captain May, Masters, Mates and
Pilots, San Francisco; E. L. Lynch, Ma-
chinists Local No. 1577, Long Beach; Jack
Reynolds, Golden Gate District Council of
Lathers, San Rafael; E. V. Blackwell, Boiler-
makers No. 92, Los Angeles; W. J. Phillips,
Bakery Wagon Drivers and Salesmen No.
484, San Francisco; C. Ed Lentz, Street Car-
men No. 1277, Los Angeles; A. R. Copeland,
Fire Fighters No. 55, Oakland; John Wagner,

Pile Drivers No. 34, San Francisco; John C. Lyons, Plasterers No. 2, Los Angeles.

Committee on Officers' Reports—Amos H. Feeley, Chairman, Electrical Workers No. B-569, San Diego; Eugene Boyd, Building Construction Trades Council, Los Angeles; S. J. Ward, Building Service Employees No. 99, Los Angeles; James Quinn, Building Trades Council, Oakland; Don Cameron, Pile Drivers No. 34, San Francisco; George D. Hammond, Building and Construction Trades Council, Long Beach; Pat Somerset, Screen Actors Guild, Hollywood; Clarence King, Musicians No. 6, San Francisco; Kathryn Arnold, Culinary Alliance No. 681, Long Beach; J. W. Southwick, Central Labor Council, Stockton.

Committee on Resolutions—J. W. Buzzell, Chairman, Pattern Makers' Association, Los Angeles; Geo. C. Bentson, Carpenters Local 710, Long Beach; Jack Leonard, Laborers No. 261, San Francisco; Robert L. Ennis, Bookbinders Local No. 35, Sacramento; Harry E. Reynolds, Central Labor Council, San Bernardino; Walter Cowan, Cooks, Waitresses and Helpers No. 402, San Diego; J. Earl Cook, Sheet Metal Workers No. 216, Oakland; J. F. Shelley, Bakery Wagon Drivers and Salesmen No. 484, San Francisco; Geo. Jenott, General Truck Drivers No. 287, San Jose.

Committee on Rules and Order—Burt B. Currigan, Chairman, Building Material and Dump Truck Drivers, Los Angeles; G. A. Lahlum, Central Labor Council, Long Beach; Arthur Dougherty, Bartenders No. 41, San Francisco; Harry Sweet, Lumber and Sawmill Workers No. 2288, Los Angeles; Helen Mallory, Culinary Workers No. 62, Fresno; James T. Mann, Carpenters No. 771, Watsonville; Ernest Gossett, Motion Picture Operators No. 430, Eureka; Jay Smedley, Carpenters No. 1062, Santa Barbara; Charles Daley, Boilermakers No. 148, Vallejo.

J. W. Buzzell, Pattern Makers' Association, Los Angeles, was recognized by the Chair and moved that the President and Secretary be instructed to forward a telegram to the Senate Civil Service Committee in behalf of Senate Bill 2764. The motion was adopted unanimously by the Convention.

Lieutenant Governor Ellis Patterson

The Lieutenant Governor of the State of California, Honorable Ellis E. Patterson, was introduced to the delegates by President Haggerty. Lieutenant Governor Patterson delivered the following remarks:

"Ladies and Gentlemen, I am very happy to be here today. I just went through a contest, and I think everyone in this Convention knows the nature of that contest with which we are confronted in this state. We are in a crisis that it is necessary for all Organized Labor to take heed of, and that crisis is, first, the world war. It is unnecessary for me to even mention it. Naturally, the thing to do is to win the war and back up President Roosevelt 100 per cent in any objective. (Applause.)

"In this crisis, in this world war effort, it

is going to be necessary for us to remember a little history. I can remember over twenty years ago, when I was in the Navy, President Wilson stood before us and said: 'Young men, you are fighting, with one or two exceptions, for the first time in the history of the world, for ideals. You are fighting to make the world safe for democracy. We don't want anyone's property, you just want the free way of life, and that is all you want to win.'

"And that is so, too, today. President Roosevelt properly tells us we are not only fighting to make the world safe for democracy, but we are fighting to survive. If we do not want to lose Labor's rights to collective bargaining, freedom of speech and freedom of economic endeavor, then the important thing for us to do is to win this war, and in order to do that we must back up President Roosevelt in his war effort, and after this war is over to have a successful peace.

"Over twenty years ago, after the first World War, we lost the peace because after we had won the war we failed to realize the great people here in the United States were obligated to uphold international law, international decency, and international morality. We failed in our objective. This time we cannot fail.

"We failed in another place, we failed on the domestic front. We must remember that some of our boys who returned from the armed forces were permitted to walk the streets for days and nights. I can remember personally when my brother and I walked the streets for over six months before we could even land a job, and this must not happen again. As President Roosevelt told us in a radio address, the Government must have a program prepared for these men. We must be prepared to meet the shock of peace as well as win the war.

"I can't see how any successful man or woman can be opposed to Labor's collective bargaining. We must see to it that our Congress does not take advantage of the war effort and go against Labor. We have had a long, hard pull in this matter of rights for collective bargaining and we must see to it that those rights are upheld.

"I want to give you one illustration that took place in the State of California, in the last session of the Legislature. We had the fond belief that we could have unity between agriculture and Labor and industry. About six months ago, in the Legislature, a bill was passed that was not devised to bring about unity, but was devised to bring about disunity because it contained an unconstitutional and emotional thrust against Labor's right to collective bargaining in that it outlawed Labor's right to secondary boycotts.

"It is up to you people to go out and explain to the people of the State of California that if this bill remains on the statute books of the State of California any length of time, it will strike at your very constitutional rights. This bill violates Labor's right to collective bargaining, it is fairly unconstitutional, fairly

undemocratic. I want to remind you that the Democratic Party, at their convention in Sacramento, went on record as being opposed to this bill, whereas the Republican Party didn't do that.

"The Democratic Party platform went right down the line on all Labor's right to collective bargaining and the incidentals thereto. They went right down the line for old age security, for civil liberties and constitutional government and for President Roosevelt's endeavor to unite industry, Labor, and agriculture in the effort to win this war.

"When our boys—ten million of them—get back from the front, we want them to come back to a lot better place to live in; we want them to come back to a more perfect way of life. We want them to come back to their civil rights, civil liberties, and we want them to come back to a job. We want a Government that will take care of their rights as well as the rights of the civilian population and we want those rights properly protected. We want decency to survive on the international front as well as on the domestic front."

President Haggerty introduced two of Labor's staunchest friends and members of the California Legislature, Assemblymen Pelletier and Kilpatrick, who addressed the Convention.

Charles Sherman of New York, representing the Labor League for Human Rights, was introduced and outlined the activities of the League.

Governor Culbert L. Olson

President Haggerty, in his introduction, expressed the appreciation of the Organized Labor Movement for the many acts of service in its behalf by the Honorable Culbert L. Olson, who responded and delivered the following address:

President Haggerty, Officers and Members of the California State Federation of Labor, Distinguished Guests, Ladies, and Gentlemen:

If these were normal times, I would want to speak to you about the achievements of my Administration for the workers and the people of our State. If these were normal times, I would want to take advantage of this opportunity to show you how I have fulfilled the campaign pledges I made four years ago with respect to the improvement of our labor laws and their strict enforcement and proper administration. But these are not normal times. We are in the midst of a global war, and our soldiers, sailors, and marines are fighting today against our enemies in far-away countries and on the seven seas to keep these enemies from reaching our shores. In these crucial times, therefore, we must devote all our time and all our energies to the single-minded purpose of winning the war.

Labor's stake in this war cannot be overstated, because the workers are the first victims of the Nazis, who deride industrial democracy, labor participation in management, labor unionism, and collective bargaining. In Germany and in Nazi-occupied countries of Europe, trade unions have been obliterated and workers have been forced to slave for would-be Nazi masters. The workers of our country are grimly aware of the fate which awaits those who come under the brutal rule of the Nazi brown shirts, the Fascist

black shirts, and their fellow gangsters of Japan.

Being fully conscious of the stake they have in the winning of this war, the workers of our country are devoting their full strength to the tasks that lie before them in our war production plants. The workers who have not yet joined the armed forces are today in the ranks of the working battalions of our factories, mills, and mines, forging the weapons of warfare and producing the vital materials urgently needed by our soldiers and sailors and by the armed forces of our gallant Allies.

Labor is contributing to the winning of this war by its sincere cooperation with management in devising better and quicker methods of production. The leaders of Organized Labor have been successfully urging their members and all other workers to work steadily and efficiently to insure the maximum output of our war production plants. In the interests of uninterrupted maximum war production, the leaders of Organized Labor pledged themselves to the fullest utilization of the channels of collective bargaining, conciliation, mediation and arbitration to prevent industrial stoppages.

Labor's contribution to the winning of the war can be made more effective by the greater and more general willingness on the part of management to accept the workers' offer of cooperation in reducing wasteful methods in production and in devising new and better ways of increasing output. It is an undisputed fact that in those war plants where labor-management committees have been created, the efficiency of both labor and management has been substantially increased. Our war cannot be won without the maximum efficiency of our war production industries, and such efficiency will only be attained through the joint and whole-hearted cooperation between management and labor.

"Organized Labor cannot be satisfied with its present participation in the war effort, however important that participation has been. The transcendent problem confronting Organized Labor today is how it can make itself more effective in its contribution towards the national all-out war effort. Only by the recognition that we cannot do too much, that we must keep exerting ever and ever greater efforts, can we make an adequate contribution towards the common goal of the people of our country in this supreme struggle for the survival of freedom. We must ask ourselves over and over again whether we are doing enough, whether we are leaving things undone that should be done, whether we are postponing things for tomorrow that should be done today.

Women Workers

Let us look at some of the tasks which lie before us. There is the problem of man power for our armed forces and our war industries. We are in the midst of the most gigantic war of all times, and we can only hope to vanquish our enemies with the most gigantic war machine of all times. It is anticipated that by 1944 our country will have 10,000,000 men in its armed forces. This will constitute a great drain upon our man power. But this is not all. It is anticipated that by 1944 our war industries will require the services of 25,000,000 persons in contrast to 5,000,000 persons at present employed in such industries. It is estimated that the civilian employments which now employ 44,000,000 persons will only employ 23,000,000 by 1944. This will represent a decrease in civilian employment of 21,000,000 persons. But this shifting of the labor force from civilian employment will be inadequate to meet the demands of the armed forces and the war

industries. The needed man power will have to come from the employment of women workers and of younger persons heretofore largely outside of the regular labor force of the nation. The problem of the employment of women workers is one to which you must give your earnest attention and consideration. Whatever our ideas as to the place of women in the social scheme of things, women are today needed in industry and they must be trained to perform the work for which they are best qualified. They must be trained to perform many tasks which heretofore have been considered the exclusive domain of male workers. This is a fact which we must reckon with and which must be met in a sane and statesmanlike fashion. And it seems to me that the way to meet this problem is to admit the women workers into your unions. This should be done in all fairness to them, and in order to insure the maintenance of adequate wage standards and proper working conditions. While there are laws which set up minimum wage standards and working conditions for women, these are only minimums. And it is only through union membership that these new women workers will be able to attain their rightful status in industry.

Another situation which we must face in connection with the man power requirements for our war industries and our armed forces is the inevitable recruitment of boys eighteen and nineteen years of age. As these youths are called to join the armed forces, it will become necessary to train their younger brothers, those sixteen and seventeen years of age, to work in factories and workshops. It is not proposed that these youngsters be trained to perform work which is beyond their strength and endurance, but it is an inescapable fact that before very long these youngsters will be drawn into industry in increasing numbers. Labor must recognize this problem and give the young boys in industry all assistance and protection possible, with the realization that the penetration of youths into our factories and workshops is only a matter of urgent war necessity and is for the duration only. Moreover, the employment of boys and girls sixteen and seventeen years of age, in our own state, must be safeguarded, to the fullest extent possible, by our humane child labor laws. Under these laws and under the Shelley-Maloney Apprentice Labor Standards Act of 1939 (which, I am proud to say, I advocated and signed), it will be possible to impose every conceivable protection for the health and safety of these youngsters. These safeguards, however, will be of little value without the attention and help which these youngsters should get from you, the experienced and older workers in industry. No step toward the training of youngsters in California has been taken in the past without the collaboration of both labor and management, and no such step will be taken in the future without such collaboration.

Discrimination in Employment

Another phase of the war man-power problem is that of discrimination in employment. Evidence has come to my attention that needed workers have been barred from employment in war production industries because of considerations of race, creed, color, or national origin. To lend my support to efforts against such discrimination by the Minority Group Service and by the President's Fair Employment Practices Committee of the War Manpower Commission, I issued a proclamation on August 14 of this year, ordering all contracting agencies of the Government of the State of California to include in all contracts hereafter negotiated by them a

provision obligating the contractor not to discriminate against any worker because of race, creed, color, or national origin. In this Proclamation, I also ordered the establishment in the Department of Industrial Relations of a special committee to receive and investigate complaints of discrimination and to take appropriate steps to redress such grievances.

Labor must fight all forms of discrimination repugnant to our free American institutions. Labor must maintain its historic mission of being a dynamic progressive force in our society—a beneficent force for the social and economic betterment of the common people, regardless of race, sex, creed, color, or national origin.

Industrial Accidents

Another matter, related to the war man-power problems, which merits your earnest attention is the increase in industrial accidents. The Honorable Frances Perkins, Secretary of Labor, reports that last year 19,200 workers were killed in industry, 100,600 were permanently injured, and 2,060,000 were temporarily disabled. It is estimated that the loss of time due to these deaths and injuries is the equivalent of full-time employment for a year for more than 800,000 workers, or enough to build more than ten battle-ships, 500 destroyers, 4,500 bombers, and 10,000 tanks.

The National Safety Council in a recent report states that the dead and wounded among American workers since Pearl Harbor number many times the dead and wounded in the United States armed forces since December 7, 1941. The Council reports that casualties in the armed forces since the war began number 4,801 dead, 3,218 wounded, and 36,124 missing, making a total of 44,143. The casualties among American workers through accidents, for about the same period, were 30,000 dead and half a million wounded.

These figures do not mention the stark tragedies in the lives of the workers' families which follow in the trail of industrial accidents. In order to minimize the number of accidents in the war plants of our state, I made a special appropriation from the Emergency Funds under my control to the Department of Industrial Relations to enable that department to hire additional safety engineers. But safety engineers alone cannot prevent accidents. They must have the cooperation of labor and management. Management can be compelled to provide safety devices, but the workers cannot be made to use the safety devices provided for their own protection.

Today the situation is more complicated by the fact that many employers who are willing to abide by the safety orders of the Industrial Accident Commission are unable because of priority regulations, to secure needed strategic materials to comply with such safety orders. It is hoped that the War Production Board may find it possible to relax its restrictions on materials needed for safety devices in cases where employers are seeking to comply with the orders of the Industrial Accident Commission.

Organized Labor must make a special effort to educate its members and inexperienced workers in industry to the need of exercising the utmost care in preventing accidents. Where labor-management committees have been established, they should be utilized for the purpose of cutting down accidents as well as for increasing war production. Your officials have cooperated with the Industrial Accident Commission in this very important matter, but much more can be accomplished by increased vigilance. You owe this to your members, to your fellow workers, their families, and to our country. Our country needs

every ounce of energy and strength you possess for the winning of the war. We must not let industrial accidents sap that energy and strength.

Labor in Agriculture

A vital and critical part of our state's contribution to the success of the war effort lies in California's vast and varied agricultural production. It has been picturesquely stated that the flag is on the plow as well as on the battleship and on the tank. In the true analysis, our civilization is bought with food; our cultural advantages and satisfactions, our industrial achievements as a nation, and now our all-out war effort, are purchased with food. Food, abundant and adequate, is necessary to victory. Our wartime economy requires maximum production from the land.

This accomplishment is not an easy one. Man power is called for heavily by our armed services; our booming defense industries demand more and more of our skilled workers; our farmers face grave and serious shortages of essential farm laborers.

I have recognized fully the need for tapping new labor supplies for our farms and our harvests. Organized Labor has joined with me in support of my every effort to bring aid from every reasonable source. At all times it has been my position that labor standards must be maintained, and in this view, I am happy to say, agriculture has concurred fully.

Our school students have responded; city dwellers have gone into the fields in many areas; our state employees supported my proclamations of Labor Day and Admission Day by going into the fields to help where harvest losses were threatened.

Not until tillers of soil have grown surplus food beyond their own needs can their fellow workers be sustained in performing other tasks than those of growing food—tasks of producing ships, planes, tanks, guns, and other instrumentalities of war and the tasks of our soldiers and sailors on the battle fronts.

Fully realizing this necessity and the acute shortage of farm labor during the harvesting season, I have been working for months, and am still working with Federal authorities, to supply this labor from within and without the State. Conditions proposed by me, under which Mexican agricultural workers are to be brought in for this purpose, were adopted by the Federal Manpower Commission. Those conditions, protecting against their exploitation, providing for their housing, payment of prevailing wages, etc., and for their return to Mexico when the period of their employment is terminated, are such as I know you will fully approve.

Labor's Counsel in the War Effort

These, my friends, are practical problems which you as leaders of the Labor Movement of our great state must consider and evaluate in the light of the grave national emergency with which we are confronted.

Labor is cognizant of these problems and is ready to deal with them in a practical manner. That our Government knows the value of Labor's counsel in the war effort has already been demonstrated by the fact that many governmental agencies set up for the prosecution of the war have called in representatives of Labor. Thus, when the War Manpower Commission was appointed, its chairman, the Honorable Paul V. McNutt, appointed a Labor-Management Policy Committee, and such leaders of Labor as Frank P. Fenton, John P. Fry, and George Masterton of the American Federation of Labor, and Clinton

S. Golden, John Green, and Walter P. Reuther of the Congress of Industrial Organizations, have been made members of that Labor-Management Policy Committee.

Under Fascism and Nazism, Labor has no voice in the conduct of the war. In England there are 1,500 local food rationing boards in towns and cities, with fifteen members on each. At least one and often several Labor representatives sit on each of the 1,500 boards. In America there are more than six thousand local War Price and Rationing Boards. Thus far, Labor representatives sit on few of these boards, but there is every indication of willingness on the part of the Administrator of the Office of Price Administration to give Labor representation on each of these boards. And it is my firm conviction that the sooner this is done the better it will be for the morale of the workers and for the successful prosecution of the war.

There must be a chosen, official representative in every active war agency of our country if the responsibility of Labor is to make itself felt in the winning of the war. And I wish to emphasize that such representatives of Labor must be chosen by Labor, and not by the Administration.

With respect to the need of greater Labor participation in the war program, Senator Harry S. Truman of Missouri, chairman of the special committee investigating the National Defense program, in an additional report recently submitted, said:

"Labor has fought for curtailment and conversion despite the fact that in many cases limitation orders have resulted in severe and prolonged unemployment for thousands of union members. In the necessary tasks which lie ahead in the completion of the conversion process, Labor has demonstrated its right to a greater degree of participation in the operating work of the War Production Board and to a more respectful hearing for its plans and suggestions.

"Mr. Nelson has already recognized this in his inauguration of the War Production Drive, which provides for joint participation by Labor and management in the stimulation of production at the individual plants. This program of Labor participation should, in the Committee's opinion, be broadened to provide for similar activity on a regional and industrial basis.

"The War Production Drive has proved that, without either Labor or management trespassing upon the legitimate functions of the other, both can make a distinct and profitable contribution in joint activity to increase production."

The importance and dignity of Labor has been further recognized by our National Administration by naming newly launched Liberty ships after union heroes. A number of such vessels built by union labor were named on Labor Day after Samuel Gompers, Andrew Furuseth, Peter J. McGuire, and other great labor leaders.

Our War Objectives

I will not take time to review my record of opposition to anti-labor legislation, and the many benefits which Labor derived during the four years of my incumbency as Governor, with which you are fairly well acquainted, because I now want to speak to you about Labor's objectives in this war.

I cannot emphasize too strongly that this is a total war, a war to the finish. We cannot isolate ourselves from the rest of the world, the Atlantic and Pacific Oceans notwithstanding. It took Columbus seventy days to cross the Atlantic. Today it takes eight hours to fly from New York to England, a distance of about 3,500 miles. And the time consumed in flying across the oceans is

getting shorter almost daily. No, we can no longer hope to hide behind our ocean barriers. So long as there is a chance of enemy bombers flying to our shores and bombing our cities, we can never be free from fear of attack. And we shall not be free from such fear before the aggressor nations are wiped out of existence and their power to make war upon us forever crushed. We now have a sad but concrete illustration of the shortsightedness of well-meaning isolationists, who were telling us that Japan did not want to attack us or injure our economic interests. In less than a year after Pearl Harbor, we have been deprived by Japan of 97 per cent of our rubber supply. The Japanese war lords now control 67 per cent of the world's production of tin, as a result of their conquest in southern Asia. The United States has been depending upon foreign sources for 98 per cent of its supply of manganese urgently needed in the production of ordinary steel. Except for the supply of manganese which we can still get from Russia, the war has virtually cut us off from this important strategic mineral. Other important strategic materials have also been lost to us as a result of the Japanese conquests in Asia.

There can be no stalemate about this world-wide struggle of free peoples against the would-be tyrannical dictators of the world. Hitler, Hirohito, Mussolini, and their blood-thirsty war lords must be completely crushed into oblivion if we are to retain our free democratic institutions and our free form of government.

Labor's objectives in this war are the people's objectives in this war. The first and the simplest objective is the winning of the war; the annihilation of the present governments of Germany, Japan, and Italy. That annihilation must be complete, final, and permanent.

We are determined to win this war at any cost. Our next objective is the winning of the peace. And the winning of the peace must mean the establishment of a better world to live in for ourselves, our neighbors, and for those peoples of the world who wish to live in peace and harmony with the rest of the peoples of the world.

With respect to the people's objectives in this war, I take pride in quoting President Roosevelt, who in his message to the Seventy-seventh Congress, delivered on January 6, 1941, said:

"In the future days, which we seek to make secure, we look forward to a world founded upon four essential human freedoms.

"The first is freedom of speech and expression—everywhere in the world.

"The second is freedom of every person to worship God in his own way—everywhere in the world.

"The third is freedom from want—which translated into world terms, means economic understandings which will secure to every nation a healthy peacetime life for its inhabitants—everywhere in the world.

"The fourth is freedom from fear—which translated into world terms, means a world-wide reduction of armaments to such a point and in such a thorough fashion that no nation will be in a position to commit an act of physical aggression against any neighbor—anywhere."

These freedoms have been obliterated in Hitler's Germany, in Mussolini's Italy, and Hirohito's Japan. The peoples of these unfortunate countries have been deprived of the freedom of speech and expression, and of the freedom to worship God as they choose. Extreme want, poverty and privation have been imposed upon the common people of Germany, Italy, and Japan, and the fruits of their labor have been used for the expansion of the insatiable war machines of

their tyrannical rulers; so that they could make war upon the freedom-loving peoples of the world.

Extension of Social Gains

We shall win these freedoms for ourselves and for other peoples of the world in order that we may not again have to fight for the preservation of these freedoms in our own land. When this war has been won, we must make sure that our people, the common people of our country, will have a better world to live in. We must extend the benefits of our social security laws to afford greater security to the aged, the ill, the widowed mothers, and the orphans. We must enact health insurance laws to supplement our workmen's compensation laws and to insure adequate medical care and cash benefits to the workers and their families, who are unable to work and earn wages because of illnesses not caused by industrial accidents and disabilities. We must enact laws which will insure adequate and decent housing for the common people of our land, provide for maternity care and child welfare. God forbid that we should ever again return to an economic order which made possible mass unemployment, degrading doles, bread lines, and soup kitchens.

We shall make sure that those who are unable to find useful and gainful employment in private enterprise are afforded work at full wages on public works projects, needed office buildings for governmental agencies at State and local levels, the building of schools, public auditoriums, public housing, bridges, canals, dams and highways, and the planned development of natural resources to make their benefits accessible to the common people. We shall convert our war plants to the production of a fast and ceaseless stream of consumer goods. We shall raise the standard of living of the common people to heights heretofore unknown in the history of the civilized world.

We must extend our educational facilities to enable the sons and daughters of the common people to enjoy to the full the benefits of our educational and cultural institutions. We must enlarge our vocational education facilities to serve those who wish to feel the joy which artisans derive from their manual and mechanical creativeness.

These are Labor's postwar objectives and the objectives of the common people. These are also the objectives of our great humanitarian President and his Administration. These are my objectives.

But we know that these postwar objectives will not come without effort on our part. No, history tells us that human progress is not made by wishful thinking. Democracy and freedom, political and economic, can only be won by intelligent thinking and collective action, eternal vigilance and repeated sacrifices. There are those amongst us who fear that the good of the common people can only be accomplished at the expense of the wealthy, at the expense of those who control the gigantic industries of our country. That is an unfounded fear based upon a false economic philosophy. The common good of the common people can be achieved by the proper and thoughtful utilization of our productive capacity and our natural resources.

Our captains of industry who, with the guidance of our Government and with the cooperation of their employees, are now learning how to employ the productive equipment under their control in a steady flow of implements of destruction, must learn how to use the same equipment for the common good after this war is won. When

peace comes, this productive equipment must be used, with the coöperation of the Government and the workers, in a steadily increasing flow of consumption commodities for the constant betterment of the lives of our common people, for the banishment of want and the enrichment of the lives of the workers and their families and the masses of the people of our land.

The prerequisite to the attainment of these postwar objectives is the will to achieve them under the leadership of statesmen who have demonstrated their keen, sustained, and unflagging interest in the welfare of the common people. Such leadership will not come from those who belong to the groups in our economic and political life who were always opposed to long-range governmental planning for the common good. It will not come from those politicians who have always adhered to the faith that the poor shall always be among us. It will not come from those who have always opposed so-called Government intervention in business for the common good. It will not come from those who, prior to the attack upon Pearl Harbor, preached the doctrine of isolationism and secretly believed in the possibility of doing business with Hitler. It will not be promoted by the anti-labor newspapers of the predatory interests, concerned in profiteering out of war and in the exploitation of labor in times of peace. It will not come from the William Randolph Hearsts, the Harry Chandlers, Joe Knowlands, and Paul Shoups. And it cannot come from their political puppets, devoted body and soul to the dictates of special interests which they and their newspapers represent, such as the man they are now attempting to elect Governor of California. In this effort they use every artifice to fool the people. Discriminatory and false publicity—headline cunning—designed to deceive and prejudice; sinister catchwords and shibboleths intended to fool the unwary, are their weapons. These abuses of the liberty of the press must be met by presenting to the people the truth and the fundamental issues involved in our fight to maintain a people's government in California.

Achievement of Objectives

The workers' and the people's objectives in this war will be achieved only by their economic and political consciousness, by their ability and determination to choose as their leaders of government the tested and proved friends of Labor and the common people. To attain these postwar objectives the people must maintain in Washington, and in the respective states, a democratic administration which has demonstrated in the past its solicitude for the welfare of the common people by their administrative acts and the advocacy and enactment of legislation for their well-being. And it is equally important that in the several states of our Union, and in our own State of California, the workers and the common people be not misled by the empty campaign promises which belie the past records of candidates for high office.

To accomplish the postwar objectives of our people, there must be unreserved and whole-hearted coöperation between the national administration and the administrations of the state governments. To make such coöperation possible in our own State, it is the duty of the workers to go to the polls next November 3 and cast their votes for the well-known and proved democratic friends of Labor, who can truly be depended upon to coöperate with our Commander-in-Chief for the winning of the war and the kind of peace we envision.

Donald M. Nelson, chairman of the War Production Board, recently stated that "voting is a

duty, not a privilege." He told the nation's war workers that they had his full approval to leave the production lines long enough to cast ballots in all elections—national, state, and local. The importance of the citizen's duty to vote is recognized by Section 5699 of the California Elections Code, which provides that all citizens have the right to absent themselves from their employments on election day for two hours, without loss of pay, in order to enable them to vote. My advice is that sufficient time be taken, and taken as early on election day as possible, to exercise this right, returning to work as soon as possible.

I cannot urge too strongly the importance of the workers' vote. If we are to have a continuation of state government in California which is devoted to the interests of the workers and the common people of the State; if we are to have in our state a Democratic administration which is genuinely devoted to the New Deal policies of our President and to his democratic postwar objectives, the workers must go to the polls on November 3 and cast their votes for Labor's friends.

You and all Organized Labor of California have endorsed me for reelection as Governor, which I acknowledge with deep appreciation of your continued confidence and a realization that you are not concerned in my personal political fortunes, but know that my election or defeat means the election or defeat of government which places human rights, human life, and human welfare above any and all sordid, selfish property interests. If reelected chief executive of California, I shall continue to work with the Commander-in-Chief of our country's armed forces, and with his democratic administration for the utter defeat of our enemies and for the winning of the people's peace.

Telegrams and Messages

The following telegrams and messages, received by officers of the Federation, were read to the Convention:

"Reno, Nev.

"Best wishes for a harmonious and successful convention. Sorry was unable to attend.

"Paula Day,

"Secretary-Treasurer, Nevada State Federation of Labor."

"New York, N. Y.

"Fraternal greetings and best wishes for a harmonious and successful convention.

"United Garment Workers of America.

"E. M. Hogan,

"General Secretary-Treasurer."

"Chicago, Ill.

"My best wishes for a successful and harmonious convention.

"Charles J. Foehn,
"President, Electrical Workers."

"South Bend, Ind.

"Fraternal greetings for your State Convention. Wishing you success in the coming year.

"Indiana State Council.

"Fred Kearns, President.

"August Bakus, Secretary."

"San Francisco, Calif.

"Hopkins called to Washington. Unable to return in time for convention. Has asked me to speak for him. Please advise date, time, and how long I will have.

"George E. Bodle,
"Special Representative, War
Manpower Commission."

"San Francisco, Calif.

"An emergency has arisen to prevent me from attending your victory convention. However, I take this opportunity to express my appreciation for the invitation and my best wishes for a successful gathering. I believe in the objectives of the American Federation. I admire it and its long struggle to improve the conditions of the working man and to raise the standard of American living. I am confident that it will meet every test in the death struggle in which we are now engaged and do its full part to outproduce our enemies. It has been truthfully said that battles are decided in the field, but that wars are won or lost in the homeland. The outcome of this war will be determined by the spirit of America here at home. Your high principles, your patriotic motives, and your industrious efforts are among our greatest assurances for the ultimate victory of our Allies and ourselves.

"Earl Warren,
"Attorney-General of California."

"Washington, D. C.

"The convention of the California State Federation of Labor is meeting at a most critical period in the history of our beloved country. A war is raging and Labor, in common with all classes of citizens, is being called upon to give all they can to the winning of the war. This we must do because if our country and our Allies lose, Labor loses. Our unions will be destroyed if America and democracy are defeated. In the light of this changed situation, I appeal to the officers and members of the California State Federation of Labor to cooperate with the American Federation of Labor in carrying out its no-strike policy, in rendering the highest and best service possible, in buying war bonds and war savings stamps and in a firm determination to give and serve in order to win the war. Urge you call upon United States Senators and Congressmen from California to oppose anti-labor legislation which may be presented to Congress and to stand by Labor when Labor is giving a full measure of service to the winning of the war. I extend to you my official greetings and personal felicitations.

"William Green,
"President, American Federation
of Labor."

"Sacramento, Calif.

"Greetings from your Capital City and best wishes for a successful convention. All Sacramento is looking forward to the time it may again play the rôle of host to your group. The last time your convention was held here, owing to a last-minute change we had only

a couple of weeks in which to make preparations. We want you to know that Sacramento is ready any time you are, and any time the Sacramento delegation sees fit to invite your group to Sacramento the convention bureau would cooperate 100 per cent toward making a convention held here a highly successful one. We urge that consideration for your next convention be given to your Capital City. Decide early in order that we may plan well in advance for your coming."

"Tom B. Monk, Mayor.

"James S. Dean, City Manager.

"C. W. Deterding, County Executive.

"L. J. Brundige, President, Chamber of
Commerce.

"Roy Clair, Manager, Convention Bureau."

The Convention, after standing for one minute as a silent tribute to the members of the Allied Armies' armed forces who had made the supreme sacrifice, adjourned at 4:20 p. m. to meet again at 10 a. m. Tuesday.

Introduction of Resolutions

The following Resolutions were submitted to the Convention for consideration:

Federation to Endorse Candidates for State-Wide Positions

Resolution No. 1—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, It has been the practice for the various local Labor Councils and local unions to endorse candidates for the State Assembly and Senate, as well as for other major political offices; and

Whereas, Neither these local Councils nor Labor unions have been in a position qualified to judge the merits or lack of merits of the various candidates for these offices; and

Whereas, This procedure has caused considerable confusion and friction in the ranks of Labor; and

Whereas, The officers of the California State Federation of Labor, by their constant contact in Sacramento and elsewhere with the governmental officials, as well as the members of both houses of the State Legislature, are therefore much more qualified to pass on their candidacy; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record favoring the endorsement hereafter of all candidates for the State Assembly and State Senate and other major State political offices by the Executive Council of the California State Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see pages 207 and 226.

Compensation for Civilian Defense Workers

Resolution No. 2—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Thousands of workers are spending considerable time and without any com-

pensation whatsoever in civilian defense work; and

Whereas, These citizens are motivated by patriotic concern solely to protect the home front in this crucial period; and

Whereas, In the course of their unselfish and strenuous duties at odd hours and after their regular period of employment, they are exposed to many serious hazards; and

Whereas, A great number of accidents have already befallen these loyal citizens; and

Whereas, In these injury cases the particular individuals have had to pay their own doctor and hospital bills; and

Whereas, We consider this to be not only a great hardship and an injustice to this exemplary body of citizens, but that it also weakens or interferes with the efficient functioning of our civilian defense; and

Whereas, The California State Federation of Labor's request to the California Industrial Accident Commission that these people be placed under the State Compensation Act, so that they will be afforded the same treatment as others engaged in their regular lines of employment, has not yet been acted upon, although the Commission reported some time ago that the matter had been referred to the legal authorities; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to insist upon immediate action on this question by the Industrial Accident Commission, and if this is not forthcoming, that proper legislation be prepared and introduced at the next session of the State Legislature to place these civilian defense workers under the protection of the State Workmen's Compensation Act.

Referred to Committee on Legislation.
For Convention action, see page 207.

Adequate Transportation for War Workers

Resolution No. 3—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Due to the influx of so many new workers in areas housing war industries a serious housing shortage has resulted; and

Whereas, These new workers, because of a number of uncontrollable circumstances, frequently reside at great distances from the places of their employment; and

Whereas, They have been forced more than ever to depend upon transportation facilities to maintain their continuity of employment; and

Whereas, Due to the rubber shortage, transportation facilities have been curtailed in a great number of instances; and

Whereas, The failure to properly utilize local transportation facilities, such as street railways, to meet this emergency, can be due only to unpardonable oversight or sheer negligence; and

Whereas, The amalgamation of the Market and Municipal Railways of San Francisco would eliminate wasteful and inexcusable

competition requiring the use of added rolling stock and other facilities which could be spared to increase transportation to the vital war areas; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the immediate amalgamation of all these and all other useless, competitive transportation facilities in San Francisco and in every locality where substitution of service required by competition can be eliminated, so that the extra rolling stock and other facilities can be exploited in behalf of the war workers.

Referred to Committee on Legislation.
For Convention action, see page 207.

Agricultural Labor Shortage

Resolution No. 4—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Certain unscrupulous monopoly farm-owners have sought to exploit a legitimate existing labor shortage in California's agriculture to undermine the wage structure in the entire State; and

Whereas, These unscrupulous elements, by exaggerating the labor shortage, have sought to import thousands of Mexican workers, and obtain the relaxation of the Fair Labor Standards Act to permit the employment of children under sixteen; and

Whereas, These same people were responsible for the importation of thousands of Negro workers from the South; and

Whereas, No effort was made by these elements to cooperate with the California State Federation of Labor, the school authorities or the transportation organizations to exhaust every reasonable and effective procedure to ameliorate the labor shortage in California's farms, as proposed by the Federation, and as successfully applied by such States as New York, Colorado, etc.; and

Whereas, The California State Federation of Labor has at all times been eager to cooperate with the farmers to help them solve their problem, yet they have failed to obtain this cooperation due to the basic desire on the part of farm factory owners to flood California with a surplus of cheap labor as a means of breaking down the entire wage structure in the State; and

Whereas, To circumvent the eventuality of any real labor shortage, the Federation has been perfectly willing to agree to the importation of Mexican workers, providing the need was established, and providing such importation were controlled by Federal and State Governments, and these imported workers were repatriated upon the conclusion of the harvest in California; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as being opposed to the promiscuous importation of Mexican workers, and the relaxation of any legislation protecting the interests of the wage earners of this State; and be it further

Resolved, That such extreme measures be

resorted to only after a complete survey has been made to ascertain whether the situation warrants the taking of such steps.

Referred to Committee on Grievances.
For Convention action, see page 218.

Establishment of Panel of Doctors for Compensation Cases

Resolution No. 5—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Workers suffering injury in the course of their employment find it difficult to obtain the services of doctors qualified to practice industrial medicine who are not under the influence of powerful insurance companies; and

Whereas, Many of these injured workers have been deprived of their full accident compensation benefits because of unfair testimony submitted by doctors who may have taken care of them; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the establishment of a panel of doctors to consist of men who are qualified to practice industrial medicine, and whose reputations are irrefragable in their field; and, be it further

Resolved, That the Executive Council take steps to establish such a panel of doctors on a state-wide basis.

Referred to Committee on Legislation.
For Convention action, see page 211.

Organic Unity in Labor Movement

Resolution No. 6—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, America was never in greater need of unity on its home front than it is now in order to repel the attacks of its enemies and to properly execute a victorious offensive against them; and

Whereas, In order to accomplish these vital and unpostponable objectives it is necessary for Labor to produce as it never has before, and to promote a most desirable stabilization of employment and relations in industry; and

Whereas, A united Labor Movement can act more effectively to help America win the war; and

Whereas, Instead of Labor wasting its strength in organizational rivalry and jurisdictional strife, a united Labor Movement could concentrate its energies on improving the economic, social and political interests of the workers of this country, as well as most successfully instrumentalize our Victory Program; therefore, be it

Resolved, That this convention go on record as endorsing wholeheartedly the proposals of the American Federation of Labor to the C. I. O. to make a serious and sincere effort to achieve organic unity between the two organizations; and be it further

Resolved, That a copy of this resolution be forwarded to the coming convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Revision of State Old Age Aid Legislation

Resolution No. 7—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, After many months of study and investigation, a number of abuses in the administration of Old Age Relief have become manifest, and a great number of evils inherent within the present existing Old Age legislation has become equally noticeable; and

Whereas, In order to remedy the abuses in the administration of our Old Age Relief and to correct the existing evils in it; therefore, be it

Resolved, That this Forty-third Annual Convention of the California State Federation of Labor go on record to instruct the legislative representative to prepare legislation improving the Old Age Relief which will incorporate the following planks:

First: Pension age requirements to be lowered to sixty years.

Second: The floor of need to be set at \$60 per month; contributions to this amount to be made as follows: The Federal Government's present contribution of \$20 per month to continue, the State of California to match the Federal contribution of \$20 a month, with the counties to continue their \$10 monthly contribution, making a total of \$50 per month. This will permit the pensioner to receive by gift or income the additional necessary \$10 per month without deduction from the aid he receives, and the \$10 income so allowed shall be upon a yearly basis, giving the pensioner an opportunity to take advantage of seasonal work and accumulate thereby the yearly allowance of \$120, which will bring the income to the floor of need.

Third: Relatives' contribution scale regarding net monthly income of responsible relatives in one family to be changed to decrease this amount to a point where a single responsible relative shall not contribute until his net income is \$195 monthly, at which time he should contribute \$5.00 per month and an additional \$5.00 per month for each \$10 monthly increase in net income until his net income reaches \$465 or over per month, at which time his responsibility should be \$100 per month for both parents.

Fourth: The present definition of currently used resources, wherein deductions are taken from the pensioners for the privilege of living in their own houses and homes when such houses and homes are assessed for \$3,000 or less, which is now the property limits for aid, to be definitely eliminated.

Fifth: The Welfare Act to penalize in no way the ownership and free use of these homes and to further grant and assure full family relationship between parents and their children, such as living together and visiting together without any limits or restrictions.

Sixth: Provision to be made for burial and funeral expenses not to exceed \$100. The deceased pensioner aid to continue to accumulate until it reaches an amount equal to the allowed burial expenses.

Seventh: Every applicant for Old Age Aid to be given an itemized report setting forth the amount of aid granted, the deductions, if any, and why made and by what law or regulation. The Bill to further provide that the applicant shall have the right, personally, or by and with his appointed agent or agents, to review his case history at the point of application.

Eighth: The Bill to provide that the Federal Government registration for Defense in all its branches shall be sufficient evidence of age, citizenship and such other requirements of Old Age Aid said registration may contain. And further, when Aid is granted it is to be paid from time of application and not the time of determination by the Welfare Department, as at present.

Ninth: County resident requirements to be eliminated.

Tenth: A State agency to be set up of the same composition as the present Unemployment Commission to act as a Court of Appeal and an interpreter of the pensioner's rights and privileges under the law. This agency to be separate and apart from the administrative agents.

Referred to Committee on Legislation.
For Convention action, see pages 207, 211 and 234.

Compensation for Captured Wake Island Construction Workers

Resolution No. 8—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Over 2,000 construction workers and members of the American Federation of Labor employed at Wake, Guam, and other islands, fought as bravely as they worked to defend our country against the enemy attack; and

Whereas, These construction workers were finally overwhelmed, together with the members of the armed forces, by the enemy and have been imprisoned; and

Whereas, Compensation for all members of the armed forces and those civilian employees working for the Government under civil service has been provided for by legislation passed by Congress; and

Whereas, Only the construction workers and other civilian employees not working under civil service for the Government, all of whom are now imprisoned by the enemy at hard labor, are excluded from all compensation, except that their dependents are allowed paltry sums by the Old Age Pension Division of the Social Security Service; and

Whereas, The California State Federation of Labor was instrumental in having S. 2329 introduced in the Senate by Senators Walsh, LaFollette and Thomas, which would provide for compensation to these needy imprisoned workers and their dependents; and

Whereas, Powerful opposition from anti-labor sources has succeeded in stalling the adoption of this meritorious measure; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federa-

tion of Labor now assembled go on record as endorsing S. 2329; and, be it further

Resolved, That we immediately urge all members of Congress and all other interested governmental bodies to pass immediately this measure in relief of these men and their needy dependents; and be it finally

Resolved that copies of this resolution be sent to the coming Convention of the American Federation of Labor for its favorable action.

Referred to Committee on Legislation.
For Convention action, see page 207.

American-Anglo-Soviet Trade Union Unity

Resolution No. 9—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The United States, together with England, Russia and other nations, is now part of the United Nations' struggle against the rapacious Axis; and

Whereas, The governments of the United States, Great Britain and the Soviet Union recently concluded to agree to vitalize, co-ordinate and make more efficacious the prosecution of our common war effort against the enemy; and

Whereas, This common aim could be strengthened and the war effort generally benefited by closer cooperation among the trade union movements of these countries; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the establishment of closer cooperation between the trade union movements of the United States, Great Britain and the Soviet Union; and be it further

Resolved, That a copy of this resolution be submitted to the coming A. F. of L. Convention, urging the Executive Council of the American Federation of Labor to take steps to effectuate this aim.

Referred to Committee on Resolutions.
For Convention action, see page 226.

Eliminating Racketeer Insurance Companies

Resolution No. 10—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Thousands of workers suffer injuries in the course of their employment; and

Whereas, The employers of these wage earners carry insurance with private companies or with the State fund; and

Whereas, There have been thousands of cases in which insurance companies have not only failed to live up to their obligations in paying out compensation to these disabled workers, but have resorted to every measure imaginable to deprive these injured employees of what was rightfully coming to them; and

Whereas, It is absolutely necessary for the unions to protect their members by insisting that their employers contract with responsible insurance companies before entering into agreements with the employers; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to recommend to all the unions to insist that every employer carry insurance coverage by a responsible carrier before permitting their members to go to work for the employer; and, be it further

Resolved, That all insurance companies known to practice the foul procedure of denying the insured workers the full compensation due them be declared unfair on the state-wide "We Don't Patronize" list; and, be it further

Resolved, That no union enter into an agreement with an employer until he has obtained the services of a responsible insurance carrier.

Referred to Committee on Grievances.
For Convention action, see page 218.

Labor League for Human Rights and United Nations Relief

Resolution No. 11—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, American Labor is of the conviction that world domination is the ultimate objective of the Axis Powers with the resultant enslavement of all the free peoples of the World; and

Whereas, The American Labor Movement knows that the cause of Labor is inextricably bound up with the cause of democracy; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor declares its solidarity with and its sympathy for all peoples opposed to the Axis; and be it further

Resolved, That the program of the Labor League for Human Rights and the United Nations Relief Fund be endorsed by this body; and be it further

Resolved, That a State branch of the Labor League for Human Rights and the United Nations Relief Fund be formed. That the purpose of such branch shall be to cooperate in every way with the National Organization in developing Labor's maximum participation in the war effort; first, to aid the United Nations in reestablishing on a more stable basis freedom and democracy throughout the world; second, in providing funds to aid the innocent victims of the aggressors; and third, to provide our armed forces on land, in the air and on or under the seas with the comforts which their gallantry and courage so richly merit; and be it further

Resolved, That this Convention shall urge and request all affiliated Central Labor Councils to form branches of the Labor League for Human Rights and United Nations Relief in their community. These shall cooperate with their respective Community War Funds where such exist, in accordance with the understanding reached between the Labor League for Human Rights and the National Association of Community Chests and Councils, covering Organized Labor's participa-

tion, credit and recognition in these worthy community undertakings; and be it further

Resolved, That a copy of this resolution be forwarded to all affiliates, together with a communication urging the naming of a special United Nations Relief Committee to cooperate in every way with League Branches so that Labor's participation in our country's war effort shall be most effective and secure for Labor due recognition for everything we do.

Referred to Committee on Resolutions.
For Convention action, see page 219.

Opposing National and State Sales Tax

Resolution No. 12—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, As a result of the combined pressure of the high income groups and emergency requirements following the first World War to obtain the higher revenue which was claimed to be needed, the indirect tax was resorted to as a means of reaching the low income groups; and

Whereas, While formerly the direct taxes supplied all the revenue, the income from the indirect tax, which in 1934 supplied 59 per cent of all the revenue to our Federal Government, rose to 65 per cent in 1937, and a year later reached the impressive figure of 70 per cent; and

Whereas, While the introduction of the Sales Tax in California was based on the needs resulting from the depression, it soon became a main source of revenue to the State as exemplified in the following figures: the Sales Tax in 1934 brought in \$56,471,540; in 1940-41 the figure had practically doubled to the sum of \$109,233,972; and

Whereas, At the present time there are 4,689 active taxing units in California, in addition to the many inactive ones; and

Whereas, California alone levies more than 20 separate and distinct taxes, each in some measure affecting the cost of living; and

Whereas, In addition to the final 3 per cent Sales Tax we are now paying, there is included in the purchase price a long string of other taxes, imposed step by step as the article is processed; and

Whereas, If this state of affairs continues the result will be a verification of one of the early decisions of the United States Supreme Court when it declared that the "power to tax is the power to destroy"; and

Whereas, There is no sound economic reason to shift the taxation burden to the working people of this country and state, since not only does the Sales Tax, which is one of the most offensive kinds of indirect taxation, reduce the real wages of the workers by increasing the cost of the products he buys, but it forces him to curtail his purchases, thereby restricting the amount of sales which, in turn, affects industry and contributes toward depression and unemployment; and

Whereas, The State of California is not suffering from any deficit, which was the original excuse for the Sales Tax, but is, on the

contrary, enjoying one of its most prosperous periods; and

Whereas, The Federal Government is increasing taxes to such an extent that the low income groups, especially the workers, are paying and will be paying even more than is equitable in comparison with the high income groups without resorting to the Sales Tax; and

Whereas, Greater efficiency and economy of government as well as just direct taxation on all groups in proportion to their incomes is a good way to solve the problem of revenue without making it necessary to use the Sales Tax; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as being opposed to the national and State Sales Tax as an unduly and unjustified burden on the low-income groups, and unnecessary from the standpoint of justly solving the problem of revenue; and be it finally

Resolved, That copies of this resolution be sent to the coming convention of the American Federation of Labor for its favorable action.

Referred to Committee on Legislation.
For Convention action, see page 207.

Medical Care of War Workers and Families

Resolution No. 13—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The number of absentees from work in shipyards and other industries has grown to alarming proportions, causing tremendous loss in production hours; and

Whereas, This absenteeism is caused in far too many cases by sickness in the families of workers engaged in war industries, who, living in congested war industry areas with inadequate housing facilities and insufficient medical supervision and control, are unable to obtain proper and adequate private medical care; and

Whereas, To remedy this serious situation these war workers and their families must be provided with as much good medical care as possible; and

Whereas, The armed forces are taking away the major portion of doctors, thereby making it necessary for the entire civilian population to take greater precautions in sickness prevention; and

Whereas, The remaining private practitioners are unable to solve this problem unless their efforts are organized and coordinated on an efficient basis so that they can serve a maximum number of patients in as little time as possible; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the establishment of systems of medical care for these workers and their dependents in the war industry areas, to be financed by them on an equitable basis and in conformity with the

standards worked out by the appropriate governmental agencies associated with this work; and be it finally

Resolved, That copies of this resolution be sent to the coming Convention of the American Federation of Labor for its favorable action.

Referred to Committee on Grievances.
For Convention action, see page 218.

Disfranchisement of War Workers

Resolution No. 14—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Due to housing shortages resulting from the expansion of war industries in many localities, the Government has had to lease substantial tracts of land from the State and private parties to accommodate the influx of workers; and

Whereas, Because of antiquated and ambiguous Federal regulations restricting the right to vote of those residing on Federal property; and

Whereas, Such antiquated restrictions are now depriving hundreds of thousands of citizens of the right to vote and threatening many more with the same consequence; and

Whereas, The said Federal restrictions were never intended to victimize the citizens in this way; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to petition the appropriate executive departments of our Government to make the necessary adjustments to reinstate the voting status of all citizens living on Government property; and be it further

Resolved, That if the executive departments of the Government lack the authority to make the necessary adjustments that this matter be submitted directly to Congress for its immediate action; and be it finally

Resolved, That copies of this resolution be sent to the coming Convention of the American Federation of Labor for its favorable action.

Referred to Committee on Grievances.
For Convention action, see page 218.

Two-Year Term for Federation Secretary

Resolution No. 15—Presented by Anthony L. Noriega of Motion Picture Machine Operators' Union No. 162, San Francisco.

Whereas, It has been the practice to elect the secretary of the California State Federation of Labor, together with other officers, every year; and

Whereas, The activities of the secretary-treasurer of the Federation make him the sole executive administrator of the entire organization, requiring his constant supervision and direction; and

Whereas, The State Legislature meets every other year, thereby making necessary a continuity in office of the Federation's secretary-treasurer, so that the person occupying this position will be able to maintain necessary contact with all legislative matters; and

Whereas, The election of the secretary-treasurer once every year interferes seriously with the proper execution of the legislative programs planned by the Federation, which contain issues that, of necessity, overlap from one session of the Legislature to the next; and

Whereas, The annual election of the secretary-treasurer requires too great a portion of his time to be devoted to convention preparations at the expense of important administrative work; and

Whereas, It is especially more important now than ever before to avoid disruption in the Federation's work for the duration; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the election of the secretary-treasurer for a two-year term; and be it further

Resolved, That this take effect with the election of this office at this Convention.

Referred to Committee on Constitution.
For Convention action, see page 213.

Resolution No. 16—[Withdrawn by sponsor].

Compensation for Milkers

Resolution No. 17—Presented by Walter East and Fred V. Irvin of Central Labor Council, Alameda County; John I. Silva, Dairy and Creamery Employees' Union No. 304, San Jose; and Thomas L. Pitts, Wholesale Delivery Drivers' Union No. 848, Los Angeles.

Whereas, Under the existing industrial accident laws of the State of California, milkers are not covered by the benefits thereof in those dairies where the employer posts notice of non-acceptance of liability under the industrial accident law and files such notice with the Industrial Accident Commission; and

Whereas, The majority of employers of milkers have been taking advantage of non-responsibility under the law and thus have been denying to milkers the benefits of industrial compensation provided for other workers; and

Whereas, Such exemption of milkers from the benefits of said law was originally based upon the theory that milkers are agricultural workers, but that changed conditions have industrialized dairies, particularly with the introduction of milking machines, so that the milker has become a skilled craftsman in an industrial set-up; and

Whereas, Milkers should be accorded the same benefits of the compensation laws as other workers; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor prepare and present at the next session of the Legislature, as part of its legislative program, the necessary amendment to the Industrial Accident Laws so that milkers shall be entitled to the benefits of the Industrial Accident Compensation Laws the same as other workers.

Referred to Committee on Grievances.
For Convention action, see page 218.

Use of Chiropractors by Industrial Accident Commission

Resolution No. 18—Presented by Michael B. Kunz of Building and Construction Trades Council of Sacramento-Yolo Counties, Sacramento.

Whereas, Injuries sustained by the working people of our State very often involve dislocation of the vertebrae and displacement of bones, with resultant pressure on nerves and blood vessels that can be eliminated by expert manipulation; and

Whereas, The Industrial Accident Commission recognizes only licensed medical doctors; and

Whereas, There is a definite need for doctors who are expert in bone manipulation; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record requesting the Industrial Accident Commission to change its rules so as to allow the injured workmen to request the services of a licensed chiropractor or a licensed osteopath in such cases where it is felt that the skill of these practitioners would serve best in caring for the injured workmen.

Referred to Committee on Legislation.
For Convention action, see page 207.

Urge Affiliation of Unions to Federation

Resolution No. 19—Presented by Albin J. Gruhn of Humboldt County Central Labor Council, Eureka.

Whereas, A State organization is just as imperative as a local and national organization; and

Whereas, The State organization of the A. F. of L. in California, as represented by the California State Federation of Labor, has been a potent factor in the forward march of organized workers of California; and

Whereas, The future progress and security of organized workers in California during these times of world conflict depend upon a powerful State organization; and

Whereas, The policy that "the concern of one is the concern of all" can best be promulgated by the coördinated effort of all A. F. of L. unions in the State of California; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record urging all A. F. of L. unions not as yet affiliated with the California State Federation of Labor to affiliate at once with this organization.

Referred to Committee on Grievances.
For Convention action, see page 218.

More Liberal Old Age Pension Bill

Resolution No. 20—Presented by Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, The welfare of California's senior citizens is essential to the future progress of California; and

Whereas, Any bill presented to the Legislature for the aid of California's senior citi-

zens should be enacted upon the assumption that the senior citizen has earned this aid for services rendered society and the payment of the same is a just obligation of the State; therefore, be it

Resolved, That a more liberal aid or pension bill for the senior citizens of California be enacted by the next session of the California State Legislature; and be it further

Resolved, That this bill contain certain fundamental things that must be incorporated in any liberal pension bill, such as:

First: This bill must definitely eliminate the present definition of currently used resources, wherein deductions are taken from the pensioners for the privilege of living in their own houses and homes when such houses and homes are assessed for \$3,000 or less, which is now the property limitation for aid.

Second: That nothing in the Welfare Act shall in any way penalize the ownership and free use of these homes. This new bill or amendment shall further grant and assure full family relationship between parents and their children, such as living together and visiting together without time limits or restrictions.

Third: This bill shall set the pension age requirement at 60 years.

Fourth: The amount of pension shall not be less than \$50 per month.

Fifth: There should be set up a State coordinator to act as a Court of Appeal and an interpreter of pensioners' rights and privileges under the law. This coordinator must be separate and apart from the administrative agents; and be it finally

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to carry out the intent of this resolution at the next session of the California Legislature.

Referred to Committee on Legislation.

For Convention action, see pages 207, 211 and 234.

Overtime Pay for State Employees

Resolution No. 21—Presented by Beulah Dryden of State, County and Municipal Employees' Union No. 14, Sonoma, and H. F. Dunmead and R. E. Lesley, State, County and Municipal Employees' Union No. 204, Patton.

Whereas, The all-out war effort for the victory of our country in the present crisis is vital to all; and

Whereas, This all-out effort is causing a considerable shortage of employees in State service; and

Whereas, This shortage has already required some, and will very probably require more State employees to work more than eight hours per day and more than six days per week; and

Whereas, Workers in private industry enjoy time and a half and double time for time worked over eight hours per day; now, therefore, be it

Resolved, That this organization petition the officers of the State of California to reimburse its employees financially for any such overtime; and be it further

Resolved, To request concurrence in this resolution by the Forty-third Annual Convention of the California State Federation of Labor, and further request that copies of this concurrence be sent to the officers of the State; and be it further

Resolved, That a copy of this resolution be sent to His Excellency, Hon. Culbert L. Olson, Governor of the State of California.

Referred to Committee on Grievances.

For Convention action, see page 218.

Unity of Purpose and Action by

A. F. of L.

Resolution No. 22—Presented by D. T. Wayne, et al., of Cinema Lodge, International Association of Machinists' Union No. 1185, Hollywood; Jessie Anderson and Anthony Ballerini of Machinists, Production and Aeronautical Lodge No. 1327, San Francisco; O. F. Elliott, S. L. Block, et al., Machinists, No. 1235, Long Beach; and Harry Lea, Bruce Gibson, et al., Machinists, No. 311, Los Angeles.

Whereas, In this hour when the fate of our nation hangs in the balance the members of all American Federation of Labor affiliates should and must, in unity, remain at the task of building plants and producing the necessary arms, munitions, and all the needs of our armed forces; and

Whereas, Unity of purpose and action is necessary if we are to fulfill our part of the important assignment which is ours; and

Whereas, Unity is difficult to achieve so long as jurisdictional disputes arising between affiliated organizations of the American Federation of Labor remain unsettled and others continue to exist despite the fact that decisions have been rendered by its conventions providing for their settlement; and

Whereas, In these critical times when the enemies of Labor have launched an all-out attack through reactionary members of Congress and the unfriendly section of the press for the purpose of destroying our free trade-union movement and the right to settle our own problems, the American Federation of Labor must not shirk its responsibility to settle all jurisdictional disputes between its affiliated organizations; therefore, be it

Resolved, That if and when the American Federation of Labor, in convention assembled, renders a decision in a trade dispute the Executive Council should then, without fear or favor, cooperate fully with the organization in whose favor the decision has been rendered; and be it further

Resolved, That with the full realization that by our deeds and actions we will determine our destiny, this, the Forty-third Annual Convention of the California State Federation of Labor, assembled in the city of Long Beach, California, this twenty-first day of September, 1942, calls upon the Executive Council of the American Federation of Labor to exercise its authority, without delay, to the end that the Organized Labor Movement may be free of internal strife, thus making possible the unity

needed to meet the attacks by the common enemy; and be it further

Resolved, That a copy of this resolution be sent to the officers and members of the Executive Council of the American Federation of Labor, calling upon them to carry out its intent and purpose.

Referred to Committee on Resolutions.
For Convention action, see page 226.

Paycheck Deduction Slips

Resolution No. 23—Presented by Paul M. Grant and William E. Pollard, Dining Car Employees' Union No. 582, Los Angeles; Clarence E. Brown, Joseph Easley and Frank M. Larch, Dining Car Cooks and Waiters' Union No. 456, Oakland; J. L. R. Marsh, Sacramento Federated Trades Council; and N. A. Gruhler, Machinists' Union No. 653, Fresno.

Whereas, Employees in various industries are subscribing for the purchase of War Savings Bonds on the continuing deduction plan; and

Whereas, Deductions are now being taken from the paychecks of employees in various industries; and

Whereas, The deduction slip, indicating the items deducted from the paychecks of the employees, will eliminate unrest and facilitate the handling of grievances at the offices of paymasters; therefore, be it

Resolved, That Section 2778 of the Compiled Labor Laws of the State of Nevada be adopted by the Forty-third Annual Convention of the California State Federation of Labor, with the elimination of reference to a poll tax, as a model statute providing for deduction slips:

"Section 2778. Nothing in this act shall be construed as to preclude the withholding from the wages or compensation of any employee any dues, rates or assessments becoming due to any hospital association, or to any relief, savings or other department or association maintained by the employer or employees for the benefit of the employees, (or poll tax,) or other deductions authorized by written order of an employee; provided, at the time of payment of such wages or compensation, such employee shall be furnished by the employer an itemized list showing the respective deductions made from the total amount of such wages or compensation."; and be it further

Resolved, That Section 2778 of the said Labor laws of the State of Nevada be presented to the Legislative Committee of the said California State Federation of Labor for support and passage at the next session of the California Legislature.

Referred to Committee on Legislation.
For Convention action, see page 207.

Labor Education in All Public Schools

Resolution No. 24—Presented by F. C. Chesebro and Lowell Nelson of Central Labor Council, Vallejo.

Whereas, The American Federation of Labor has done much to advance building of

schools in the United States of America; and

Whereas, Those schools are today, in a large part, talking about Labor as strikers, racketeers, radicals, and so forth, through the teachers and faculty; and

Whereas, It is a known fact that children in the impressionable ages remember their earlier teachings longest, and so will later oppose unionism; and

Whereas, It is necessary that all of Labor lend its strongest support, to the end that all school textbooks teach the truth about Labor history and unions, and more and more of it, so that we may raise union workers in school; and

Whereas, Labor must choose only candidates for office who will support and sponsor this idea of Labor education in all public schools; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor set up a permanent State committee to further the interests of Labor education in schools.

Referred to Committee on Grievances.
For Convention action, see page 218.

State Political League

Resolution No. 25—Presented by F. C. Chesebro and Lowell Nelson of Central Labor Council, Vallejo.

Whereas, The need for united political action of all of Labor and any allied groups is upon us, and this is the year we can really go; and

Whereas, There is no cohesive, coördinated effort by many sections and locals and groups to vote as one for Labor's interests; and

Whereas, The interests and stooges of finance and capital are organized to give us the Hitler double-cross, if we fail; and

Whereas, There are a million reasons why Labor must take political action now or go down for years or for good; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor endorse the formation of a State political league, headed by the State Federation and composed of delegates elected by each local union or council.

Referred to Committee on Grievances.
For Convention action, see page 218.

Exclusion of Japanese From American Citizenship

Resolution No. 26—Presented by Sherman W. Douglas of Carmen's Union No. 1004, San Francisco.

Whereas, The policy of our country in permitting Japanese to live among us is now obviously proven to have been wrong: they came here, took jobs and work from our citizens, sent their money to Japan and made war upon us; and

Whereas, The Order of the Native Sons of the Golden West has for the past quarter-century warned against the very dangers which have now come upon us; therefore, be it

Resolved, That the Forty-third Annual Con-

vention of the California State Federation of Labor endorse the action taken by the Order of Native Sons of the Golden West in the appointment of a committee to raise sufficient funds, first, to prosecute and carry through to the Supreme Court of the United States of America, if necessary, a suit challenging the United States citizenship of the Japanese; and, second, to draft and sponsor an amendment to the Constitution of the United States of America which shall have as its object the exclusion of all persons of Japanese ancestry from American citizenship; and be it further

Resolved, That copies of this resolution be sent to the President and Vice-President and the Attorney General of the United States of America, to the California representatives in Congress, and to the Governor, Lieutenant Governor, and the Attorney General of the State of California.

Referred to Committee on Resolutions.
For Convention action, see page 226.

Rehabilitation of Disabled Military Service Men and Women

Resolution No. 27—Presented by N. A. Gruhler of Machinists' Union No. 653, Fresno.

Whereas, It became necessary for the United States of America to declare war against the Axis Dictator Powers on December 8, 1941, immediately following the treacherous attack that was made upon the United States of America at Pearl Harbor by the Japanese Government; and

Whereas, Men and women from all walks of life have been inducted into the armed military forces of our Government to wage active combat against Axis aggression; and

Whereas, It is inevitable that many of our young men and women who now serve our country to preserve for us the principles of democracy upon which our country was founded will be wounded and disabled by reason of the heroic sacrifice that they are making; and

Whereas, It is just as inevitable that these men and women, after they have been returned to our communities, must immediately be rehabilitated in order that they may maintain their self-respect by sustaining themselves and carrying on a useful life; and

Whereas, Existing facilities in the California public schools make such immediate rehabilitation possible, irrespective of what the endeavors of these disabled ex-service people may be; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend that Boards of Education throughout the State of California at once set up machinery and inform every person who has been disabled in the service of our country of the existing facilities now available for rehabilitation training to all who have suffered disabilities in this war; and be it further

Resolved, That this Convention likewise recommend that all local, State and Government educational agencies be required to immediately organize and operate training cen-

ters throughout the State of California to teach these disabled veterans the trade or occupation to which they are best adapted; and be it further

Resolved, That the California State Federation of Labor request our Congressmen and Senators to petition the Congress of the United States of America to appropriate the necessary monies to put such training programs into operation on a nation-wide scale; and be it further

Resolved, That the California State Federation of Labor petition the Congress of the United States of America to pay a reasonable amount of money to all people who have been disabled in the service of their country to the extent that they will be allowed to completely rehabilitate themselves; and be it finally

Resolved, That a copy of this resolution be forwarded to the coming Convention of the American Federation of Labor with a request that it take favorable action upon it.

Referred to Committee on Grievances.
For Convention action, see page 218.

Post Office Promotions by Civil Service Examination

Resolution No. 28—Presented by Frank Raggio and Jim Murphy of Post Office Clerks' Union No. 64, Los Angeles.

Whereas, Promotions in the post office are now made by the personal choice of the appointing power; and

Whereas, This method embodies in actual practice the worst features of the spoils system, as definitions of merit are formed to suit the individual prejudices of the appointing power; and

Whereas, The Civil Service law, rules and regulations provide for promotion by examination; and

Whereas, Tests of fitness, not only to determine an applicant's technical knowledge, but also to determine his ability to supervise personnel, have in the past few years been developed to a high degree of accuracy; and

Whereas, A concrete and objective basis for promotion made public to all employees of the Department would redound to the benefit of the Department, the public, and to every employee of the Department anxious to express the best within him in his chosen life work; therefore, be it

Resolved, That the Forty-third Annual Convention of the California Federation of Labor go on record endorsing the National Federation of Post Office Clerks in their petition to the President of the United States to use the authority vested in him by the Civil Service Act to have instituted in the Post Office Department a system of promotion by open competitive examination based on the best acceptable procedure and the findings of the Civil Service Commission; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 207.

Postal Employees' Optional Retirement After Thirty Years

Resolution No. 29—Presented by Frank Raggio and Jim Murphy of Post Office Clerks' Union No. 64, Los Angeles.

Whereas, The present retirement law does not allow one to retire from the Post Office Department until he is sixty years old at a full retirement annuity; and

Whereas, The retirement law in many respects is unfair, unjust, and discriminates against those entering into the service at an early age, requiring them to work as long as forty years before becoming eligible for retirement; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record endorsing the National Federation of Post Office Clerks in their position favoring the enactment of legislation that would provide for thirty-year retirement at full annuity, regardless of age or roster title; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 207.

Salary Increase for Postal Employees

Resolution No. 30—Presented by Frank Raggio and Jim Murphy of Post Office Clerks' Union No. 64, Los Angeles.

Whereas, The constant study of schemes, Postal Guide and Postal Rules and Regulations is necessary in order to equip Post Office clerks mentally for their duties, which definitely places them in a highly skilled, technical class of labor; and

Whereas, The prices of all commodities have been constantly rising for the past three years and are continuing to rise, as evidenced by all known commodity indexes; and

Whereas, Throughout the length and breadth of these United States labor of all classes, and especially skilled, technical labor, have demanded and have secured increased wages due to the higher living costs; and

Whereas, Post Office employees have not had an increase in pay since 1925; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing the quick passage of H. R. 6486, which was introduced by Martin Sweeney of Ohio in Congress and provides for an increase in salary for Post Office employees, including substitutes; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 211.

Overtime for Postal Clerks

Resolution No. 31—Presented by Frank Raggio and Jim Murphy of Post Office Clerks' Union No. 64, Los Angeles.

Whereas, The Government recognizes the justice of overtime pay at the rate of time and one-half in private industry and requires private industry to pay that rate to all employees engaged in interstate commerce; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record endorsing the National Federation of Post Office Clerks in their demand for time and one-half rate of pay for overtime based on 253 working days per annum; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 207.

Civil Service Court of Appeals

Resolution No. 32—Presented by Frank Raggio and Jim Murphy of Post Office Clerks' Union No. 64, Los Angeles.

Whereas, There is an urgent need for a law granting 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 measures; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing the enactment of a law establishing a Civil Service Court of Appeals; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 207.

Minimum Monthly Annuity for Railroad Workers

Resolution No. 33—Presented by Clarence E. Brown, Joseph Easley, and Frank M. Larch of Dining Car Cooks and Waiters' Union No. 456, Oakland.

Whereas, The Brotherhood of Railway Engineers and Firemen have proposals pending to submit to Congress to amend the Railroad Retirement Act so as to establish a maximum monthly annuity of \$175; and

Whereas, The proposals do not provide a minimum monthly annuity for menial workers on railroads; and

Whereas, Actuaries will be required to calculate the premium costs for such annuities and said costs will be apportioned equally between the carriers and their employees; and

Whereas, Ninety dollars (\$90) is a reasonable minimum monthly annuity to maintain the American standard of living; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing the sum of ninety dollars (\$90) as a minimum monthly annuity for railroad workers; and be it further

Resolved, That copies of this resolution, after its adoption, be forwarded to Senator Wagner of New York, and Senator Norris of Nebraska; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 207.

American-Anglo-Soviet Trade-Union Unity

Resolution No. 34—Presented by M. W. Pomerance of Screen Cartoonists' Union No. 852, Hollywood.

Whereas, At a recent meeting of the Executive Council of the American Federation of Labor, Sir Walter Citrine, Secretary of the British Trades Union Congress, appeared and proposed that the American Labor Movement join the already existing Anglo-Soviet trade-union unity conferences for the purpose of rendering aid to each other during the conflict now going on; and

Whereas, The recently concluded agreements between the governments of the United States, Great Britain, and the Soviet Union would be further strengthened by closer co-operation among the trade-union movements of these countries, and would guarantee a people's victory and a people's peace based on economic and political security; and

Whereas, William Green, President of the American Federation of Labor, already stated in a recent address that "The workers of the United States, Great Britain and the Soviet Union and their allies must stand together and fight together"; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urges the National Council of the American Federation of Labor to immediately accept Sir Walter Citrine's proposal for American-Anglo-Soviet trade-union unity because this action would lend support to our Government in its fight for victory; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 226.

War Service Appointments for Postal Clerks

Resolution No. 35—Presented by Frank Raggio and Jim Murphy of Post Office Clerks' Union No. 64, Los Angeles.

Whereas, Appointments of postal substitute clerks to regular clerk positions in the Postal Service have been suspended in order to avoid retrenchment at the conclusion of the National emergency; and

Whereas, All other Government agencies are continuing to make full regular appointments, as authorized under the War Service Appointments Act, as well as normal replacements; and

Whereas, We postal substitute clerks are willing to accept retrenchment, if necessary, and the denial of these appointments constitutes discriminatory action toward this large body of Government employees; therefore, be it

Resolved, That the Forty-third Annual Convention of the California Federation of Labor go on record endorsing the National Federation of Post Office Clerks in urging immediate proposal of legislation toward bringing about appointments for all vacancies, including those included in the War Service Appointment Act; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Grievances.
For Convention action, see page 218.

Policy for the Election of Vice-Presidents

Resolution No. 36—Presented by George M. Bobst of Carpenters' Union No. 2114, Napa.

Whereas, The California State Federation of Labor has a number of vice-presidents from different parts of the State representing their different districts; and

Whereas, Several international unions have gained the controlling voting power in the Executive Council of the California State Federation of Labor by having more than one vice-president; and

Whereas, This is depriving other international unions affiliated with the California State Federation of Labor of having members on the Executive Council; and

Whereas, It is against the democratic policy of Organized Labor to permit more powerful unions to control the affairs of less favored unions; and

Whereas, The American Federation of Labor has only one vice-president from an international organization until it has filled the quota for vice-presidents; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor decide that only one vice-president be elected to the Executive Council from each international union affiliated with the California State Federation of Labor until the quota of vice-presidents has been filled for the State of California.

Referred to Committee on Constitution.
For Convention action, see page 212.

Minimum Monthly Annuity for Railroad Workers

Resolution No. 37—Presented by Paul M. Grant and William E. Pollard, et al., of Dining Car Employees' Union No. 582, Los Angeles.

Whereas, The Brotherhood of Railway Engineers and Firemen have proposals pending to submit to Congress to amend the Railroad Retirement Act so as to establish a maximum monthly annuity of \$175; and

Whereas, The proposals do not provide a minimum monthly annuity for menial workers on railroads; and

Whereas, Actuaries will be required to calculate the premium costs for such annuities and said costs will be apportioned equally between the carriers and their employees; and

Whereas, Ninety dollars (\$90) is a reasonable minimum monthly annuity to maintain the American standard of living; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing the sum of ninety dollars (\$90) as a minimum monthly annuity for railroad workers; and be it further

Resolved, That copies of this resolution, after its adoption, be forwarded to Senator Wagner of New York and Senator Norris of Nebraska; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 207.

Two-Door Exit in Motion Picture Booths

Resolution No. 38—Presented by Anthony L. Noriega of Motion Picture Machine Operators' Union No. 162, San Francisco.

Whereas, Projection booths in a great number of motion picture theaters, especially in smaller towns, still have only one door of exit; and

Whereas, In the event of a fire blocking this exit the operator in the booth would be hopelessly deprived of any means of escape; therefore be it

Resolved, That this Convention go on record as favoring a two-door exit in all projection booths; and be it further

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the incoming Executive Council to prepare and submit legislation to accomplish this purpose to the coming session of the State Legislature.

Referred to Committee on Legislation.
For Convention action, see page 207.

Permanent and Temporary Disability Awards

Resolution No. 39—Presented by John T. Wagner of Pile Drivers' Union No. 34, San Francisco.

Whereas, Under the present law monies paid under temporary disability compensation are deducted from the final award; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the Legislature an amendment to Section 4661 of the Labor Code, to read as follows:

"Where injury causes both temporary and permanent disability, the injured employee shall be entitled to permanent disability payment in addition to any payment received by

such injured employee as temporary disability."

Referred to Committee on Legislation.
For Convention action, see page 207.

Veterans Vocational Training in Jewelry Crafts

Resolution No. 40—Presented by George F. Allen of Jewelry Workers' Union No. 36, San Francisco.

Whereas, The United States of America is now at war; and

Whereas, There will be many service men disabled during said war; and

Whereas, It is presumed that the Veterans Administration will establish a program of rehabilitation; and

Whereas, Experience during vocational training following World War I showed that the training for watchmakers and other jewelry crafts was not adequate and that few men could qualify as journeymen following such training; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the incoming Executive Board to request the Veterans Administration, Washington, D. C., to investigate the ways and means of establishing Government schools for such training in watchmaking and jewelry crafts, or the establishment of instruction classes in recognized schools (State or otherwise) throughout the country; and be it further

Resolved, That the Veterans Administration be requested to work with the International Jewelry Workers' Union in appointing journeymen instructors in said trades, to the end that the standards of the International Jewelry Workers' Union be upheld; and be it further

Resolved, That the Secretary-Treasurer of the State Federation be instructed to take up this matter with the director of the Veterans Administration, Washington, D. C.; and be it further

Resolved, That this resolution be presented to the coming American Federation of Labor Convention by the California State Federation's delegate; and be it finally

Resolved, That copies of this resolution be forwarded to the President, Franklin D. Roosevelt, the director of the Veterans Administration, Washington, D. C., the Secretary of Labor, Frances Perkins, and the General President of the International Jewelry Workers' Union, Leon Williams.

Referred to Committee on Grievances.
For Convention action, see page 218.

Postwar Financial Aid to Members of Armed Forces

Resolution No. 41—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The American Federation of Labor has gone all out for the war effort; and

Whereas, The American Federation of La-

bor has been conducting a fight for the working people of the United States; and

Whereas, The greater percentage of all men bearing arms for the United States are from the working class; therefore, be it

Resolved, That this convention go on record as furthering legislation to provide all service men up to the grade of major with a minimum sum of money equal to not less than the average rate of pay of such men for a period of six months in order for them to be financially able to readjust themselves; and be it further

Resolved, That this shall apply to all men within these classes who receive honorable discharges from the United States Forces, who have served not less than ninety days during the period of the war, and who do not have a disability that entitles them to greater pay than the sum otherwise provided; and be it further

Resolved, That a copy of this resolution be sent to all California senators and congressmen; and be it finally

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 207.

Union Member to Serve on State Board of Funeral Directors and Embalmers

Resolution No. 42—Presented by Phil A. Murphy of Professional Embalmers' Union No. 9049, San Francisco.

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor request the Governor of the State of California to appoint an embalmer, who is a member of an Embalmers' Union of San Francisco, Oakland, or the Peninsula, as a member of the California State Board of Funeral Directors and Embalmers in order that the best interests of the men employed in the capacity of embalmers may be served and due consideration given to them when formulating policies and laws affecting the requirements necessary to engage in this profession.

Referred to Committee on Grievances.
For Convention action, see page 218.

Old Age Benefits for Engineers in Dried Fruit Packing Plants

Resolution No. 43—Presented by M. G. Murphy of Operating Engineers' Union No. 171, San Jose.

Whereas, Engineers (and other workers) in dried fruit plants are classified as agricultural labor, and therefore exempt from Old Age Benefits, under a ruling made by the United States Department of Internal Revenue in a letter by Deputy Commissioner G. J. Schoeneman, dated June 21, 1941, carrying symbols A to C: R R 3, classifying agricultural labor under the United States Treasury Department's "Regulations 107" on "Excise Tax on Employers" section 403.208, subparagraph 2, page 23; and

Whereas, Dried fruit packing companies are not collecting the Old Age Benefit Tax from stationary engineers in their employ; and

Whereas, Stationary engineers in dried fruit packing plants do not handle or come in contact with the commodities processed or packed, and the operation of boilers and engine room equipment therein should not be classed as agricultural labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to request the Bureau of Internal Revenue, U. S. Treasury Department, to revoke or revise this ruling and reinstate such stationary engineers as eligible for Old Age Benefits; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor for its favorable action.

Referred to Committee on Legislation.
For Convention action, see page 238.

This Is Our America

Resolution No. 44—Presented by Edward D. Vandeleur of Street Carmen's Union No. 1004, San Francisco.

Whereas, The state-wide radio program, "This Is Our America," has contributed invaluablely in promoting extremely favorable public relations for Organized Labor throughout California; and

Whereas, The high-class entertainment furnished by this program has also helped to promote with great effectiveness our war effort and Labor's relation to it; and

Whereas, The Musicians' Union, Screen Actors' Guild, Radio Writers' Guild and all other unions participating in this program have rendered their extremely talented services without charge; and

Whereas, These unions and their members participating in this program are deserving of the deepest appreciation of Labor for their inestimable contributions to making this program so outstanding; and

Whereas, We are now facing the most acute phase in our campaign against the Slave Bill, which will make us rely more than ever on this radio program; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to continue this state-wide radio program for another year; and, be it further

Resolved, That the one cent per week assessment on the membership be continued to finance this program.

Referred to Committee on Constitution.
For Convention action, see page 212.

Protecting Educational Opportunities for the Young

Resolution No. 45—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Although immense expenditures

for war are forcing us to curtail funds for many civilian purposes; and

Whereas, There are some civilian activities which are as indispensable to life and the war itself as are military and production preparations and should not be jeopardized even in this hour of peril; and

Whereas, Educational opportunities for the young seeking to develop their minds and their trainings for the various occupations and provisions in life are of greater importance today than ever before, not only to win the war through a continually renewed supply of technically skilled workers on all fronts at home and abroad, but to ensure the peace that will follow; and

Whereas, We must see to it that appropriations for this purpose are maintained without limit or restriction of these vital activities; and

Whereas, Sufficient properly trained personnel for teaching positions is being seriously threatened because persons trained for teaching now find they can get higher incomes by taking positions in government service or private business; and

Whereas, The basic pay of Government stenographers or clerks is approximately \$1500 a year; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record favoring salaries for all school teachers to be higher than this minimum, because of the time required for the training and the need of attracting the most competent personnel; and be it further

Resolved, That copies of this resolution be sent to the appropriate bodies having jurisdiction over teachers' salaries; and be it finally

Resolved, That a copy of this resolution be sent to the A. F. of L. Convention.

Referred to Committee on Grievances.
For Convention action, see page 218.

Cross-Filing of Political Candidates

Resolution No. 46—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The State of California permits a peculiar and undemocratic system which allows candidates for public office to file not only on the ticket of their own party but on all other parties; and

Whereas, Such a practice denies the people an opportunity to learn what principles the particular candidates may stand for; and

Whereas, A continuation of this practice will establish in effect a non-partisan complexion in all campaigns for state offices which should not exist; and

Whereas, This practice of cross-filing lends be considerable abuse by permitting candidates to desert principles and positions and trade them in for vote-getting opportunities, and has been exploited in this way to great advantage by anti-labor business interests; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of

Labor does hereby go on record as being opposed to a continuation of the cross-filing system, and hereby pledges itself to support any measure on the ballot which will eliminate cross-filing in the State of California and require candidates to file only on the ticket of the party to which they are affiliated; and be it further

Resolved, That this Convention instruct the officers of the Federation and members of the Executive Council to lend whatever assistance they are able to effectuate this program.

Referred to Committee on Legislation.
For Convention action, see page 207.

Exercise of Voting Privilege

Resolution No. 47—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Organized Labor is directly and many times decisively governed by the result of municipal, county and/or State elections; and

Whereas, Organized Labor is now faced with the most serious threat to its basic rights in the form of Proposition No. 1, which is the ballot designation of Slave Bill 877; and

Whereas, To defeat this anti-labor measure in the November election it is mandatory that Organized Labor exercise its full maximum voting strength; and

Whereas, There are thousands of members in the various Labor unions who are not even registered voters; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to all local unions that they should not accept dues payments from their members who, although they may qualify as voters of this state, have failed to register; and be it further

Resolved, That each local union establish a committee to direct this important work and to see that all of their members cast ballots in the November election.

Referred to Committee on Grievances.
For Convention action, see page 218.

War Planning

Resolution No. 48—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The State is intervening more and more in economic matters and is exercising increasing influence on production, distribution, profits, prices, conditions of employment, wages and the standard of living of the workers in order to prosecute the war effort more effectively; and

Whereas, When the Government formulates or applies its various economic policies, it is to the interests of the Government to obtain the collaboration of the trade unions and thus be able to secure their technical assistance as well as benefit by their practical competence and experience; and

Whereas, In order to make possible such a desirable objective, the Government should

have represented on all agencies set up to control, plan or direct the national economy, representatives of the trade unions; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the federal and state governments that such representation be given to the trade unions; and be it further

Resolved, That this representation should be commensurate with and proportionate to the amount of representation given to management; and be it further

Resolved, That a copy of this resolution be sent to the American Federation of Labor.

Referred to Committee on Grievances.
For Convention action, see page 240.

To Eliminate Informal Ratings by Industrial Accident Commission

Resolution No. 49—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Despite protests from the California State Federation of Labor and other labor organizations, the Industrial Accident Commission continues its practice of issuing so-called "informal ratings" in cases where injured employees have sustained permanent injury; and

Whereas, These "informal ratings" are almost entirely based upon reports of insurance doctors and are only occasionally supplemented by reports based upon superficial examinations by the Medical Department of the Commission; and

Whereas, Such medical reports do not always describe the true condition of the injured worker and fail to bring out every factor of permanent disability, as a result of which injured workers lose large sums of money; now, therefore, be it

Resolved, By this Forty-third Annual Convention by the California State Federation of Labor that the Secretary of the Federation be and he is hereby instructed to request the Industrial Accident Commission to abolish this practice and to issue no awards until and after an injured worker is given an opportunity to present his case.

Referred to Committee on Legislation.
For Convention action, see page 207.

Labor Representation on All Peace Deliberations

Resolution No. 50—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Labor is rightfully demanding and should be given representation on all agencies dealing with the war effort and postwar planning projects; and

Whereas, It is just as important to win the peace as it is to win the war; and

Whereas, There can be no genuine and equitable peace consummated upon the conclusion of the war without Labor being given

a voice and a vote in all bodies dealing with this question; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the various governmental appropriate bodies that Labor be given representation at the peace table, and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Grievances.
For Convention action, see page 240.

To Revise Permanent Disability Rating Schedule

Resolution No. 51—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The permanent disability rating schedule which specifies the amount which the injured worker would receive for any permanent injury was adopted in 1913 and has since then undergone practically no change; and

Whereas, The ratings provided in such permanent disability schedule do not give to the injured worker adequate compensation, the amounts so awarded being based upon the cost of living in the year 1913; and

Whereas, On the basis of the present cost of living and the value of money, it is imperative to revise these permanent disability schedules so that the amount allowed for permanent disability, such as the loss of an arm, will be more in keeping with present values; and

Whereas, Under the existing law, all amounts paid for temporary disability are deducted from awards made for permanent disability; and this provision in the law, which cannot be changed by the Commission, very often results in a worker who is crippled for life receiving little or nothing for the disability which he must carry with him through life; and

Whereas, It is within the power of the Industrial Accident Commission to revise such permanent disability rating schedule and to give injured workers adequate compensation for permanent injuries; now, therefore, be it

Resolved, That this Forty-third Annual Convention of the California State Federation of Labor takes the position that the Industrial Accident Commission should as soon as possible take steps to bring about a complete revision of its permanent disability schedules; and be it further

Resolved, That copies of this resolution be forwarded to the Honorable Culbert L. Olson, Governor of the State of California, and to each of the Industrial Accident Commissioners of this State.

Referred to Committee on Legislation.
For Convention action, see page 207.

Extension of Kindergartens

Resolution No. 52—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The kindergarten has demon-

strated its value as an effective agency for increasing efficiency, decreasing the expense and unhappiness due to a lack of adjustment to environment early in life; for promoting the spirit of industry, fair play, appreciation, loyalty, and reverence; and

Whereas, There are in the United States over 4,000,000 children between four and six years of age who, according to experts in child psychology, are losing the most valuable of all possible school years because kindergartens have not yet been provided for them; and

Whereas, There never before was so great a need for the happy, protecting, educating influences of the kindergarten as there is today; therefore, be it

Resolved, That the California State Federation of Labor promote the extension of kindergartens and urge its local branches to petition their school authorities to provide this educational advantage for the children, and wherever conditions make the entire public financing of a class temporarily impossible, that they cooperate with the School Boards in this undertaking, endeavoring to secure a portion of the needed funds through individual and group effort.

Referred to Committee on Legislation.
For Convention action, see page 207.

Change of Districts in Federation

Resolution No. 53—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The Forty-second Annual Convention of the California State Federation of Labor adopted constitutional changes providing for an increase in the number of districts and vice-presidents of the Federation; and

Whereas, These changes were to go into effect at this (Forty-third Annual) Convention of the Federation; and

Whereas, Since that time this country has been involved in the present war effort, which should subordinate any changes that would require undue time and attention and might create considerable disturbance; and

Whereas, The proposed changes would expand the Executive Council of the Federation into an unwieldy body, making it more difficult to transact the added business caused by the war; therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that for the duration of the war the proposed changes in the districts and vice-presidents be held in abeyance, and that the Federation continue with the same districts and same number of vice-presidents as heretofore prescribed.

Referred to Committee on Constitution.
For Convention action, see page 213.

Compensation of Physician Chosen by Injured Employee to be Paid by Employer

Resolution No. 54—Presented by Henry F. Blanchard and Joel Lemmond of Central Labor Council, Modesto, Stanislaus County.

Whereas, Section 4050 of the Labor Code provides as follows: Whenever the right to compensation under this division exists in favor of an employee, he shall, upon the written request of his employer, submit at reasonable intervals to examination by a practicing physician, provided and paid for by the employer, and shall likewise submit to examination at reasonable intervals by any physician selected by the commission or any member or referee thereof; and

Whereas, Section 4052 of the said Labor Code provides as follows: The employee may employ at his own expense a physician, to be present at any examination required by his employer; and

Whereas, Under these circumstances, it has become the practice of the employee, in view of the expense involved to himself, to submit to examination and treatment by the practicing physician employed by the employer or the employer's insurance company; and

Whereas, Such examination by the physician employed by the employer or the employer's insurance company frequently works injustices on the employee, and precludes an impartial and fair examination and diagnosis of the disability or injury of said employee; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to use his best efforts and influence to take all steps and action necessary to the end that the Labor Code be amended to provide the following: Whenever the right to compensation for disability or injury incurred in connection with the employee's employment exists, the employee shall have the right at the time of incurring of such disability or injury, to select a practicing physician of his own choice and to secure the services of such physician of his own choice for all medical treatment in connection with said disability or injury, and that the compensation to be paid for the services of said practicing physician, selected or chosen by the said employee, shall be borne by the employer, and be no part of the expense to said employee, and that no deductions may be made for such professional services rendered from any compensation which he may be entitled to under this act; and that Section 4050 of the Labor Code be amended to read as follows: Whenever the right to compensation under this division exists in favor of an employee, he shall, upon the written request of his employer, or upon his own initiative, submit at reasonable intervals to examination by a practicing physician of his, the employee's own choice and selection, provided and paid for by the employer, and shall likewise submit to examination at reasonable intervals by any physician selected by the commission or any member or referee thereof; and Section 4052 of the Labor Code be amended to read as follows: The employer may employ at his own expense a physician, to be present at any examination of the employee.

Referred to Committee on Legislation.
For Convention action, see page 211.

Endorsing Candidate for District No. 15

Resolution No. 55—Presented by William C. Corbett, Joe Knoll and Earl Miller of Lumber and Sawmill Workers' Union No. 2836, Westwood, California.

Whereas, At the last Convention of the California State Federation of Labor held in San Francisco, the delegates voted that District No. 14 be separated as to counties, forming a new District No. 15, composed of Siskiyou, Modoc, Lassen, Plumas, Shasta and Sierra Counties; and

Whereas, The new District No. 15 is made up of counties in the northern part of the State of California and lumber is the main product; and

Whereas, Organized Labor in this new district will need representation on the Executive Council in the California State Federation of Labor by a brother working directly in the lumber industry; and

Whereas, Brother Earl Miller, President of Lumber and Sawmill Workers Local Union No. 2836, has been selected and endorsed by his local, the Tri-County Central Labor Council of Northern California, and the Northern California District Council of Lumber and Sawmill Workers, because of his knowledge and efforts in the Labor Movement in the lumber industry together with other crafts in the newly created District No. 15, as the proper candidate to be elected as Vice-President of District No. 15; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor sincerely consider and endorse this action.

Referred to Committee on Constitution.
For Convention action, see page 212.

Retirement Age Lowered for Firemen

Resolution No. 56—Presented by M. J. Terry of Firefighters' Union No. 55, Oakland, California.

Whereas, The work of firemen exposes them to unusual conditions such as exposure to the poisonous gases of combustion; and

Whereas, This continued exposure results in shortening their normal expectancy of life; and

Whereas, The present State Retirement Act does not make any provisions for retiring at ages earlier than 55 to 60, which is obviously beyond the age at which firemen, due to the extreme health hazards of their occupation, should be permitted to retire; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to prepare legislation and have it introduced at the next session of the State Legislature to amend said act in this respect so as to comply with retirement acts now used in all of the major cities of the United States.

Referred to Committee on Legislation.
For Convention action, see page 207.

Refusal of Union Membership to Scabs

Resolution No. 57—Presented by M. J. Terry of Firefighters' Union No. 501, Alameda and Contra Costa Counties.

Whereas, The entire basis upon which Organized Labor is founded is coöperation; and

Whereas, All local unions should coöperate with and assist each other in their efforts to organize the workers; and

Whereas, Workmen who have refused to affiliate with the union affecting their particular industry sometimes leave that industry and enter another where the closed shop exists; and

Whereas, Some of these unions in closed shop industries accept these men without any investigation into their locals; and

Whereas, These men are still non-union men who have violated the principles of organized labor; and

Whereas, This accepting of men who have scabbed in one craft by unions of another craft is contrary to the principles of Organized Labor; therefore, be it

Resolved, That this practice be condemned by the Forty-third Annual Convention of the California State Federation of Labor and that workmen who have not seen fit to affiliate with the union of their craft shall be refused membership in other locals until such time as they can get a satisfactory clearance from the union in which craft they had formerly worked.

Referred to Committee on Grievances.
For Convention action, see page 240.

Heart Injuries Suffered by Firemen

Resolution No. 58—Presented by M. J. Terry of Firefighters' Union No. 55, Oakland.

Whereas, Due to the fact that firemen are subjected to exposure to the poisonous gases of combustions; and

Whereas, This often results in injuries to the heart which are not apparent at the moment; and

Whereas, Provisions for compensation for heart trouble in the State Workmen's Compensation Act do not allow claims for injury to be made unless apparent at the exact time of exposure; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to draw up and cause to be introduced at the next session of the State Legislature suitable amendments to this act so as to make it applicable to persons suffering disabilities caused from exposure while working.

Referred to Committee on Legislation.
For Convention action, see page 211.

New Federation District

Resolution No. 59—Presented by E. E. Mecham and J. C. Tutt of Central Labor Council, Pasadena.

Whereas, The unions in the San Gabriel and Pomona Valleys have never had direct repre-

sensation upon the Executive Council of the State Federation of Labor; and

Whereas, The Union Labor Organizations in these valleys are now of a number and size which we feel justify direct representation on our Executive Council; and

Whereas, These organizations are now requesting such representation; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor form a new vice-presidential district in these valleys, to include Pasadena, Monrovia, Alhambra, El Monte, Pomona and Ontario, the exact boundaries of said new district to be set by the Executive Council of the California State Federation of Labor.

Referred to Committee on Constitution.

For Convention action, see page 213.

Synthetic Rubber

Resolution No. 60—Presented by E. E. Mecham and J. C. Tutt of Central Labor Council, Pasadena.

Whereas, There exists a serious problem among all the people of the State of California relative to the rubber situation; and

Whereas, The majority of the laboring forces travel to and from their work daily in their automobiles; and

Whereas, There is no public common carrier sufficiently equipped to transport these workers to and from work daily without the expenditure of a great deal of time and money and many tons of all sorts of critical materials of which there is already a shortage in order to keep our defense industries working; and

Whereas, Labor has pledged its coöperation and is now coöperating in every respect towards the conservation of these materials; and

Whereas, There is too much maneuvering around, evidently for the purpose of centralizing control of the manufacture of synthetic rubber, which by this selfish motive is creating costly delays with no apparent interest or thought as to the welfare of our nation or its people; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor hereby goes on record as protesting the apparent lack of coöperation by the rubber interests, and that the Secretary be instructed to write our public officials, both State and Federal, of our action and ask that they use their good offices and prestige to immediately bring about the necessary legislation for the immediate manufacture of synthetic rubber so there will not be any delay in our defense programs; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.

For Convention action, see page 221.

Pensions for the Blind

Resolution No. 61—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Pensions for the blind are a part of the Social Security Service; and

Whereas, These pensions under the Social Security Service rule are completely inadequate; and

Whereas, There are now pending several bills in Congress which would correct this iniquitous condition; and

Whereas, We firmly believe that relief to the blind will be better accomplished if the states will have the authority to determine their needs rather than the Federal Government, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the incoming Executive Council to support all bills now pending in Congress favoring this position; and be it further

Resolved, That a copy of this resolution with similar recommendations be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.

For Convention action, see page 207.

Permanent Disability Rating to Minors

Resolution No. 62—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Section 4455 of the Labor Code of California now provides that in case of a permanent disability rating to a minor, his earnings shall be fixed at the weekly sum which, under ordinary circumstances, he would probably be able to earn at the age of twenty-one, in the occupation in which he was employed at the time of the injury, or in any occupation to which he would reasonably be promoted if he had not been injured; and

Whereas, In actual practice the present wording is most unsatisfactory, as in the vast majority of cases the parties do not have sufficient initiative to produce the appropriate evidence, or it is simply unobtainable, and the referee is faced time and again with the problem of a young man with a permanent rating and the evidence indicating that no one knows what his earnings would be at twenty-one; and

Whereas, To base this rating on the occupation in which such a minor has been injured is entirely inequitable, as the same said minor might be temporarily working through school vacation delivering handbills or picking apricots, but otherwise would be capable of reasonably high accomplishments; and

Whereas, Under present conditions almost any able-bodied young man can earn maximum wages at twenty-one; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommends to the Executive Council to present a bill to the coming session of the

State Legislature amending Section 4455 of the Labor Code so as to make it a conclusive presumption in all such cases of a permanent disability rating to a minor that the ratings be based on maximum earnings, which would thereby give the employee the benefit of any doubt and avoid involved and prolonged litigation.

Referred to Committee on Legislation.
For Convention action, see page 207.

Resolution No. 63—[Withdrawn by sponsor].

Japanese to be Denied Citizenship

Resolution No. 64—Presented by Ralph R. Reichman and Clarence E. Sunderland of Carpenters' Union No. 563, Glendale.

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor petition The Congress of The United States of America, to wit:

To amend the Constitution of The United States, relating to citizenship of Japanese born in The United States and its possessions, so that said citizenship may be revoked and that they be forever barred from again becoming citizens and owning property in The United States or its possessions, and all such persons together with all alien Japanese be deported to their Mother Country, upon the termination of the war; and be it further

Resolved, That a copy of this resolution be sent to the President of the United States of America and to all California Senators and Congressmen; and be it finally

Resolved, That a copy of this resolution be sent to the coming convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 211.

Barker Brothers Unfair

Resolution No. 65—Presented by Paul Doyle of Window Cleaners' Union No. 101, Los Angeles.

Whereas, The following nineteen organizations: Building Service Employees No. 99; Cabinet and Millmen's Local No. 721; Displaymen and Commercial Decorators No. 1154; Furniture Workers' No. 1561; General Warehousemen No. 598; Spraymen, Hardware, Fixtures and Auto Finishers No. 792; Hardware Clerks No. 1215; Carpet and Linoleum Layers No. 1247; Painters No. 36; Glass Workers No. 636; Van and Storage Drivers No. 389; Upholsterers Local Union No. 15; Retail Food and Drug Clerks No. 770; Window Cleaners Local Union No. 101; Refrigeration Fitters Local No. 508; Garage and Service Station Employees No. 495; General Truck Drivers and Helpers No. 208; Allied Printing Trades Council Office Employees' Union No. 20798; affiliated with the American Federation of Labor, have banded themselves together for the purpose of organizing the Retail Industries in Los Angeles and vicinity; and

Whereas, In making a survey of this industry these organizations found the employees of Barker Brothers most in need of organization due to the extremely low scale of wages and very unfavorable conditions under which they work; and

Whereas, In the process of organizing these said employees of Barker Brothers, these said American Federation of Labor affiliates have met with tremendous resistance, both open and under cover, on the part of the management of the firm; and

Whereas, The unfair tactics employed by the firm in supplying this resistance, and their arbitrary attitude both toward union representatives and their employees, have created a situation whereby the employees have been deprived of the protection that can only be assured them through unions of the American Federation of Labor; and

Whereas, In spite of the foregoing, a majority of these employees have indicated their desire to be represented by the aforesaid American Federation of Labor unions; and

Whereas, In spite of this fact, the attorneys representing the firm of Barker Brothers have steadfastly refused to meet with union representatives; and

Whereas, In spite of the facts set forth here, the firm of Barker Brothers is attempting to maintain and improve its business through solicitation of purchases by union members, particularly those employed in defense industries; now, therefore, be it

Resolved That the Forty-third Annual Convention of the California State Federation of Labor recommend to all its affiliated local unions and central bodies that their members refrain from patronizing any Barker Brothers establishment or agency in the State of California.

Referred to Committee on Labels and Boycotts.
For Convention action, see page 233.

Elimination of Audit System in Canneries

Resolution No. 66—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Hearings have been held before the Industrial Welfare Commission of the State of California with a view of modifying its existing work orders affecting the employment of women and minors in canneries; and

Whereas, The California State Federation of Labor participated in said hearings, urging the elimination of many unjust practices upon the part of canneries in their employment of women and minors, as well as the establishment of a 65-cent minimum wage for women and minors; and

Whereas, One of the outstanding evils in the canning industry has been the operation of the so-called audit system for piece workers, which provides for the payment of minimum wage to only 50 per cent of the steadily employed piece workers and which gives no protection to the less fortunate 50 per cent; and

Whereas, This audit system, the cost of which is met by employers, has made it possi-

ble for the unscrupulous employer to use it as the means of cheating helpless women and minors and should be eliminated; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor goes on record as strenuously urging: the elimination of the audit system in any work to be issued by the Industrial Welfare Commission of the State of California; the adoption by said Commission of a minimum wage of 65 cents an hour for women and minors employed in canneries; the elimination of the so-called work recess, during which employees are paid nothing; and the adoption by the Commission of all other recommendations contained in the brief filed by the California State Federation of Labor with the said Commission.

Referred to Committee on Legislation.
For Convention action, see page 211.

The Union Shop

Resolution No. 67—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, The National War Labor Board has of late adopted a policy granting only maintenance of union membership, even though the union shop, which has been proven the best guarantee against industrial strike, has been adopted in nearly every instance where Labor has been strong enough to demand and receive collective bargaining rights; and

Whereas, The union shop has acted as a stimulus to production, making it possible for it to discipline its members and establish peaceful procedures for the settlement of disputes; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urges the National War Labor Board to abandon its above policy of granting only maintenance of union membership and to grant union shop protection to all workers who have chosen to better their economic position by joining a labor organization; and be it further

Resolved, That a copy of this resolution be presented to the forthcoming convention of the American Federation of Labor with a request for favorable action by that body.

Referred to Committee on Grievances.
For Convention action, see page 240.

Fullest Coöperation With President Roosevelt

Resolution No. 68—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Our country is engaged in the most decisive war in its entire history, a war by which we are attempting to preserve our democratic institutions, our cultural and spiritual traditions and the American way of life; and

Whereas, National unity and the willingness to put the national interest above that of the

individual is essential to the successful prosecution of this war; and

Whereas, The American Federation of Labor has given full coöperation to the President and our Government in bringing about increase in production of the essential instruments of war, in the elimination of work stoppages, and in other ways; and

Whereas, Substantial numbers of the millions at present in the armed forces, many of whom are even now making the supreme sacrifice, were recruited from the ranks of Organized Labor; and

Whereas, The successful prosecution of the war demands that all Americans give full coöperation to their Commander-in-Chief, President Franklin Delano Roosevelt, in his conduct of the war; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor, representing 600,000 American Federation of Labor workers in this State, pledge to our President, Franklin Delano Roosevelt, its full coöperation to the end that our efforts will be crowned with victory and the war will end with the complete destruction of the anti-democratic forces which are seeking to enslave the free peoples of the world.

Referred to Committee on Resolutions.
For Convention action, see page 222.

Labor-Management Committees

Resolution No. 69—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Labor-Management committees are sought to be set up in various industries engaged in the war effort; and

Whereas, Such committees, if properly constituted, can greatly stimulate production and substantially aid in said war effort; and

Whereas, Such committees should represent the management and representatives of the workers actually employed in the plant or shop where such committee is sought to be set up; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor advocate that labor members on any Labor-Management committee be representatives only of the union which is the collective bargaining agency of the workers in the plant or industry involved, and that no representatives of outside organizations be included in any such committee.

Referred to Committee on Grievances.
For Convention action, see page 240.

Maintenance of Collective Bargaining Agreements

Resolution No. 70—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Many of Labor's hard-won rights are now in danger of being swept away by ill-advised governmental action modifying existing collective bargaining agreements between labor unions and employers; and

Whereas, Such action is unconstitutional and contrary to our democratic system and traditions, and if put into general application, will make collective bargaining agreements nullities and bring chaos into the field of labor relations; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as being opposed to any action which would modify or set aside any existing collective agreements and thus take away any vested right or interest of Labor; and, be it further

Resolved, That a copy of this resolution be forwarded to the forthcoming convention of the American Federation of Labor, with a request for its favorable action upon it.

Referred to Committee on Grievances.
For Convention action, see page 240.

Training Within Plant

Resolution No. 71—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The tremendous need of skilled and semi-skilled craftsmen is being felt with an ever greater pressure by the war industries, due to the induction of so many wage-earners into the armed forces; and

Whereas, The paramount need of continuing uninterrupted production in the successful prosecution of our war effort requires no further elucidation; and

Whereas, In order to maintain this uninterrupted production, it is the duty of the labor unions to help supply the necessary skilled or semi-skilled craftsmen to the war industries; and

Whereas, Plans for training these skilled and semi-skilled craftsmen within the plants under the jurisdiction of the unions in collaboration with management have proved highly successful in a number of war industries in California; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the training-within-plant plan wherever it is possible; and be it further

Resolved, That the unions initiate such policies; and be it further

Resolved, That we recommend the indorsement of this action by the American Federation of Labor at its coming convention.

Referred to Committee on Grievances.
For Convention action, see page 240.

Labor League for Human Rights

Resolution No. 72—Presented by Fannie Borax and George Wishnak of Lady Garment Workers' Union No. 96, Los Angeles.

Whereas, The coördination of Organized Labor's war activities will increase the effectiveness of its contribution to the war effort and such coördination will bring about fuller recognition of labor's sacrifices to the cause of world freedom; and

Whereas, The successful prosecution of the

war requires that we also pay due attention to the Home Front, organizing and strengthening the democratic, progressive and labor forces, and combating subversive activities whether in the form of anti-labor action or race-discrimination and religious intolerance; and

Whereas, The Labor League for Human Rights was organized several years ago for the purpose of furthering a program of action which includes the above mentioned aims; and

Whereas, The said Labor League for Human Rights has from its inception had the official endorsement of the American Federation of Labor, and has established a splendid record of achievement in the field of labor and pro-democratic action; and

Whereas, The Labor League for Human Rights has also been charged with the responsibility of acting for organized labor in matters pertaining to its contribution to the various war relief causes, both here and abroad, and has set up special machinery for the performance of this task; and

Whereas, The California State Federation of Labor and the central bodies and local unions affiliated with it have on many occasions coöperated with the Labor League for Human Rights and participated in its activities; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor goes on record as endorsing the Labor League for Human Rights and the United Nations Relief of which the League is the parent body; and be it further

Resolved, That the Executive Committee of the California State Federation of Labor be requested to take immediate steps to set up a California branch of the Labor League for Human Rights, and to give all possible aid and assistance to the affiliated central bodies and local unions in the establishing of branches of the Labor League for Human Rights; and be it finally

Resolved, That copies of this resolution be forwarded to President William Green and to the National Office of the Labor League for Human Rights.

Referred to Committee on Resolutions.
For Convention action, see page 219.

Commissions and Delinquent Wages

Resolution No. 73—Presented by J. K. Wallace, Robert Ziegler et al., of Musicians' Union No. 47, Los Angeles.

Whereas, Theatrical booking agencies are licensed by the State of California through the Labor Commissioner's office to book or engage musicians and/or performers to play and/or perform at different times, places and/or establishments; and

Whereas, These musicians and/or performers are at various times booked or engaged by said agencies for periods extending into many weeks or months; and

Whereas, a 10 per cent commission is deducted from salaries of musicians and/or per-

formers so engaged or booked which goes into the coffers of these agencies when and where booked by them; and

Whereas, At various times musicians and/or performers fail to receive their salaries after being booked or engaged by said agencies; and

Whereas, These above points are financial handicaps to the musician or performer in that (1) They are deprived of other employment which may mean more to them financially; and (2) 10 per cent commission from salary regardless of length of employment means they pay this to said agency as long as engagements last; and (3) When wages are not paid, said musicians and/or performers, the agency booking or engaging said persons are not held financially responsible; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to prepare amendments to the now existing labor laws pertaining to theatrical employment agencies to be presented to the next session of the California State Legislature, as follows:

(1) No commissions may be collected after four (4) weeks consecutive engagement;

(2) No commissions may be deducted from salary of musician and/or performer where minimum or established wage is being paid to musician and/or performer in any establishment or other place of employment;

(3) Booking agents must be responsible for delinquent wages or salaries of musicians and/or performers when and where booked or engaged by them, and, at all times, sufficient bond or other legal collateral must be posted with the Labor Commissioner's office to cover any and all such delinquent wages or salary due musicians and/or performers.

Referred to Committee on Legislation.
For Convention action, see page 211.

Fair Employment Practice

Resolution No. 74—Presented by Sam Adel and F. Spector of Painters' Union No. 1348, Los Angeles.

Whereas, Our nation is now engaged in a war of survival against nazism and fascism, whose barbarous philosophy is based upon racial and national discrimination and brutal suppression of minority peoples; and

Whereas, The essence of true Americanism and democracy is racial and national tolerance and equal opportunity to all, regardless of race, creed, or color; and

Whereas, President Franklin D. Roosevelt has deemed it necessary to issue Executive Order No. 8802, as well as to set into motion a government body known as the "Fair Employment Practices Committee" to assure that there be no discrimination in industry on grounds of race, creed, or color; and

Whereas, Within our own State's American Federation of Labor movement there is a commendable effort aimed to eliminate racial and national discrimination, as seen in the

action of the State Federation of Labor in appointing on its staff a Negro organizer to facilitate the bringing of Negro labor men into the folds of the A. F. of L; and

Whereas, Despite all the above described, there is still in great evidence persistent actions of racial and national discrimination in the fields of war and civilian industries as well as within our own family of Labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor adopt the following measures: (1) To endorse President Roosevelt's Executive Order No. 8802; (2) to give full aid and support to President Roosevelt's Fair Employment Practices Committee; (3) to detect and bring to the light of day any and all cases of racial and national discrimination in California's war and civilian industries, to the end that these may cease; (4) to call upon all local unions, affiliates of the California State Federation of Labor, to eliminate any and all racial discrimination that may still be practiced in their midst; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see pages 207 and 221.

Food for Victory Campaign

Resolution No. 75—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, An acute shortage of labor is being experienced in California in various agricultural areas; and

Whereas, The harvesting of crops is being impeded by the lack of necessary labor; and

Whereas, Food is urgently required by the armed forces as well as by the civilian population in order successfully and energetically to prosecute our war effort; and

Whereas, The California State Federation of Labor, recognizing the need of cooperating with the farmer for the harvesting of all crops, so that the required foodstuffs can be produced for the armed forces, has initiated a "Food For Victory" campaign to assist in supplying the necessary labor to the various areas in need of it; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record recommending to all the unions to cooperate to the fullest extent possible with the Federation in implementing the "Food for Victory" campaign and working in the closest cooperation with the farmers in their respective territories.

Referred to Committee on Resolutions.
For Convention action, see page 222.

Industrial Dermatitis

Resolution No. 76—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas Many of our brothers and sisters

engaged in cement work, laundry and other occupations, contract dermatitis which often times becomes recurrent; and

Whereas, This hazard especially among cement workers is even greater now because of the more prevalent use of quick-setting materials; and

Whereas, Persons suffering from such recurrent attacks of dermatitis become wholly disabled to follow the occupation for which they, being trained, are qualified and able to follow, thus effectively reducing their earning capacity; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its Secretary to immediately present this problem to the Industrial Accident Commission of the State of California, urging the Commission to adopt a policy of providing a permanent disability rating in all such cases of industrial dermatitis.

Referred to Committee on Legislation.
For Convention action, see page 211.

Enlargement of Medical Staff of Industrial Accident Commission

Resolution No. 77—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Despite the instructions issued by the Industrial Accident Commission providing that impartial medical examiners be not appointed by referees except in extraordinary cases, such medical examiners are very often appointed when there is a conflict in the medical evidence; and

Whereas, Many of the so-called impartial medical examiners are physicians and surgeons who do a considerable amount of work for insurance companies and are, therefore, consciously or unconsciously, biased against an injured worker; and

Whereas, The reference of such cases to such medical examiners causes unnecessary delay, which delay could be obviated by the enlargement of the Medical Department of the Industrial Accident Commission, so that in cases where the Commission felt that it required an examination by its doctors such examination could be made; and

Whereas, At present the Medical Department of the Commission employs only part-time doctors, who have neither the time nor the facilities for making thorough examinations; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the secretary of the Federation to take up with the Industrial Accident Commission the advisability of enlarging its medical staff, and, if legislation is necessary to bring this about, to have such legislation prepared and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 211.

Unions to Affiliate With Both the Federation and Local Central Labor Bodies

Resolution No. 78—Presented by C. C. Fuller of Tulare-Kings Counties' Labor Council, Visalia.

Whereas, The need for a stronger and more powerful State Federation of Labor is vital at this time, and many methods have been tried to bring this about without much success; and

Whereas, Knowing that the affiliation of Labor Unions with the State Federation and Central Labor Councils is strictly voluntary, and that we do not possess the power to compel or coerce; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor make it mandatory that every local union desiring to affiliate with either the State Federation or its local Central Labor Council be required to affiliate with both organizations.

Referred to Committee on Constitution.
For Convention action, see page 213.

Endorsement of Political Candidates

Resolution No. 79—Presented by C. C. Fuller of Tulare-Kings Counties' Labor Council, Visalia.

Whereas, The last primary election showed the need for a more unified effort on the part of Labor at the polls; and

Whereas, The manner in which Central Labor Councils and Local Unions endorsed candidates almost brought about a catastrophe to the Labor Movement; and

Whereas, We have specific information and reference to the race in the second district for the State Board of Equalization, whereby the lack of unity by Labor almost brought about the election of the notorious Gordon Garland, a bitter enemy of Labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor determine that within ten (10) days after final date for filing of petitions for candidates, the Secretary of the State Federation of Labor shall call a special meeting of the Executive Board of the State Federation of Labor, along with all Central Council Secretaries, for the purpose of making political endorsements; and be it further

Resolved, That all Central Labor Councils and affiliated locals shall be bound by these endorsements.

Referred to Committee on Legislation.
For Convention action, see pages 207 and 226.

Time Off for Voting

Resolution No. 80—Presented by C. C. Fuller of Tulare-Kings Counties Labor Council, Visalia.

Whereas, Many members of Organized Labor are tied to their jobs many miles from their voting places; and

Whereas, The right of workers to leave their jobs for voting is not generally enforced,

and in many cases the two-hour period legally allotted them is insufficient time for them to get from their shops to their polling places and back; and

Whereas, Our enemies are relying on the workers being at their jobs, and keeping them away from the polls so that they can get Proposition No. 1 passed; therefore, be it

Resolved, That to show Labor determination to defeat "Slave Bill" Proposition No. 1 and in order that all members of Organized Labor have sufficient time to vote, the Forty-third Annual Convention of the California State Federation of Labor go on record endorsing the calling of November 3, 1942, from noon until 6 p. m., a work-stoppage holiday.

Referred to Committee on Grievances.
For Convention action, see page 240.

State Anti-Injunction Law

Resolution No. 81—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Despite the many court decisions of this state and of the courts of other jurisdictions, including decisions of the United States Supreme Court, employers continue to use the weapon of injunction to restrain and to restrict the right of labor organizations to exercise their constitutional right of picketing and boycott; and

Whereas, The Norris-LaGuardia Act, which was enacted into Federal law in 1933, has proven to be an effective deterrent against the indiscriminate granting of injunctions; and

Whereas, At the preceding several sessions of the Legislature, bills patterned after the Norris-LaGuardia Act were introduced at the request of the California State Federation of Labor; and

Whereas, The enactment of the Norris-LaGuardia Act into State law will greatly strengthen and clarify the law in this State with regard to these basic rights of labor organizations; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to cause to be prepared and introduced at the next session of the Legislature a bill substantially in the form of the Norris-LaGuardia Act.

Referred to Committee on Legislation.
For Convention action, see page 211.

Attorneys' Fees in Compensation Cases

Resolution No. 82—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, The administration and enforcement of the Workmen's Compensation laws are becoming more and more complex, making it necessary that injured employees be represented by attorneys; and

Whereas, The average injured worker is in no position to pay attorneys' fees, and under the existing law any attorneys' fees allowed to such attorneys are deducted from an award

of compensation made to such injured worker; and

Whereas, In many instances insurance carriers stop payment of compensation and compel an injured worker to file application with the Commission in the hope of forcing settlement or gaining some other advantage over such worker; and

Whereas, It would be most equitable and just to cause such insurance carriers to pay, in addition to any award for compensation, reasonable attorneys' fees in cases where the applicant is successful; and

Whereas, Legislation to end this abuse has in the last session of the Legislature and in previous sessions been introduced at the request of the California State Federation of Labor; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and cause to be introduced at the next session of the Legislature legislation to amend the Workmen's Compensation Act by the addition of the following section:

"Whenever an injured workman or the dependents of a deceased employee appear by attorney, a reasonable attorney's fee, in addition to such award, shall be fixed by the Commission for services rendered by such attorney before the Commission.

"In the event of an appeal by the defendants in the procedure in any Appellate Court of competent jurisdiction, the Commission shall enter a supplemental award, awarding the injured employee or the dependents of any deceased employee, or their attorney, a reasonable attorney's fee for services rendered by the attorney before such court."

Referred to Committee on Legislation.
For Convention action, see page 211.

Job-Freezing

Resolution No. 83—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, By action of the chairman of the National Manpower Commission, employment in the lumber and mining industries in the western states has been frozen, workers being denied the right to leave their jobs for the purpose of bettering their economic condition; and

Whereas, This action, depriving such workers of a basic right which is inherent in the democratic system, is unjust and un-American; and

Whereas, The flow of Labor from the lumber and mining industries is due to the substandard wages paid workers in such industries; and

Whereas, This problem, which affects also other industries where wages and working conditions are substandard, can effectively be solved only by stabilization of such wages and working conditions; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor protest against the above action of

freezing employment as being un-American and undemocratic, and urge the Federal Government to take immediate action to stabilize wages and working conditions as a means of minimizing the turnover of employment in industries paying substandard wages; and be it further

Resolved, That a copy of this resolution be forwarded to the forthcoming convention of the American Federation of Labor, with a request for favorable action by that body.

Referred to Committee on Grievances.
For Convention action, see page 240.

Compensation for Hernia, Heart, and Pneumonia

Resolution No. 84—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, A substantial number of workers each year sustain hernia, heart attacks, and pneumonia as a result of their employment; and

Whereas, It is difficult medically to prove that such injuries occurred or arose out of their employment; and

Whereas, The Workmen's Compensation Act now provides in respect to firemen and policemen that the term "injury" as used in said Act shall include hernia, pneumonia, and heart injury when such conditions develop or manifest themselves during a period when such firemen and policemen are actually employed; and

Whereas, This protection should be afforded all employees; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to prepare and to cause to be introduced at the next session of the State Legislature an amendment to our Workmen's Compensation Act, providing that in all cases when hernia, heart trouble, or pneumonia develops or manifests itself while a person is employed, it be presumed that such condition arose out of and in the course of such employment.

Referred to Committee on Legislation.
For Convention action, see page 211.

Adjusting Our National Economy

Resolution No. 85—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, A terrific disruption of our national economy has resulted because of the war effort; and

Whereas, This disruption was unavoidable due to the need of transforming our economy into a war economy for the successful prosecution of the war; and

Whereas, This has created a tremendous hardship on small enterprise in those categories which were not directly or indirectly related to war production; and

Whereas, Upon the conclusion of the war there will be an urgent need for the readjustment of our economy in order that it may pro-

ceed as it did previously, making full recompense to those branches of industry which were denied the opportunity to function as a result of the war; and

Whereas, There will of necessity develop a transition period between the war economy and its reconversion into our normal economy; and

Whereas, In order to accomplish this transition with the maximum amount of efficiency and a minimum amount of disturbance, it will be necessary for the Government to subsidize those industries in need of capital of which they were deprived during the war period; therefore, be it

Resolved, That the Forty-third Annual Convention of the State Federation of Labor recommend to the Government that it establish funds for this purpose so that the national economy of this country can be adjusted with peacetime needs when the time arrives; and be it further

Resolved, That a copy of this resolution be submitted to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 228.

California Labor Relations Board

Resolution No. 86—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Despite the fact that the National Labor Relations Act has been in operation for the past seven years, employers in this State not governed by the provisions of the National Act are continuing to interfere in the rights of their employees for self-organization and collective bargaining; and

Whereas, True industrial peace cannot be attained until all employers, whether operating in intrastate or interstate commerce, accept the principles of self-organization of their employees and collective bargaining; and

Whereas, At the last session of the Legislature there was introduced at the suggestion of the California State Federation of Labor, Assembly Bill No. 1104, which was patterned after the Labor Relations Act of the State of New York and which has successfully operated in that state; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to cause to be prepared and introduced at the next session of the Legislature a bill substantially in the form of the above-mentioned Assembly Bill No. 1104, as introduced at the 1941 session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 212.

Elimination of Waiting Period in Compensation Cases

Resolution No. 87—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Under the existing provisions of

the Workmen's Compensation Act an injured employee is paid no compensation for the first seven days of his disability; and

Whereas, This provision unjustly deprives a worker of compensation to which he is entitled during the period of his disability; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the State Federation of Labor instruct its legislative representative to cause to have prepared and introduced at the coming session of the State Legislature an amendment to Section 4652 of the Labor Code to read:

"Irrespective of the length of the period of disability, disability payments shall be paid for disability suffered for any day or fraction thereof after the employee leaves work as a result of the injury."

Referred to Committee on Legislation.
For Convention action, see page 212.

Discontinuance of Compensation

Resolution No. 88—Presented by John T. Wagner of Pile Drivers' Union No. 34, San Francisco.

Whereas, The California Labor Code does not require an employer and/or an insurer to notify the Industrial Accident Commission when compensation is discontinued in order that the Industrial Accident Commission may notify the employee of his right to file application for adjustment of claim; and

Whereas, In the absence of such legislation, injured workmen are bereft, through their lack of knowledge, of the protection granted them under the Workmen's Compensation Laws; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the Legislature legislation to add the following section to the Workmen's Compensation Act:

"Upon discontinuance by any employer or insurer of the payment of any disability compensation to the injured employee, such employer or insurer paying such compensation shall notify the Commission in writing of such fact within seventy-two hours. Failure of the employer or insurance carrier to so notify the Commission shall stop such employer or insurer from setting up against such injured employee defense that the claim is barred by limitations of actions as set forth in Labor Code, Sections 5405 and 5507;

"That, in addition, any person or agent or officer of any employer or insurer who violates any provision of this section is guilty of a misdemeanor, punishable for the first offense by a fine of not less than twenty-five dollars (\$25.00) or more than one hundred dollars (\$100.00), and for a second, or subsequent offense, by a fine of not less than one hundred dollars (\$100.00) or more than two hundred and fifty dollars (\$250.00) or imprisonment for not more than sixty days, or both.

"The Commission within seven days after receipt of notice of discontinuance of disability compensation payments to any injured employee shall notify such injured employee of his right to file an application for adjustment of his claim for compensation, if the injured employee is of the opinion that he is still disabled or that he is entitled to further medical treatment or both. The notice may contain such other information as the Commission deems pertinent."

Referred to Committee on Legislation.
For Convention action, see page 212.

Support Labor's Candidates in Coming Election

Resolution No. 89—Presented by John T. Wagner of Pile Drivers' Union No. 34, San Francisco, and Brownlee W. Shirek, Laundry Drivers No. 209, Oakland.

Whereas, The current election campaign in the State of California has clearly revealed the black hand of appeasement gathered around Earl Warren and his anti-labor crowd; and

Whereas, These sinister forces, whose banner bearer is Earl Warren, have long been known as open-shoppers and labor union smashers in our state, who are parading under the slogan of "National Unity," but who in effect are ready to launch an attack against the Labor Movement under the guise that Labor is not patriotic; and

Whereas, The progressive anti-axis forces of our state can best advance towards winning the war, increase production in coöperation with a state administration made up of men proven friendly toward labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor call upon every local union and every union member in the State to rally behind the slate of Governor Olson, Lieutenant Governor Patterson, Kenny, and all those candidates endorsed by the "Election for Victory" Labor bodies such as in Alameda and San Francisco counties; and be it further

Resolved, That an energetic campaign be put on, sparing neither money nor time of every union member to turn out the biggest vote that this state has ever seen to snow under the anti-labor appeasing gang of Warren.

Referred to Committee on Resolutions.
For Convention action, see page 221.

Regional Conferences of Labor Representatives on Labor-Management Committees

Resolution No. 90—Presented by George Crawford Davis, et al., of Shipfitters and Helpers' Union No. 9, San Francisco.

Whereas, Production of ships, planes, and guns is the big job facing us right now, a job that only Labor can put over the top; and

Whereas, the leaders of the California State Federation of Labor have already taken the lead in solving this problem; and

Whereas, The Government has had joint

labor-management committees set up in all vital war industries in California; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the incoming Executive Council to call, as soon as the convention is adjourned, regional meetings throughout the State of Labor's representatives on these labor-management committees to discuss ways of further improving production and work out a state-wide policy; and be it further

Resolved, That such conferences be publicized so that every member on the job learns of their actions and decisions.

Referred to Committee on Grievances.
For Convention action, see page 240.

Greater Participation by Labor in War Economy

Resolution No. 91—Presented by Susan D. Adams and Ruth Lavalleur of International Ladies' Garment Workers' Union No. 384, Los Angeles, and Fannie Borax and George Wishnak, International Ladies' Garment Workers' Union No. 96, Los Angeles.

Whereas, The high purposes of the United Nations in this war are identical with the ideals and aspirations of Organized Labor; and

Whereas, Labor performs its duty with cheerful pride upon the battlefield and the production front; and

Whereas, The necessary economic burdens rest most heavily upon the shoulders of Labor; and

Whereas, We, in the Labor Movement, have undertaken our jobs with vigor and determination to see the struggle through to Victory; but

Whereas, The appointment to posts of serious importance in the administration of our war economy of men known to Labor as enemies, by their past position and performance, creates serious doubts and suspicions within the ranks of Labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor protest the appointment of known reactionaries to many posts of power in the war and defense establishments of the Government, and insist upon greater participation by Organized Labor in the determination and administration of policy in the various Government war agencies and upon the removal of officials obnoxious to the Labor Movement by reason of their history and performance; and be it further

Resolved, That a copy of this resolution be forwarded to the coming Convention of the American Federation of Labor with a request for its favorable action.

Referred to Committee on Grievances.
For Convention action, see page 240.

Labor Unity

Resolution No. 92—Presented by John T. Wagner of Pile Drivers' Union No. 34, San Francisco.

Whereas, The United Nations are girding their strength to smash the advance of Fascism, the deadliest enemy of trade unionism; and

Whereas, The Labor Movement in all countries of the United Nations is the strongest backbone of this democratic war; and

Whereas, The Labor Movement recognized the importance of winning the war above everything else and, therefore, has done away with intra-union disputes, strikes against the employer as well as jurisdictional disputes; and

Whereas, This hopeful sign of Labor co-operation has won the support of Labor and the admiration and praise of our military and political leaders; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor congratulate the efforts of our president, William Green, on all steps taken by him towards establishing more cordial relations amongst various branches of Labor, and that we urge him to continue to do all in his power to bring about unity between the A. F. L. and the C. I. O.; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 220.

India

Resolution No. 93—Presented by John T. Wagner of Pile Drivers' Union No. 34, San Francisco, and C. R. Bartalini, et al., Carpenters' No. 36, Oakland.

Whereas, The United Nations are pledged to defeat the Axis aim of world domination; and

Whereas, The Axis partners have enslaved many countries and peoples and are intent on enslaving the whole world, including our own country; and

Whereas, To win this war there ought to be the greatest unity between all of the United Nations; and

Whereas, The recent breaking of relations between the Indian National Congress and the British Government, and the subsequent turmoil, can help no one but the Axis powers; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor Convention call upon the President of the United States to intercede in the controversy between the Indian National Congress and Britain, with the view of reestablishing negotiation between our Allies and support the rightful demand of the Indian National Congress for Independence of India as the best way to further unity against the Axis and to win the war; and be it further

Resolved, That a copy of this resolution

be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Establishment of Total Disability

Resolution No. 94—Presented by John T. Wagner of Pile Drivers' Union No. 34, San Francisco.

Whereas, Under the present law, insurer and employers have reduced their compensation payments and disability cases on the theory that the injured workman is able to perform light work, or to be employed in an occupation other than the one in which he was engaged at the time of the injury, thereby causing great financial loss and hardship to the workman and his dependents; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the Legislature an amendment to Section 4657 of the Labor Code, adding to that section as follows:

"An injured employee, until such time as his disability becomes permanent, shall be deemed totally temporarily disabled if unable to resume and pursue the occupation in which he was engaged at the time of his injury."

Referred to Committee on Legislation.
For Convention action, see page 234.

Endorsing Hollywood Canteen

Resolution No. 95—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Various entertainment guilds and unions have united in the organization of a Service men's canteen, to be called the Hollywood Canteen; and

Whereas, Many theatrical unions and guilds are a part of the American Federation of Labor; and

Whereas, The Hollywood Canteen is a fine expression to the armed forces on the part of these theatrical unions and guilds; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing the Hollywood Canteen and lend it the prestige of this endorsement by the California State Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 222.

National Federation of the Blind

Resolution No. 96—Presented by William Bonar, et al., of Cement Laborers' Union No. 270, San Jose.

Whereas, Organized Labor is always anxious to assist any handicapped or underprivileged group of our fellow citizens; and

Whereas, Organized Labor naturally appreciates and approves any movement of any such group to better its own conditions; and

Whereas, It appears that the National Federation of the Blind is an organization of blind men and women for mutual aid and common action; now, therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that we express our general approval of the National Federation of the Blind; and be it further

Resolved, That we request our Executive Council and all other committees and bodies of Organized Labor to give careful and sympathetic consideration to all matters of legislation sponsored by said National Federation of the Blind, and that all councils and constituent unions affiliated with the California State Federation of Labor welcome bona fide representatives of the National Federation of the Blind who may desire to address such councils and such unions; and be it finally

Resolved, That copies of this resolution be sent to the National Federation of the Blind, and to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 236.

Include Material for Safety Measures to Workers Under Priorities

Resolution No. 97—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Due to priorities, badly needed material used to make helmets for the protection of workers in war industries is not obtainable, as well as materials for screens to safeguard workers against exposed parts and movable machinery; and

Whereas, This is causing a great number of accidents in the shipyards as well as a serious interference in war production; therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that all such material be given priority status; and be it further

Resolved, That copies of this resolution be sent to the appropriate governmental bodies; and be it finally

Resolved, That a copy of this resolution be sent to the coming American Federation of Labor Convention.

Referred to Committee on Grievances.
For Convention action, see page 240.

Gas Rationing

Resolution No. 98—Presented by Arnold Moss of Garage Employees' Union No. 665, San Francisco.

Whereas, The announced plan to place the nation on national gas rationing will seriously interfere with war production in the California area; and

Whereas, Because of the availability of gasoline in this area there is really no necessity for placing the State on a rationing basis; and

Whereas, Tens of thousands of workers

employed in the war industries depend upon automobile transportation to go to and from work; and

Whereas, Because the inadequate housing facilities in the war industry areas and the lack of rail transportation to these areas still make it necessary for these workers to depend upon automobile transportation; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as requesting the President of the United States to exclude California from the gas rationing ruling; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor, calling upon it to concur in this request.

Referred to Committee on Grievances.
For Convention action, see page 240.

Minimum Wage of \$25 Weekly for Women and Minors

Resolution No. 99—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, The spirit and intention of all minimum wage laws, including the California law, is to guard zealously the well-being of women and minor workers by guaranteeing them a wage sufficient to maintain their health and the standards of decent living; and

Whereas, The highest minimum wage so far set for these workers by the California Industrial Welfare Commission is \$18 per week; and

Whereas, The cost of living throughout the State of California has risen to such heights as to make this weekly wage absolutely inadequate, and to require a wage of at least \$25 per week if these women and minor workers are to maintain their health and conform to American standards of decency; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct and empower the Secretary of the Federation to do everything possible to obtain an order from the Industrial Welfare Commission raising the minimum wage for all women and minor workers in the State of California to \$25 per week.

Referred to Committee on Legislation.
For Convention action, see page 234.

Unemployment Insurance for Agricultural Workers

Resolution No. 100—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, Agriculture, as the largest industry in this state, annually employs many thousands of skilled and semi-skilled workers, who are ill-paid and whose specialized training and experience cannot be utilized in any other industry; and

Whereas, The seasonal nature of the agricultural industry, as well as other factors,

forces unemployment upon these workers in periods of sufficient duration to cause them great hardship and suffering; and

Whereas, Since the California Unemployment Insurance Act makes these workers ineligible to receive unemployment insurance benefits, a heavy relief burden is placed upon the cities and counties in the agricultural areas, which, however, only lessens but cannot possibly prevent the sufferings of these workers during the periods of their unemployment; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation that will make agricultural workers eligible to full benefits under the Unemployment Act.

Referred to Committee on Legislation.
For Convention action, see page 234.

Oregon-Nevada Unions Overstepping Boundaries

Resolution No. 101—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, A number of unions in both Oregon and Nevada have accepted contracts with employers in California; and

Whereas, A number of these contracts have infringed seriously on the present wage scales established by California unions; and

Whereas, This practice is an encroachment on the jurisdictional rights of the unions in the State of California and causes considerable friction and disturbance in established employer-employee relations; therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that we request of both the Oregon and Nevada State Federations of Labor to instruct their unions to desist from this procedure; and be it further

Resolved, That copies of this resolution be sent to the coming convention of the American Federation of Labor with the request that it concur in this action and make a similar request of these federations.

Referred to Committee on Grievances.
For Convention action, see page 240.

Revision of State Income Tax Structure and Sales Tax Levy

Resolution No. 102—Thomas Rotell and Anthony Schurba of Labor Council, San Francisco.

Whereas, The people of California did enact several years ago a State Income Tax with a full recognition that the only fair and equitable tax is an income tax which is levied on the ability of the individual to pay, and which principle is in full line with the age-old policy of Labor of taxation in accordance with ability to pay; and

Whereas, Certain corporations and monied individuals in this state fought the imposition

of this tax in the first place and are now using the general tax condition of the State as an argument for its repeal; and

Whereas, Proposition No. 4 on the ballot in the State General Election on November 3 repeals this tax and prohibits the levy of an income tax at any time in the future until another initiative is passed by the people reestablishing a State Income Tax, which method of reducing taxes is false and simply an attempt to relieve the burden on those who now can pay a tax, without full consideration to the problem of the small wage-earner who is burdened by the sales tax and other hidden taxes in this state; and

Whereas, The proper solution of this problem rests in a raising of the amount exempted from taxation and a lowering of the percentage of the tax placed on salaries earned in excess of the above-mentioned minimum; and

Whereas, The problem of the working people of this state in connection with taxation can best be improved by an elimination of the sales tax on certain items and all food-stuffs, prepared or unprepared, and/or an over-all reduction in the percentage of the sales tax; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as opposed to Proposition No. 4, Repeal of the State Income Tax, and as in favor of Labor directing its efforts towards having the Legislature revise the present income tax structure and sales tax levy; and be it further

Resolved, That copies of this resolution be sent to Hon. Culbert Olson, Governor of California.

Referred to Committee on Legislation.
For Convention action, see page 235.

Schools for Cosmetology

Resolution No. 103—Presented by Bee Odle Snyder, Walter W. Pierce, and Margaret McFarland of Beauticians' Union No. 12, San Francisco.

Whereas, The law, as now constituted, permits schools of cosmetology to charge the public for services and materials without compensation to the students, who are required to pay tuition fees, thus exploiting the students for the profit of the schools and depriving them of the time necessary for the proper training in the art of cosmetology; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to amend the Business and Professions Code by striking out Section 7400 of Article 8 and substituting the following:

"It is unlawful for any school of cosmetology to permit its students to practice cosmetology upon the public under any circumstances, except for clinical work upon persons submitting themselves thereto, after

being informed that the operator is a student. No school of cosmetology shall charge directly or indirectly, for services and materials rendered and used in such clinical work."

Referred to Committee on Legislation.
For Convention action, see page 235.

Resolution No. 104—[Withdrawn by sponsor].

Apprenticeship Program in Hairdressing and Cosmetology

Resolution No. 105—Presented by Bee Odle Snyder, Walter W. Pierce, and Margaret McFarland of Beauticians' Union No. 12, San Francisco.

Whereas, The present Cosmetology Act of the State of California is so written that it is impossible to establish a bona fide apprenticeship program in that profession; and

Whereas, This lack of opportunity for apprenticeship in the hairdressing and cosmetology trade discriminates against that trade and precludes it from enjoying the same improved methods of learning that have been enjoyed by other trades and professions in the State of California under the provisions of the Shelley-Maloney Apprentice Labor Standards Act of 1939; and

Whereas, It has been definitely proven that the skills of those trades which come under the provisions of that Act are brought to a much higher level, which redounds to the credit and benefit of management, labor, and the general public; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature the following bill:

"An Act to amend Sections 7332 and 7442 and add Section 7335 to the Business and Professions Code, relating to qualifications and training in cosmetology.

The people of the State of California do enact as follows:

Section 1. Section 7332 is hereby amended to the Business and Professions Code, to read as follows:

7332. The Board shall admit to examination for a certificate of registration and license as a hairdresser and cosmetician or cosmetologist, at any meeting of the Board duly held for the purpose of conducting examination, any person, a resident of this state, who has made application to the Board in proper form, paid the fee required by this chapter, and who is qualified as follows:

- (a) Who is not less than 18 years of age.
- (b) Who is of good moral character and temperate habits.
- (c) Who has completed the tenth grade in the public schools of this state or its equivalent.
- (d) Who has had any one of the following:

- (1) Training of at least 1,600 hours, extending over a school term of nine months

in a school of cosmetology approved by the Board.

(2) Practice of the occupations of a hairdresser and cosmetician, or cosmetologist, for a period of four years.

(3) Service for at least two years as a licensed junior operator in a licensed cosmetological establishment in which all of the occupations of a hairdresser and cosmetician or cosmetologist are practiced.

(4) A certificate showing successful completion of an apprenticeship in accordance with Section 7335.

Section 2. Section 7442 is hereby amended to the Business and Professions Code, to read as follows:

7442. The amount of the fees required by this chapter is that fixed by the following schedule:

(a) The fee for examination as a hairdresser and cosmetician or cosmetologist is ten dollars (\$10).

(b) The fee for examination as an electrologist is ten dollars (\$10).

(c) The fee for examination as a manicurist is five dollars (\$5).

(d) The fee for registration and licensing a hairdresser and cosmetician or cosmetologist registered in another state is ten dollars (\$10).

(e) The fee for registration and licensing an electrologist registered in another state is ten dollars (\$10).

(f) The fee for registration and licensing a manicurist registered in another state is five dollars (\$5).

(g) The application fee for a junior operator or apprentice is one dollar (\$1).

(h) The application fee for junior electrologist is one dollar (\$1).

(i) The issuance fee for a duplicate license is one dollar (\$1).

(j) The annual renewal fee for an individual license is (\$1).

(k) The delinquency fee is one dollar (\$1).

(l) The annual registration fee for a cosmetological establishment is one dollar (\$1).

(m) The annual registration fee for a school of cosmetology is one hundred twenty-five dollars (\$125).

(n) The fee for the instructors' examinations is fifteen dollars (\$15).

Section 3. A new section to be numbered 7335 is hereby added to the Business and Professions Code, to read as follows:

7335. Every person applying to the Board as an apprentice hairdresser and cosmetician or cosmetologist upon the proper application form accompanied by two photographs, size 3 by 3 inches, and paying the fee required by this chapter, shall be issued a license as an apprentice hairdresser and cosmetician or cosmetologist, if he is qualified as follows:

(a) Is of good moral character and temperate habits.

(b) Is over 16 years of age.

(c) Has completed the tenth grade in public schools.

(d) Submits along with his application a certificate issued by a Public School Department showing not less than 350 hours of training in vocational classes in cosmetology.

(e) Submits along with his application an apprentice agreement, which shall have the approval of the Administrator of Apprenticeship and which calls for at least 2000 hours of employment extended over a period of at least one year, and no more than two years, under the immediate supervision of one or more licensed hairdresser and cosmetician or cosmetologist manager-operator.

Every apprentice hairdresser and cosmetician or cosmetologist shall take the examination following the completion of his or her period of apprenticeship, unless the Board permits a waiver for good cause."

Referred to Committee on Legislation.

For Convention action, see page 235.

Manager-Operator Licenses for Cosmetologists

Resolution No. 106—Presented by Bee Odle Snyder, Walter W. Pierce, and Margaret McFarland of Beauticians' Union No. 12, San Francisco.

Whereas, Under the present law, after passing the State Board examination, an applicant is issued a hairdresser and cosmetician or cosmetologist license, and, after a period of one (1) year, is issued a manager-operator license, regardless of whether or not she has worked one day of that period as a cosmetician; and

Whereas, This is an imposition on the public as well as on the operator, as she has lost the experience she acquired as a student and is totally unprepared for shop management; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to amend Article 6, Section 7373, paragraph 3 of the Business and Professions Code, to read:

"At the end of the period, the Board shall issue, without examination, a certificate of registration and license as a hairdresser and cosmetician or cosmetologist and designating the holder as a manager-operator, upon the receipt of a time card bearing a social security number, signed by the employer, stating the number of hours worked in the cosmetological establishment. No applicant shall receive a manager-operator license who has not worked the equivalent of eight (8) months in twelve (12) months."

Referred to Committee on Legislation.

For Convention action, see page 235.

Reimbursement for Members of State Cosmetology Board

Resolution No. 107—Presented by Bee Odle Snyder, Walter W. Pierce, and Margaret McFarland of Beauticians' Union No. 12, San Francisco.

Whereas, The California State Cosmetology Board as now constituted consists of five (5) members, who perform only part-time services; and

Whereas, Under this set-up, the Board cannot function properly in the administration of the law, to carry out its purposes and protect and safeguard the public health and welfare; and

Whereas, The Department of Cosmetology is self-supporting; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced appropriate legislation to amend Section 7301, Article 1 of the Business and Professions Code so as to provide that the Board consist of three (3) full-time members; Section 7315, Article 1, so as to provide that each member shall receive \$3,600 per annum and shall be reimbursed for their necessary traveling expenses incurred to conform with Section 7301.

Referred to Committee on Legislation.
For Convention action, see page 235.

Minimum Price Schedules for Beauty Services

Resolution No. 108—Presented by Bee Odle Snyder, Walter W. Pierce, and Margaret McFarland of Beauticians' Union No. 12, San Francisco.

Whereas, Unfair, unjust, destructive, demoralizing and uneconomic trade practices have been and are now being carried on in the operation of beauty shops in the State of California, and unfair competition exists between the individual beauty shop owners and managers of this state to the extent that prices have been reduced to the point where it is impossible for an average beautician, although working regularly, to support and maintain reasonably safe and healthful beauty services to the public; and

Whereas, Such conditions constitute a menace to the health, welfare and reasonable comfort of the inhabitants of this state, and tend to the transmission of disease; and

Whereas, In order to promote the public welfare, health and safety, to prevent the transmission of disease, in view of the personal touch and contacts manifested and exercised in the beauty business, and to fill the need for well-nourished, strong and healthy persons to engage in the beauty business, the beauty profession has been declared to be a business affecting the public health, public interest and public safety; and

Whereas, In recent years, social security, a ceiling for hours and a floor for wages, collective bargaining, prohibition against unfair trade practices including sales below cost, and validation of resale price maintenance agreements, together with many other reforms, have been provided for many industries and businesses to the public in terms of competency and sanitation; and

Whereas, These reforms do not generally apply to beauticians; beauty shops are usu-

ally very small establishments, very often owned and operated entirely by one person; beauticians do not sell a trade-marked commodity; they are not in interstate commerce; and

Whereas, In order that the State may do its part in protecting the public and in insuring a non-discriminatory application of the recent increased movement to achieve social progress; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have introduced at the next session of the Legislature the necessary legislation to amend the State Cosmetology Law to establish minimum price schedules for the various items of beauty service, in conformity with similar provisions now existing in the California State Barber Law.

Referred to Committee on Legislation.
For Convention action, see page 235.

No Union Discrimination Against Women

Resolution No. 109—Presented by Brownlee W. Shirek of Laundry Drivers' Union No. 209, Oakland.

Whereas, The present war is taxing the full strength of our nation to meet the necessary production requirements of our Army and Navy; and

Whereas, The mobilization of our men into the armed forces will require every additional source of labor in our nation; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as welcoming the inclusion of women in all possible industries; and be it further

Resolved, That we encourage all training of women for the speediest raising of their technical ability for any work needed in the war industry; and be it further

Resolved, That all local unions be called upon to take the women workers into our fold without any discrimination because of sex.

Referred to Committee on Grievances.
For Convention action, see page 240.

Labor League for Human Rights

Resolution No. 110—Presented by George Wishnak of I. L. G. W. Union No. 96, Los Angeles.

Whereas, The coördination of Organized Labor's war activities will increase the effectiveness of its contribution to the war effort and such coördination will bring about fuller recognition of Labor's sacrifices to the cause of world freedom; and

Whereas, The successful prosecution of the war requires that we also pay due attention to the home front, organizing and strengthening the democratic, progressive and Labor forces, and combating subversive activities whether in the form of anti-labor action or race discrimination and religious intolerance; and

Whereas, the Labor League for Human

Rights was organized several years ago for the purpose of furthering a program of action which includes the above-mentioned aims; and

Whereas, The said Labor League for Human Rights has from its inception had the official endorsement of the American Federation of Labor, and has established a splendid record of achievement in the field of Labor and pro-democratic action; and

Whereas, The Labor League for Human Rights has also been charged with the responsibility of acting for Organized Labor in matters pertaining to its contribution to the various war relief causes, both here and abroad, and has set up special machinery for the performance of this task; and

Whereas, The California State Federation of Labor and the central bodies and local unions affiliated with it have on many occasions cooperated with the Labor League for Human Rights and participated in its activities; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor goes on record as endorsing the Labor League for Human Rights and the United Nations Relief, of which the League is the parent body; and be it further

Resolved, That the Executive Committee of the California State Federation of Labor be requested to take immediate steps to set up a California branch of the Labor League for Human Rights, and to give all possible aid and assistance to the affiliated central bodies and local unions in the establishing of branches of the Labor League for Human Rights; and be it finally

Resolved, That copies of this resolution be forwarded to President William Green and to the national office of the Labor League for Human Rights.

Referred to Committee on Resolutions.
For Convention action, see page 219.

International Labor Unity

Resolution No. 111—Presented by Harold Orr of Federation of Teachers' Union No. 430, Los Angeles.

Whereas, President Roosevelt declared on September 3 that our struggle is for a "real world civilization"; and

Whereas, Labor within the various United Nations is the core of that struggle and will win or lose everything by its outcome; and

Whereas, Sir Walter Citrine from the British Trade Union Congress proposed a joint British-Soviet-American trade-union committee in order thereby to further the cause of the United Nations; and

Whereas, International labor unity will greatly enhance the progressive rôle of Labor in the war and in the peace; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge the A. F. L. Executive Council to accept the original proposal of Citrine and to work toward a still greater international labor unity by inclusion of trade-union repre-

sentatives from China and other countries of the United Nations; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 226.

Federation's Research and Public Relations Department

Resolution No. 112—Presented by Captain C. May of Masters, Mates and Pilots' Union No. 90, San Francisco.

Whereas, The California State Federation of Labor has established a Research and Public Relations Department for the purpose of obtaining statistical and economical material and other data to assist affiliated unions, especially the smaller ones, in public relations and negotiations; and

Whereas, The function of such a department is better performed by an organization forming a part of the Labor Movement than by outside organizations that may, because of the profit motive, cater to elements unfriendly to Organized Labor; and

Whereas, The funds of the California State Federation of Labor are not sufficient to carry on a department of such useful and unlimited possibilities to assist all affiliated unions; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor amend Article X, Section 1 (b) of the Constitution of the California State Federation of Labor to read as follows:

Section 1 (b). From each affiliated organization (other than central bodies) a per capita tax of four cents per month, provided that the minimum tax shall be two dollars per month.

Referred to Committee on Constitution.
For Convention action, see page 213.

The Second Front

Resolution No. 113—Presented by Harold Orr of Federation of Teachers' Union No. 430, Los Angeles.

Whereas, The opening of a second front is the policy of the American and British Governments, as set forth in the June 11 White House statement; and

Whereas, The president of the American Federation of Labor, William Green, has called for the opening of a second front now; and

Whereas, Lieutenant General Joseph W. Stillwell, Commander of the United States forces in the Far East, said on September 2, "All depends on a second front in Europe"; and

Whereas, Lieutenant General Andrew G. L. McNaughton, Commander-in-Chief of the Canadian forces in Britain, has stated that the Allied armies "will have to cross the English Channel" to defeat Hitler; and

Whereas, The Dieppe raid demonstrated

the practicability of a land invasion of western Europe; and

Whereas, The appeasers and cautious calculators seek continuous debate on the advisability of a second front, thereby to snipe at the official policy of our Government in order to postpone indefinitely its enactment in life; and

Whereas, Senator Pepper, frequent spokesman of the Administration, said recently to a packed Madison Square Garden, "You . . . have the right to speak and you must speak—speak now!"; and

Whereas, Labor is and must be the backbone of the Government's support in carrying out an offensive policy for victory; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor pledge full support to President Roosevelt in the opening of a second front now, and to pledge every sacrifice necessary to that end; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 219.

Organic Unity of the A. F. of L. and the C. I. O.

Resolution No. 114—Presented by Harold Orr of Federation of Teachers' Union No. 430, Los Angeles.

Whereas, The Congress of Industrial Organizations and the American Federation of Labor will contribute jointly to the War Production Board; and

Whereas, They have worked side by side on the War Labor Board; and

Whereas, Both branches of the Labor Movement have developed an essentially similar program for winning the war; and

Whereas, Negotiations are under way for the establishment of organic unity between the A. F. of L. and the C. I. O.; and

Whereas, The war effort has been given great impetus by joint action of both branches of Labor and would be further strengthened by full organic unity; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor congratulate William Green on the resumption of negotiations for organic unity, urge continued efforts for complete harmony, and support undiminished joint action until the day a higher unity is achieved; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Poll-Tax Repeal

Resolution No. 115—Presented by Harold Orr of Federation of Teachers' Union No. 430, Los Angeles.

Whereas, Discrimination against the Negro

people has long been a blight on our country's democratic principles, and the poll-tax law in the South is a particularly flagrant manifestation of such discrimination; and

Whereas, The nation recognizes the important contribution the Negro people are making and can make to the nation's war effort; and

Whereas, The poll-tax law allows many Southern reactionary politicians to enter Congress on a tiny minority of actual votes and thus permits them to be in a position to hamper the full prosecution of the war; and

Whereas, It is particularly important this November to elect a Congress which will be 100 per cent behind the President's war program; and

Whereas, The continuation of the poll-tax law would give sustenance to the pro-Hitler forces still in our country in their attempt to undermine the war effort; and

Whereas, The repeal of the poll-tax law would be a strong assurance to all colonial peoples that the United Nations are waging a truly democratic war; and

Whereas, Repeal of the poll-tax measure would strike a powerful blow against the "white supremacy" movement of Governors Talmadge and Dixon and Horace Wilkinson, which represents the hope of reaction for continued subversion of the 13th, 14th, and 15th amendments to the Constitution; and

Whereas, A large section of the whites in the South are disfranchised by the poll tax; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to send a letter to every Congressman urging the repeal of the poll tax; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 238.

Rugg Textbooks

Resolution No. 116—Presented by Harold Orr of Federation of Teachers' Union No. 430, Los Angeles.

Whereas, The Administration of the Los Angeles City Schools has arbitrarily removed from the schools the textbooks of Dr. Harold Rugg; and

Whereas, These texts are nationally known and have been used with extreme success in the teaching of American and other important modern governments, because of their essential fairness and honesty; and

Whereas, The undercover attacks upon these books have been national in scope and have originated with such subversive pressure groups as the Merchants and Manufacturers' Association and the National Association of Advertisers; and

Whereas, The manner of the removal from the Los Angeles schools was undemocratic and surreptitious in the extreme; and

Whereas, The discarding of these books

was an extravagant waste of public funds, especially in wartime; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor do hereby condemn such undemocratic and wasteful procedure and recommend the immediate reinstatement of the Rugg textbooks in the Los Angeles city schools.

Referred to Committee on Grievances.
For Convention action, see page 240.

Representative of Labor on University of California Board of Regents

Resolution No. 117—Presented by Harold Orr of Federation of Teachers' Union No. 430, Los Angeles.

Whereas, Garret McEnerney, who was a member of the Board of Regents of the University of California, died last month, creating a vacancy on the Board; and

Whereas, There is not a single representative of Labor on the Board of Regents of the University; and

Whereas, A representative of Labor would give a people's character to a board which has too long been guided by financial interest; and

Whereas, The need for Labor to take its rightful place in the various institutions of American democracy is being and should be increasingly recognized; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge Governor Culbert Olson to strike a blow for education for democracy and democracy in education by filling the vacancy on the Board of Regents with a representative from Organized Labor.

Referred to Committee on Legislation.
For Convention action, see page 234.

Labor History in Public Schools

Resolution No. 118—Presented by Harold Orr of Federation of Teachers' Union No. 430, Los Angeles.

Whereas, The American Labor Movement has consistently contributed to the American way of life; and

Whereas, American Labor is now making an all-out contribution to the war effort; and

Whereas, The American Labor Movement has been largely responsible for the inception and development of free public education in the United States; and

Whereas, Increasingly large numbers of graduates of the public schools are going into organized industries; and

Whereas, The trade union represents democracy in action in a man's work as opposed to the totalitarian conscription of labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor strongly urge the State Board of Education to set up a required unit in the Labor Movement as an integral part in the course in American life and institutions now required in the eleventh year of high school instruc-

tion, and to require a simple and introductory unit of the same type as a part of the required course, "The American Epic," now taught in the seventh and eighth grades.

Referred to Committee on Grievances.
For Convention action, see page 240.

Paid Overtime for State Employees

Resolution No. 119—Presented by Beulah Dryden and Edgar O. Dryden of California State Employees' Union No. 14, Sonoma.

Whereas, Private industry and the Federal Government have seen fit to pay their employees time and one-half or double time for all hours worked over the prevailing rate of time; and

Whereas, State employees have been paid no overtime, but have been compensated by straight time off duty; and

Whereas, It is impossible to get this time off duty, due to the shortage of help; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the Secretary to take whatever steps may be necessary to see to it that all hours over the regular hours of employment in the different departments of the State service be paid for at the rate of time and one-half; and that all employees having overtime coming be paid up to date.

Referred to Committee on Legislation.
For Convention action, see page 234.

Labor Code to Include Public Employees

Resolution No. 120—Presented by Beulah Dryden and Edgar O. Dryden of California State Employees' Union No. 14, Sonoma.

Whereas, Public employees have been excluded from the scope of the California Labor Code; and

Whereas, The protection afforded employees in private enterprise would be equally beneficial to employees of the state, county, municipal, and school districts; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the coming session of the Legislature appropriate legislation which will include public employees, other than peace officers, within the benefits of the Labor Code.

Referred to Committee on Legislation.
For Convention action, see page 234.

Classification of Employees in Department of Institutions

Resolution No. 121—Presented by Beulah Dryden and Edgar O. Dryden of California State Employees' Union No. 14, Sonoma.

Whereas, A number of employees in the Department of Institutions of the State of California are doing work out of their present classification; and

Whereas, These employees are not being

paid proper salaries for the class of work being performed; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor strongly recommend that the California State Personnel Board undertake a general salary survey in the Department of Institutions to place employees in their proper classification at a salary comparable to same.

Referred to Committee on Legislation.
For Convention action, see page 234.

Eliminate Discrimination Against Negro Workers

Resolution No. 122—Presented by C. R. Bartalini, et al., of Carpenters' Union No. 36, Oakland.

Whereas, Our nation has engaged in the war for the preservation of democracy and the defeat of Nazism and its medieval theory of race superiority; and

Whereas, We cannot conduct a democratic war abroad without practicing complete democracy at home; and

Whereas, There is evidence that discrimination against any section of the laboring population handicaps the advancement of union organizations, as witness the Southern States; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record in favor of doing away with all obstacles which keep the Negro people from participating in our industries in line with the recent executive order of President Roosevelt on fair employment practices; and be it further

Resolved, That the California State Federation of Labor do everything in its power to eliminate discrimination by some unions which do not give the Negro equal status in our great American Federation of Labor; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Grievances.
For Convention action, see page 240.

President Roosevelt's Seven-Point Program

Resolution No. 123—Presented by Willis J. Hill, Charles E. Wallis, et al., of Carpenters' Union No. 634, Los Angeles.

Whereas, The seven-point program for economic stabilization proposed by President Roosevelt contains the elements necessary to secure the home front and provide the transition to war economy, we realize that sacrifices will have to be made by all sections of the people in the course of the war. The tremendous drain on the production facilities of the nation for the manufacture of the machinery of war will bring a sharp curtailment in the production of civilian goods; and

Whereas, President Roosevelt's seven-point program provides for equality of sacrifice, by calling for:

1. Heavier taxes, with the maintenance of

personnel and corporate profits at a low reasonable rate, and the limitation of private incomes to \$25,000 a year.

2. Ceilings on prices and rents.

3. Wage stabilization.

4. Stabilization of farm prices.

5. Purchasing of war bonds.

6. Rationing of essential commodities.

7. Limitation of installment buying, and encouraging payment of debts and mortgages; and

Whereas, Since the American people are in this war together, this program cannot be applied in piecemeal or in a haphazard fashion. We oppose those who clamor for the application of all sections except the one affecting their private interests, and we equally condemn any effort of a single group to hold back in its support of this program over the demand that all sections be applied before the one dealing with their place in the economic structure; and

Whereas, There being no place in this program for any special interests, we concur in this program of our Commander-in-Chief; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as urging the adoption of the following steps necessary to guarantee the effective enforcement of the seven-point program and its contribution to the speediest victory over the Axis:

1. Immediate revision of the pending tax bill along the lines proposed by Organized Labor. The tax bill must stem from the principle of equality of sacrifice and avoid placing the major burden of the war on the lower income brackets.

2. Rigid enforcement of ceilings on prices and rents, and extension of the scope of price fixing to commodities now skyrocketing because of lack of control.

3. The principle of wage stabilization should take into consideration the labor supply, prevention of labor pirating, increase in the cost of living, and the substantial lifting of sub-standard wages as a necessary step towards the maintenance of morale and to increase production.

4. There must be an end to the blackjacking of Congress and the American people by the so-called Congressional farm bloc.

5. We encourage maximum purchase of war bonds by the membership of our union, and urge they adopt the Administration's program of pay-roll deductions of 10 per cent for the purchase of bonds.

6. Strict enforcement of rationing and the extension of rationing to cover all commodities where production has been terminated or curtailed.

7. Labor has perhaps the greatest stake in the enforcement of this seven-point program. Laboring groups are the first to suffer from inflationary conditions and have the least remedy against depression of their living standards by rocketing prices. The effective enforcement of the program for economic

stabilization calls for broad representation by Labor on all Government boards entrusted with this program. This should include representation on both the policy-making bodies and the various administrative agencies such as rationing boards, etc.; and be it further

Resolved, That copies of this resolution be forwarded to the President of the United States, to the Congressmen and Senators representing California, and to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 222.

Citizenship of Natural-Born Americans

Resolution No. 124—Presented by Willis J. Hill, Charles E. Wallis, et al., of Carpenters' Union No. 634, Los Angeles.

Whereas, Today fifty-four million Americans who were born in the United States are unable to prove either their age or their citizenship; and

Whereas, It is almost impossible to secure employment in most of the defense industries without a birth certificate; and

Whereas, Naturalized citizens get the preference on these jobs, leaving natural-born citizens unemployed or compelled to take any kind of makeshift jobs they are able to secure; and

Whereas, Bill H. R. No. 7239, which will remedy this situation, is in committee and has been for several months; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor petition Congress to take same out of committee as soon as possible; and be it further

Resolved, That copies of this resolution be sent to President Roosevelt, to our California Senators and Congressmen, and to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 234.

Retirement Pensions

Resolution No. 125—Presented by Willis J. Hill, Charles E. Wallis, et al., of Carpenters' Union No. 634, Los Angeles.

Whereas, Under the present Federal Social Security Act no provision is made for retirement income for those who already have reached retirement age, or for those who later will attain that age and who have as farmers or business or professional men and women or in other capacities created jobs for themselves and others, or for those who have been employed on farms or in homes, churches, public offices or other employment excluded from Title II of the Federal Social Security Act, except by submitting to poverty registration of themselves and all members of their families, while retirement income and widow's pensions are made available to all employed in business and industrial establishments without question as to their economic status,

thereby discouraging individual initiative and private enterprise; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor memorialize the Seventy-seventh Congress of the United States of America to so amend Title I of the Social Security Act so as to make a minimum of \$30 per month available, as a matter of right, to every retired citizen 60 years of age or older, who is not drawing annuities in that amount under any other Federal system, as provided in the General Welfare Act, H. R. 1410, now pending in Congress; and be it further

Resolved, That all House Members and Senators not now members of the nonpartisan Steering Committee of over 160 Congressmen for the General Welfare Act, H. R. 1410, be requested to consider most seriously and immediately the matter of becoming members of this Steering Committee, and that all Congressmen not having already signed the Larrabee Discharge Petition, No. 6, to have this measure heard on the floor of Congress, do so at once; and be it further

Resolved, That copies of this memorial be sent to each of the United States Senators and members of the U. S. House of Representatives from this state, requesting them to support legislation which will make the objectives of this memorial effective; and to the national offices of the General Welfare Federation of America, 945 Pennsylvania Avenue, N. W., Washington, D. C., for their information and office records; and be it further

Resolved, That the Secretary be instructed to forward a signed copy of this memorial to the President of the United States, the President of the U. S. Senate, the Speaker of the House of Representatives of the United States, and to the Governor of this state; and be it finally

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 235.

International Labor Unity

Resolution No. 126—Presented by Willis J. Hill, Charles E. Wallis, et al., of Carpenters' Union No. 634, Los Angeles.

Whereas, President Green of the American Federation of Labor, in his speech at the Russian War Relief meeting in Madison Square Garden, said: "The workers of Russia, the United States and Great Britain and their Allies must stand together, immovable in their determination that the war must be carried on until a decisive and complete victory is won"; and

Whereas, In this war against enslavement of free mankind, the organized coöperation of the three Labor Movements of the United States, Britain, and the Soviet Union, totaling 50,000,000 members, is of the most profound importance: It would strengthen the military alliance of the United Nations; it would

give increased anti-Axis resolution to the world struggle of the democratic powers; it would greatly facilitate the world production of war materials; it would give added guarantees for a just and democratic peace at the end of this frightful war; and

Whereas, International labor solidarity would strengthen and extend the cooperation and official alliance of the governments of the United States, Great Britain, the Soviet Union and the other United Nations, and give further proof of free Labor's determination of victory over Hitler and the Mikado; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record favoring the acceptance by the American Federation of Labor of the proposal of Sir Walter Citrine, head of the British Trade Unions, of affiliation of the American trade-union movement to the already existing Anglo-Soviet Trade Union Committee; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor for its favorable action.

Referred to Committee on Resolutions.
For Convention action, see page 226.

Endorsing Proposition No. 9

Resolution No. 127—Presented by Clarence King of Musicians' Union No. 6, San Francisco.

Whereas, The compensation of the Secretary of State, State Controller, State Treasurer, and State Superintendent of Public Instruction is fixed by the California Constitution; and

Whereas, This compensation has remained the same since 1908, in spite of a great increase in the scope and importance of the duties of such officers; and

Whereas, The compensation of other state officers fixed by law takes into account the nature of current duties and the contemporary value of similar services rendered in other public and private employment; and

Whereas, It is desirable that all such salaries be fixed by the Legislature, and that the Constitution provide only fundamental principles for the more flexible legislative action; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor does hereby endorse Assembly Constitutional Amendment No. 61, Proposition No. 9 on the ballot, which is in accord with the sentiment of this resolution, and recommend favorable action thereon by its members.

Referred to Committee on Legislation.
For Convention action, see page 237.

Bonus for War Veterans

Resolution No. 128—Presented by James H. Blackburn of Painters' Union No. 256, Long Beach.

Whereas, As a result of the dastardly and despicable attack of the Japanese upon Pearl

Harbor and the alignment of the anti-religious forces of the world against our great democracy, our young men have responded to the urgent call of their nation to give their all, if necessary, in defense of all that we hold dear; and

Whereas, Without thought of self these young men left their civil employment with no assurance of their rehabilitation at the close of the war, this causing them much uncertainty and insecurity regarding their future; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor call upon the Congress of the United States to provide that, immediately upon discharge from active service, each member of the armed forces of the United States, from the position of army captain (or its equivalent) and all those of lesser salary schedule, shall receive the equivalent of six months' pay, in six equal monthly installments, as an expression of appreciation of the services rendered and to fortify them against the hazards of unemployment and insecurity; and be it further

Resolved, That copies of these resolutions be forwarded to each member of Congress, to the President of the United States, to the coming Convention of the American Federation of Labor, and to all Central Labor Councils, with the request that they give this measure their whole-hearted support.

Referred to Committee on Legislation.
For Convention action, see page 235.

Increasing Rate of Workmen's Compensation

Resolution No. 129—Presented by John T. Wagner, Don Cameron, et al., of Pile Drivers' Union No. 34, San Francisco.

Whereas, The weekly rate of disability payments and death benefits paid to workers and their dependents under existing provisions in the Labor Code have undergone little or no change since its enactment in 1913; and

Whereas, The rate provided in the present schedule does not give the injured worker adequate compensation, the amounts so awarded being based upon the cost of living in 1913; and

Whereas, The cost of living has increased 25 per cent over the period of years to 1939 and approximately 35 per cent to date; and

Whereas, On the basis of the present cost of living it is imperative that the existing rates and methods of computation be revised; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and cause to be introduced at the next session of the legislature the necessary legislation to amend and add to the existing laws in accordance with the following:

1. Increase to five times the average annual earnings (now three times average annual earnings) the amount which may be paid for temporary disability.

2. Increase to \$15.00 (now \$10.00) the minimum amount to be taken of the weekly earnings.

3. Increase to \$35.00 per week (now \$25.00) the maximum disability payments.

4. Provide for computation on basis of 65 per cent of average weekly earnings, instead of 65 per cent of 95 per cent of such earnings as at present.

5. Increase burial allowance to \$300.00 from \$150.00.

6. Increase maximum death benefits from \$6,000.00 to \$7,500.00.

7. Increase death benefits in case of total dependency to five times average annual earnings (now three times) and in cases of part dependency to five times (instead of three) the amount annually devoted to the support of dependents.

8. Require full death benefit to be paid regardless of duration of disability prior to death (under present law the death benefit is paid only where the disability prior to death is less than twelve months).

9. Add to amounts due and unpaid under an award interest at 12 per cent per annum from the date of the award.

10. Increase maximum award for serious and wilful misconduct from \$2,500.00 to \$3,000.00.

Referred to Committee on Legislation.
For Convention action, see page 235.

Paycheck Deductions

Resolution No. 130—Presented by C. T. Sanderson of Railway Carmen's Union No. 1344, Sacramento.

Whereas, There are numerous companies, corporations and concerns in the State of California that do not furnish their employees with pay-roll deduction statements; and

Whereas, The number of deductions have increased to the extent that the average worker finds it difficult to keep a correct account of deductions made from his pay check; and

Whereas, There are thousands of railroad workers who are faced with this same problem, and they do not receive any itemized statement of the amount deducted from their pay check; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the legislature a bill providing for the addition of the following section to the Workmen's Compensation Act, to wit:

"No employer or insurer shall discontinue payment of compensation benefits ordered to be paid under any award issued by the Commission until the award is modified or terminated by the Commission except that pending action by the Commission upon a petition to terminate liability of any insurer or employer, the employer or insurer may, upon good cause shown, make application to the Commission in writing to suspend the payment of the com-

pensation pending a hearing of the petition to terminate. No order shall be made to suspend payment of compensation without giving an injured employee opportunity to be heard thereon."

Referred to Committee on Legislation.
For Convention action, see page 235.

Improved Conditions for Railroad Employees

Resolution No. 131—Presented by C. T. Sanderson of Railway Carmen's Union No. 1344, Sacramento.

Whereas, The employees in the car department on railroads in the State of California are required to work on rolling stock all seasons of the year, both day and night; and

Whereas, Most of the repair tracks are not protected from inclement weather; and

Whereas, Men engaged on repair of the rolling stock have suffered from exposure to heat, cold, and rain, causing them to suffer and lose time from work; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the California State Legislature a bill compelling the railroads in the State of California to provide suitable buildings, properly lighted, heated and ventilated, where railroad rolling stock is being repaired.

Referred to Committee on Legislation.
For Convention action, see page 235.

No Agents or Salesmen During Lunch Periods

Resolution No. 132—Presented by C. T. Sanderson of Railway Carmen's Union No. 1344, Sacramento.

Whereas, Union employees are continually being approached and aggravated by agents and salesmen during their working time and lunch period; and

Whereas, The goods and merchandise put on display do not carry the Union Label, and a large percentage of such goods and merchandise are sold on the installment plan through pay-roll deductions, the prices of such goods and merchandise being, likewise, considerably higher than the prices would be at a local store; and

Whereas, This so-called easy payment plan obligates the wage-earners to the extent that they very often find it necessary to cancel their order, causing them a financial loss; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the California State Legislature a bill prohibiting salesmen, agents and merchants from soliciting business during working hours or lunch periods of the employees.

Referred to Committee on Legislation.
For Convention action, see page 235.

Affirmative Defenses in Disability Cases

Resolution No. 133—Presented by John T. Wagner, Don Cameron, et al., of Pile Drivers' Union No. 34, San Francisco.

Whereas, Labor Code Section 5705 lists certain "affirmative defenses" in compensation cases, the burden of proving them being on the employer; and

Whereas, The following defenses are not listed in the list of "affirmative defenses," thereby establishing the burden of disproving on the injured workman or his dependents and consequently lengthening the period of litigation and in many cases resulting in decisions unfavorable to them; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the legislature a bill providing for the addition to the list of "affirmative defenses" the following:

"1. That an employee's disability was caused or aggravated by a preëxisting disease or both.

"2. That an injured employee is only partially disabled.

"3. That the disability of an injured employee has terminated or has been reduced."

Referred to Committee on Legislation.
For Convention action, see page 235.

Collection of Death Benefits

Resolution No. 134—Presented by John T. Wagner, Don Cameron, et al., of Pile Drivers' Union No. 34, San Francisco.

Whereas, Labor Code Section 5406 in part limits proceedings for collection of death benefits as provided in the Workmen's Compensation Act in certain cases to one and two years; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representatives to have prepared and introduced at the next session of the legislature appropriate legislation amending Labor Code Section 5406 to remove the ordinary statute of limitations and leave it subject to only the 245 weeks limitation.

Referred to Committee on Legislation.
For Convention action, see page 235.

Speeding Administrative and Judicial Processes in Industrial Injury Cases

Resolution No. 135—Presented by John T. Wagner, Don Cameron, et al., of Pile Drivers' Union No. 34, San Francisco.

Whereas, Labor Code Section 5903 permits a period of twenty days for the filing of petition for rehearing; and

Whereas, Labor Code Section 5950 permits a period of thirty days for the filing of petitions to the courts for writ of review; and

Whereas, It would be in the interest of injured workmen and their dependents to expedite administrative and judicial processes; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the state legislature appropriate legislation to amend Labor Code Sections 5903 and 5950 to read, ten and fifteen days respectively.

Referred to Committee on Legislation.
For Convention action, see page 235.

Increase of Length of Time Allowed for Filing Disability Claim

Resolution No. 136—Presented by John T. Wagner, Don Cameron, et al., of Pile Drivers' Union No. 34, San Francisco.

Whereas, Labor Code Section 5405 (a) limits to six months the period within which proceedings may be commenced for collection of medical, disability or other benefits provided in Articles 2 and 3 of Chapter 2 of Part 2 of the Workmen's Compensation Act; and

Whereas, Labor Code Section 5405 (b) limits to two years from date of injury, in cases of compromise and release not approved by the Industrial Accident Commission, further proceedings for collection of medical, disability or other benefits provided by the Act; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the legislature a bill providing for the amendment of Labor Code Section 5405 (a) to read, one year and to remove the provision of Labor Code Section 5405 (b).

Referred to Committee on Legislation.
For Convention action, see page 235.

Unpaid Compensation

Resolution No. 137—Presented by John T. Wagner, Don Cameron, et al., of Pile Drivers' Union No. 34, San Francisco.

Whereas, Under existing laws, in the event an insurer defaults, the worker and his dependents have no recourse to other than the insurer, thereby denying workers and their dependents their just and proper compensation; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the State Legislature a bill providing for the addition of the following section to the Workmen's Compensation Act, to wit:

"The Industrial Accident Commission shall upon default by an insurer in the payment of any award for compensation which has become final, make and enter such award or any unpaid portion thereof, against the employer, notwithstanding anything to the contrary contained in the Workmen's Compensation Act."

Referred to Committee on Legislation.
For Convention action, see page 235.

Local Housing Authorities

Resolution No. 138—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, One of the points of production that is absolutely essential to the successful carrying out of the production war machinery in America is the quick establishment of housing facilities for war workers in sufficient quantity and quality, and located close to the war plants; and

Whereas, The plans for the construction of such housing are under the supervision of the Federal Housing Authority and National Housing Agency, jointly, creating cumbersome machinery and sometimes operating in opposite directions; and

Whereas, Local housing authorities have been set up in various cities and are of limited authority; and

Whereas, It is believed that if these local housing authorities had a greater scope of authority and discretion, the problem of war housing would be facilitated very materially; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the proper authorities that the local Housing Authorities be vested with the democratic right to determine the needs of their respective localities; be designated the sole agency for determination of such need; be granted the power of development of a reasonable and equitable method for securing without undue delay, from the Federal Government, the necessary funds to plan, construct, and manage war housing projects with the highest coordination of skills; to the objective that American workers will be fittingly housed to produce to their greatest capacity in the service of our ultimate victory; and be it finally

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor; and be it further

Resolved, That the President of the Federation be instructed to appoint an appropriate committee to consult and work with the Housing Authorities in the State.

Referred to Committee on Resolutions.
For Convention action, see page 224.

No Racial Discrimination by Unions

Resolution No. 139—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 110, San Francisco.

Whereas, It has always commendably been the position of the American Federation of Labor that the right to work or admittance into union membership should not be based on race, creed, color, or national origin; and

Whereas, President Franklin Delano Roosevelt, recognizing that this principle of the American Federation of Labor must be put into practice throughout the land as essential to winning the war against the Axis, issued Executive Order No. 8802, which emphatically puts the United States Government on

record against discrimination based on race, creed, color, or national origin; and

Whereas, The policy of the American Federation of Labor is to support the Administration's win-the-war policies, including Executive Order No. 8802, and indicative of the specific support of Executive Order No. 8802, is President William Green's membership on the President's Committee to enforce Order No. 8802; and

Whereas, A relatively small number of unions affiliated with the American Federation of Labor, contrary to the principles and traditions of the American Federation of Labor on this matter and to the orders of President Roosevelt, continue the short-sighted policy of discriminating against members and possible union members because of their particular race, color, creed, or national origin; and

Whereas, Such discriminatory practices can only injure the entire Labor Movement, inasmuch as these practices tend to associate the American Federation of Labor with Fascist and undemocratic actions, and also serve to deny the workers in question the right to full and equal association in the nation's war efforts; and

Whereas, The policy of the American Federation of Labor has consistently been that all who work for wages should not only be represented by a union, but equally important that the workers themselves should be members of the union covering their particular trade, craft, or occupation; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor hereby goes on record as

1. Opposing all discrimination based upon race, color, creed, or national origin;

2. Calling upon all of its affiliated unions to accept all workers into membership without discrimination or segregation; and

3. Calling upon the Fair Employment Practices Committee of our National Government to immediately establish a Pacific Coast regional office of the Fair Employment Practices Committee to effectuate Order No. 8802.

Referred to Committee on Grievances.
For Convention action, see page 240.

To Win the Support of India to the Allied Cause

Resolution No. 140—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 110, San Francisco.

Whereas, The successful Axis advance in the Caucasus and the preparations for the offensive in North Africa and Burma threaten the position of the United Nations in these territories, increases the danger of an Allied defeat, and serves to further increase the danger to our own independence and national security; and

Whereas, The advantageous position of India, her abundance of man power, and rich and varied natural resources in support of the cause of the democracies is necessary to effectively smash the Axis; and

Whereas, The willing and strategic support of the Indian people would mobilize all colonial peoples, those now subjugated by the Japanese in Asia, those in Africa and Latin America for the Allied cause; and

Whereas, Such support from India is not now realizable due to India's present defenseless position and its grave internal political crisis; and

Whereas, Large and influential sections of the British and Indian people, composed of labor unions, churches, people's organizations and prominent individuals have expressed their disapproval of both Gandhi's pacifism and his civil disobedience campaign, and the stubborn imperialist position of a group of die-hard British reactionaries, all of which indicates a willingness on the part of the Indian people to reach a settlement of the present political situation, and the current defenseless circumstances of the Indian nation, and the desire of the British people to see such a settlement reached; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record favoring an expeditious solution of the political crisis and defenseless position of India by

1. Freedom for the imprisoned leaders of the Indian National Congress and an end to the reign of terror against the Indian people;

2. Setting up immediately a provisional national government controlled by and run for the benefit of the Indian people;

3. Reopening of negotiations between the British Government and the Indian National Congress to find out the methods and conditions through which independence of India can be recognized;

4. Coöperation between India and the British and United States Governments on the basis of full association and partnership for India in the allied nations; and be it further

Resolved, That we urge President Roosevelt to use his influence and power to end the Indian crisis, and call upon the affiliated unions of the California State Federation of Labor to take similar action; and be it finally

Resolved, That copies of this resolution be sent to President Roosevelt, Prime Minister Churchill, the British Trade Union Congress, the Viceroy of India, the press, and the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Financial Support for Fight Against Proposition No. 1

Resolution No. 141—Presented by G. A. Lahlum and James M. Litteral of Central Labor Council, Long Beach.

Whereas, Resolution No. 93, adopted by the last Convention of the California State Federation of Labor, called upon affiliated unions, Central Labor Councils, Building Trades Councils, etc., to render certain serv-

ices in the conduct of the campaign against Senate Bill No. 877 (Slave Bill), now known as Proposition No. 1; and

Whereas, Among the things requested of affiliated unions and central bodies was the suggestion that the affiliates subscribe a sum equal to fifty cents per member to the State Federation Campaign Fund and to local campaign activity, making a total of one dollar per capita; and

Whereas, Quite a number of our affiliates have advanced their full pro rata of money on this program while at the same time a number of unions have not subscribed quite so generously; and

Whereas, Developments during the past twelve months have been such that a far greater volume of funds will be required by our Local and State Campaign Committees to defeat the nefarious Proposition No. 1 at the polls in November; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor reaffirm our action on Resolution No. 93 last year, and that all affiliates be, and are hereby urged to subscribe their maximum financial support to the State and Local Campaign Funds at the earliest possible date.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Financial Support for the State Department of Industrial Relations

Resolution No. 142—Presented by Lawrence Palacios, et al., of Laundry Workers' Union No. 26, San Francisco.

Whereas, The war has brought new responsibilities to the Department of Industrial Relations, which is charged with the duty of enforcing the laws governing accident prevention, workmen's compensation, wages, child labor, the hours and conditions of the employment of women, sanitation and ventilation in places of employment, the conditions of agricultural labor, assembling and distributing the statistics and facts of labor and scores of other labor laws; and

Whereas, The Department of Industrial Relations has never, even in normal times, received adequate financial support from the State Government to permit of its fully performing the many duties imposed upon it; and

Whereas, The continuance of this condition is unthinkable and would constitute a weakness of the utmost seriousness in the conduct of the war; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor register its solemn protest against the existing parsimony on the part of the State in the support of the Department of Industrial Relations, and urge all in any way having to do with the consideration of the needs of those who are doing the labor in the State to exert every effort to insure that this most important Department receive at the forthcoming session of the State Legislature the increased

appropriation necessary to insure its full functioning; and be it further

Resolved, That copies of these resolutions be sent to His Excellency Culbert L. Olson, Governor of the State of California, the Hon. George G. Kidwell, Director of the Department of Industrial Relations, all members of the next Legislature of the State of California, and to all Labor Councils and local unions affiliated with the California State Federation of Labor, with the request that they communicate with their Assemblymen and Senators representing their districts, and the press, urging this increased appropriation.

Referred to Committee on Legislation.
For Convention action, see page 235.

Unemployment Insurance for Members of Armed Forces

Resolution No. 143—Presented by Margaret Cowan of Hotel Service Workers' Union No. 765, Los Angeles.

Whereas, Many of the men now serving in the armed forces of our country are not qualified to receive compensation under the provisions of California Unemployment Insurance Act; and

Whereas, At the end of hostilities many of these men who so courageously served their country will return to civilian life destitute and unable to support themselves; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the forthcoming session of the California Legislature, legislation to provide for the payment of adequate compensation to persons so situated; and be it further

Resolved, That copies of this resolution be forwarded for action to the forthcoming convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 235.

Elimination of Venereal Disease

Resolution No. 144—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, President Roosevelt has written a letter to Paul V. McNutt, head of the Social Security Board, stressing to him the necessity of working hard with all elements of the community to try to control and eliminate venereal diseases; and

Whereas, The United States Public Health Service, the State Health Department, the local health departments, and the California Social Hygiene Association, are all working together to further this good cause; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor, do hereby strongly endorse this important program, realizing that good health is essential for a successful carrying out of

the war effort, and realizing also that the health and happiness of their members and the wives and children of those members is tremendously important; and be it further

Resolved, That all affiliates of the California State Federation of Labor be urged to work hand in hand with all these agencies to help stamp out venereal diseases.

Referred to Committee on Grievances.
For Convention action, see page 241.

Eliminate Racial Discrimination

Resolution No. 145—Presented by Roy J. MacDuff and E. B. Webb of District Council of Painters' Union No. 36, Los Angeles.

Whereas, Our nation is now engaged in a war of survival against Nazism and Fascism, whose barbarous philosophy is based upon racial and national discrimination and brutal suppression of minority peoples; and

Whereas, The essence of true Americanism and democracy is racial and national tolerance and equal opportunity to all, regardless of race, creed, or color; and

Whereas, President Franklin D. Roosevelt has deemed it necessary to issue Executive Order No. 8802, as well as to set into motion a Government body known as the "Fair Employment Practices Committee" to assure that there be no discrimination in industry on grounds of race, creed, or color; and

Whereas, Within our own state's A. F. of L. movement there is a commendable effort aimed to eliminate racial and national discrimination, as seen in the action of the State Federation of Labor in appointing on its staff a Negro organizer to facilitate the bringing of Negro labor men into the fold of the A. F. of L.; and

Whereas, Despite all the above-described, there is still in great evidence persistent action of racial and national discrimination in the fields of war and civilian industries, as well as within our own family of labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor adopt the following measures:

1. To endorse President Roosevelt's Executive Order No. 8802;

2. To give full aid and support to President Roosevelt's Fair Employment Practices Committee;

3. To detect and bring to the light of day any and all cases of racial and national discrimination in California's war and civilian industries, to the end that these may cease;

4. To call upon all local unions, affiliates of the California State Federation of Labor, to eliminate any and all racial discrimination that may still be practiced in their midst; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Grievances.
For Convention action, see page 240.

Record of Bond Purchases by Unions

Resolution No. 146—Presented by Executive Council of California State Federation of Labor, San Francisco.

Whereas, The various unions have purchased a tremendous number of bonds; and

Whereas, It is extremely important to get a record of these purchases in order to emphasize the contributions being made by the labor organizations; therefore, be it

Resolved, That this Convention recommend to all the unions to send in reports of their bond purchases and keep them up to date to the Federation office; and be it further

Resolved, That we recommend this action to the American Federation of Labor Convention in regard to the unions throughout the country.

Referred to Committee on Grievances.
For Convention action, see page 241.

Labor Participation in the November Election

Resolution No. 147—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 110, San Francisco.

Whereas, California's position as a second line of defense, the center of vital and tremendous war industries, its important harbors and shipping centers to the war zone, place this state in a most strategic position in relation to the nation's war effort; and

Whereas, Labor is in the front line of the struggle to win the war and to support the President's win-the-war program; and

Whereas, Certain Tory labor-baiting politicians oppose the nation's war effort and the President's Victory program through their opposition to the Administration's foreign policy, their appeasement on the home front, in their attempts to scuttle Roosevelt's seven-point economic program, to freeze wages, to pass repressive anti-labor legislation such as the Hot Cargo Bill, and to alienate Labor's allies by refusal to pass the Anti-Poll Tax Bill; and

Whereas, Labor unity has created miracles on the production front and has greatly aided the nation's war effort through its unity in the political arena; and

Whereas, Such united Labor participation on the political front has borne fruit in its support of win-the-war candidates in recent state and national elections throughout the nation;

Whereas, An analysis of the recent California primaries reveals nomination victories for such anti-Administration Hoover Republican appeasers and Labor-baiters as Earl Warren, Representatives Carter, Leland Ford, and Anderson, and others that Labor cannot defeat unless the people of the State are involved in an all-out participation in the election campaign; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record for strengthening and continuing our participation in Labor's Unity

for Victory Committees, composed of all sections of Organized Labor; and for extending and intensifying Labor's participation in the November elections campaign; and be it further

Resolved, That this Convention instruct the incoming Executive Committee to use all available resources to insure that every member of the State Federation of Labor becomes actively involved, financially and physically, in precinct work in the campaign for the election of win-the-war program, and to wage an aggressive and continuous campaign around the vital win-the-war issues.

Referred to Committee on Grievances.
For Convention action, see page 241.

Pay Raise for Postal Employees

Resolution No. 148—Presented by Peter Tissier and Harold Hahn of Post Office Clerks' Union No. 2, San Francisco.

Whereas, The present Administration has constantly advocated better working conditions, salary increases to meet the rising costs of living, time and a half for overtime and limitation of excessive working hours for employees in private industry; and

Whereas, Working conditions in the postal service are steadily growing worse; and

Whereas, No salary increase has been granted in the past seventeen years, but an increase of retirement deductions to 5 per cent is, in effect, a pay cut; and

Whereas, The hourly rate of pay ranges from 62 cents an hour for substitute clerks to approximately 69 cents an hour for top-grade clerks; and

Whereas, Overtime ranges from 62 cents an hour for substitute clerks to 86 cents an hour for top-grade clerks; and

Whereas, A 48 to 70-hour work week is now the rule rather than the exception in the San Francisco Post Office; and

Whereas, Postal workers who have devoted their lives to the expeditious handling of the mails have lost the skill necessary to qualify them for their former jobs in outside industry; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor petition President Franklin Delano Roosevelt and the Congress of the United States of America to grant to all Government workers the same privileges they advocate for outside industry, and immediately enact into law H. R. 7071, which would grant a \$300 per annum bonus for the duration of the war and six months thereafter to all Government employees; and be it further

Resolved, That H. R. 7144 be amended to provide that time and a half for overtime be granted all Government employees who work over forty hours per week, and that such overtime be computed on the basis of a 253-day year; and be it further

Resolved, That copies of this resolution be sent to President Franklin Delano Roosevelt; Postmaster General Frank C. Walker; William H. McReynolds, Administrative Assist-

ant to President Roosevelt; Honorable Robert Ramspeck, Chairman of the House Committee on Civil Service; and to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 235.

Appointment of Substitute Clerks to Regular Clerkships in the Postal Service

Resolution No. 149—Presented by Peter Tissier and Harold Hahn of Post Office Clerks' Union No. 2, San Francisco.

Whereas, Lines of communication are all-important in the defense of the country and in the conduct of the war; and

Whereas, The Post Office Department has traditionally and consistently maintained lines of communication under all conditions; and

Whereas, An exceptionally heavy burden falls on the San Francisco post office because of its strategic position in the first line of defense and also as the port of embarkation in the present crisis; and

Whereas, Many trained men in the San Francisco post office have volunteered or have been called into the armed forces of the country, and many more will be called; and

Whereas, Increased retirement deductions reduce the hourly rate of pay for qualified and trained substitutes with years of service to 62 cents per hour; and

Whereas, Conditions of employment in private industry are very much more attractive than in the postal service and many trained men are leaving the postal service to take up employment in private industry; and

Whereas, The loss of the services of those trained men who have left the postal service has not been replaced except by untrained temporary help, with the result that overtime is excessive; and

Whereas, The Post Office Department has adopted a policy of withholding the filling of vacancies in the service by normal causes, such as death and retirements; and

Whereas, It is most unfair to the qualified substitutes in the postal service to withhold their deserved promotion to regular positions left vacant by normal causes; and

Whereas, The Honorable Thomas E. Scanlon, Representative in Congress from Pennsylvania, has introduced a bill, H. R. 7404, which provides that all regular vacancies in the postal service shall be promptly filled by promotion of eligible substitutes, and which further provides that vacancies occurring as a result of employees entering the armed forces shall be filled by eligible substitutes on a provisional basis for the duration of the war; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recognize the advisability of maintaining a highly efficient postal system in these times of great stress, and does hereby petition the Postmaster General of the United States to take immediate steps to fill all legitimate existing vacancies in the regular clerical force in the San Francisco post office with qualified

substitute employees; and be it further

Resolved, That the California State Federation of Labor endorse the aforementioned H. R. 7404, and does petition that the House Post Office and Post Roads Committee immediately render a favorable report on this bill; and be it further

Resolved, That a copy of this resolution be sent to President Franklin Delano Roosevelt; to Postmaster General Frank C. Walker; to Postmaster William H. McCarthy; to the Senators and Congressmen from California; to each member of the House Post Office and Post Roads Committee; to Leo E. George, President, National Federation of Post Office Clerks; and to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 235.

The Second Front

Resolution No. 150—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 110, San Francisco.

Whereas, In May of this year, and again on June 11, 1942, Government representatives and military leaders of the United States, Great Britain, and Russia agreed that a second front in Europe should and would be opened in 1942; and

Whereas, This agreement, entered into with due consideration and in good faith, has not been carried out because of powerful opposing forces, both here and in Great Britain, who project the false theory that the time for attack has not arrived, that we must wait until next year; and

Whereas, Due to this delay in the opening of such a second front, 90 per cent of the German war machine is successfully concentrated against one of our strongest Allies—Soviet Russia—devastating her fields, taking her rich and essential war resources, thereby weakening her and strengthening the hand of the backbone of world Fascism, Hitlerite Germany; and hence making less strong the Allied cause, all of which further endangers the security and independence of our own and the world's democracies; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor solemnly pledge to President Roosevelt, our commander-in-chief, that the Organized Labor Movement of California as represented by this State Federation of Labor, stands ready and willing at this time to make all sacrifices necessary, to the end that at the earliest possible moment we can join forces on the field of battle with our Allies in Europe for the final smashing and decisive defeat of the Axis; and be it further

Resolved, That copies of this resolution be sent to all affiliates of the California State Federation of Labor, the coming national convention of the American Federation of Labor, the President of the United States; and to the press.

Referred to Committee on Resolutions.
For Convention action, see page 219.

Support President Roosevelt's Seven-Point Economic Program

Resolution No. 151—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 110, San Francisco.

Whereas, The crucial war against Fascism demands the maximum efficiency of our whole nation's economy and the operation thereof with full participation of all and equal sacrifices from all; and

Whereas, The Seven-Point Economic Program of the President of the United States provides a practical and equitable program for the operation of our nation's economy during this critical period and has received the full support of the leadership of the American Federation of Labor, as well as the whole-hearted support of the overwhelming majority of the American people; and

Whereas, It appears clear, despite the vital need for the enactment of such a program, that the Congress of the United States has so far done little to make this plan a living reality; and

Whereas, Even more, a small handful of narrow selfish elements doing the work of certain monopoly interests has succeeded in blocking action on a fair tax, corporate surplus taxes, and hamstringing handling of the problem of form commodities, and attempted to freeze wages and substitute a sales tax for income taxes, in short, has made every effort to strangle the program of the President; and

Whereas, Because of the activities of these obstructionists, appeasers, and labor-haters, the situation has become so menacing that the President in his recent Labor Day speeches has said that our part in the effort of the United Nations for victory over Fascism is dangerously jeopardized; and

Whereas, It is clear that the appeasers still are determined to scuttle this program, falsely charging "dictatorial powers" being assumed by President Roosevelt, as evidenced by the public assertions during September of Ham Fish, Clare Hoffman, Robert Rich and other pro-Axis elements; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as condemning all such attacks on the Seven-Point Program by the Senate Finance Committee and by any and all appeasers in Congress, and warn that a serious economic crisis faces our nation if prices continue to soar due to the failure of Congress to enact this fair and equitable program of the President; and be it further

Resolved, That this convention demand that the Congress of the United States immediately enact legislation to cover each provision of the Seven-Point Program, and call upon all affiliated unions to act similarly with respect to the Congressmen within their province; and be it further

Resolved, That this convention fully support the program of the President calling for

a sound economic plan for wartime stabilization; and be it finally

Resolved, That copies of this resolution be sent to the President of the United States, the Congressmen from the State of California, the coming Convention of the American Federation of Labor, and the labor and commercial press.

Referred to Committee on Resolutions.
For Convention action, see page 222.

President Roosevelt's Seven-Point Program

Resolution No. 152—Presented by Frank Kadish of Boilermakers' Union No. 92, Los Angeles.

Whereas, Prices have been increasing beyond the increase of wages; and

Whereas, This affects the morale and living standards of the people; and

Whereas, The reactionaries and appeasers in Washington have succeeded so far in side-tracking and sabotaging President Roosevelt's program to prevent inflation and limit the profits of the profiteers; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge the entire Labor Movement to wage a determined campaign for President Roosevelt's "Seven-Point Anti-Inflation Program." The seven points are:

1. Profits—Taxed to the utmost, consistent with production.

2. Taxes—Tax heavily, keep personal and corporate profits at a reasonable level.

3. Rationing—Ration essential articles for fair distribution.

4. Wages—Time and one-half for over 40 hours. Labor Board to consider inequalities and sub-standard wages. No legislation to stabilize or adjust wages.

5. Prices—Fix ceilings on prices and dwellings. Farm ceiling at parity.

6. War Bonds—Increase purchases by voluntary buying.

7. Debts—Pay off debts and curtail installment buying. And be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 222.

Labor Unity

Resolution No. 153—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 110, San Francisco.

Whereas, The call for Labor Unity issued recently by President Roosevelt has received the warm response of William Green, President of the American Federation of Labor, and Phillip Murray, President of the Congress of Industrial Organization; and

Whereas, A conference on Labor Unity will be held at the end of September with good indications of success; and

Whereas, The American Federation of Labor, the Congress of Industrial Organizations, and the Independent Railroad Brotherhoods

have strengthened our war effort by establishing working unity committees, joint labor endorsements and other forms of essential co-operation throughout the entire country; and

Whereas, The maximum unity of all the forces of the Labor Movement, to rally the people of the State of California for the defeat of Slave Bill No. 877, will be one of the major problems on election day; and

Whereas, In this very trying period for democracy everywhere it is the foremost duty of Organized Labor regardless of union affiliation to do everything in its power to defeat barbaric fascist reaction, which can most effectively be accomplished through the unity of the Labor Movement; and

Whereas, The election of genuine win-the-war candidates in the coming elections and defeat of the Warren, Hearst defeatist slate can only be accomplished through the maximum active working unity of Labor in California; now therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor resolve to do all in its power to make Labor Unity a working reality, and urge all success to the negotiations between the committees representing the American Federation of Labor and the Congress of Industrial Organizations in their historic meeting at the end of this month of September; and be it further

Resolved, That copies of this resolution be sent to both committees and to the Labor and commercial press.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Condemning Wage Freezing

Resolution No. 154—Presented by Frank Kadish of Boilermakers' Union No. 92, Los Angeles.

Whereas, Enemies of the successful prosecution of the war, of Labor, and President Roosevelt, are trying to divide our nation by embittering the workers; and

Whereas, These enemies of Labor are trying to make Labor carry the entire cost of the war, instead of a fair division among those best able to pay; and

Whereas, They are using the cry of "wage freezing" as one of their defeatist weapons; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as condemning all attempts and legislation to "freeze wages"; and be it further

Resolved, That a copy of this resolution be forwarded to the coming Convention of the American Federation of Labor.

Referred to Committee on Grievances.
For Convention action, see page 240.

Labor-Management Committees

Resolution No. 155—Presented by Frank Kadish of Boilermakers' Union No. 92, Los Angeles.

Whereas, It has been proven that Labor-

Management Committees are a tremendous spur to bringing harmony in defense industries and in improving production many fold; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge all locals to set up Labor-Management Committees in all shops involved in defense work.

Referred to Committee on Grievances.
For Convention action, see page 241.

Vote for Labor-Endorsed Candidates

Resolution No. 156—Presented by Frank Kadish of Boilermakers' Union No. 92, Los Angeles.

Whereas, The coming elections in California will be of great importance in putting into office men who really fight to win the war, support President Roosevelt and protect Labor; and

Whereas, Labor in California has endorsed candidates for office, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as directing all delegates to do everything in their power to urge all union men to vote for the Labor-endorsed candidates.

Referred to Committee on Legislation.
For Convention action, see page 238.

Joint Action by American Unions and Those in Allied Countries

Resolution No. 157—Presented by R. P. Struthar of Electrical Workers' Union No. B-18, Los Angeles.

Whereas, It has been eloquently demonstrated that the age-old tactics of "divide and conquer" as used by the Axis bandits has already cost the lives and freedom of millions of people; and

Whereas, The joint action of all the trade unions in this country, together with the trade unions of our Allies, is the best possible assurance of winning the war as well as the establishment of a lasting and just peace; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge the Executive Board of the American Federation of Labor to establish relations with the trade unions of all our Allies on a direct and equal basis, in accordance with the respect due to all concerned; and be it further

Resolved, That a copy of this resolution be forwarded to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 226.

Prevailing Wage Provisions for Public Printing

Resolution No. 158—Presented by W. J. Bassett of Allied Printing Trades Council, Los Angeles.

Resolved, That the Forty-third Annual Convention of the California State Federation of

Labor instruct the legislative representative to have prepared and introduced at the next session of the legislature, and to use every influence to obtain an amendment to the prevailing wage provisions in Section 1720 of the California State Labor Code to include public printing and its related products.

Referred to Committee on Legislation.
For Convention action, see page 235.

Enforcement of Employers' Liability for Workmen's Compensation

Resolution No. 159—Presented by Edward D. Vandeleur of Street Carmen's Union No. 192, Oakland.

Whereas, Many employees are each year injured in the employ of persons or firms which have neglected to provide Workmen's Compensation Insurance as required by State law; and

Whereas, As a consequence, many awards are obtained by injured employees against such uninsured employers which the employee is unable to collect, either because the employer refuses to pay the legal award or conceals his assets for the purpose of defrauding the employee; and

Whereas, The Constitution of California, in Article XX, Section 21, authorizes the Legislature to create and enforce a liability on the part of all employers to compensate their employees for any injury incurred by the said employees in the course of their employment; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the legislature appropriate legislation specifically granting to the State of California, through its Industrial Accident Commission, the power and the obligation to enforce the liability on the part of employers to pay whenever possible the legal liabilities created under the Workmen's Compensation Law of this state and giving the Industrial Accident Commission power to bring civil action in its name for the recovery of any unpaid compensation awards.

Referred to Committee on Legislation.
For Convention action, see page 236.

Gasoline and Tire Rationing for California

Resolution No. 160—Presented by the Executive Council of the California State Federation of Labor, San Francisco.

Whereas, The Rubber Survey Committee appointed by President Roosevelt headed by Bernard M. Baruch has returned its report; and

Whereas, This report cogently concludes that necessary civilian motoring must be maintained for the duration of the war by strict and immediate tire conservation and by an ultimate increase in synthetic rubber production to provide tires for "necessary" as well as "essential" motoring; and

Whereas, Nation-wide gasoline rationing

has been recommended as a control to effect tire conservation pending production of sufficient synthetic rubber to supply necessitous civilian needs; and

Whereas, California, more than any other state in the Union, is dependent upon rubber-borne transportation for its mobility by war industries and the civilian services of supply that support these war industries; and

Whereas, William Jeffers has been appointed by the President to administer the rubber conservation and production program; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge Mr. Jeffers to consider the virtually complete dependence of California on rubber-borne transportation in the administration of gasoline rationing and the eventual allocation of recaps, retreads, and new tires for necessary civilian motoring, to the end that a sound civilian economy and morale may be maintained; and be it further

Resolved, That inasmuch as an equitable and wide latitude in the rationing of gasoline is implied in the Baruch Committee report, it is the seriously expressed hope of this Convention that the liberal and equitable implications of the Baruch Committee report will be translated into an equally liberal allocation of gasoline rations in California, where the necessity for maintaining mobility is obvious; and be it finally

Resolved, That this resolution forthwith be transmitted to William Jeffers.

Referred to Committee on Grievances.
For Convention action, see page 241.

Pay-Check Deductions

Resolution No. 161—Presented by Harry Sherman and Lew Blix of Central Labor Council, Los Angeles.

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have properly prepared a bill for introduction in the coming session of the State Legislature that will make it mandatory for all employers of every kind whatsoever, and all corporations doing business in this state, which shall employ any mechanics, laborers or other servants, to provide each employee, either as a part of the check, draft or voucher paying the wages, or separately when check, draft or voucher is delivered, an itemized statement of all deductions made during the respective pay period, and a statement, not later than March 1 of each year, showing the total compensation paid to the employee during the previous calendar year.

Referred to Committee on Legislation.
For Convention action, see page 236.

Commending Democratic Party's Stand Toward Labor

Resolution No. 162—Presented by H. J. Rutledge and Francis Dunn of Painters' Local 127, Oakland; and G. C. Reynolds, Lathers No. 88, Oakland.

Whereas, The Democratic Party of California, in convention assembled in Sacramento on September 17, 1942, adopted the following in its statement of platform and policy:

"Labor Holds the Key to Victory"

"Under the Democratic leadership of the past decade Labor has won a dignity and leadership it has long deserved but never known before. We recognize that the war emergency is the occasion for retention of benefits previously earned and for the avoidance of breaks or disruptions either in production itself or the harmonious spirit which now prevails between Labor and management. Any lack of unity between capital and Labor means aid to the enemy, and for this reason Proposition No. 1 should be defeated."

and

Whereas, Such recognition by the major political party of California of the aims and aspirations of Labor and of the constitutional rights of free American citizens is to be commended; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor appreciates the concrete recognition by the Democratic Party of Labor's problems and Labor's rights, and particularly commends the Platform Committee and Convention delegates of the party for the positive stand taken in opposition to Proposition No. 1.

Referred to Committee on Legislation.
For Convention action, see page 238.

United Seamen's Service, Inc.

Resolution No. 163—Presented by Harry Lundeborg, et al., of Sailors' Union of the Pacific, San Francisco.

Whereas, The American Merchant seamen, prior to the war and before the entry of our country into the war against the Axis, have continually sailed our merchant ships all over the world, carrying supplies, ammunition, food, etc., to our armed forces and to the armed forces of our Allies; and

Whereas, Hundreds of our merchant ships have been sunk by enemy submarines and blasted out of the waters by enemy dive-bombers, with the result that approximately 1800 American merchant seamen have lost their lives and thousands of others have suffered physically and mentally through nerve-racking attacks by enemy war craft, and by spending days, weeks, and even months in life rafts and lifeboats, and undergoing physical and mental tortures; and

Whereas, Recreational and convalescent facilities have been established by popular subscription for the armed forces, such as the Navy and Army boys, but there are no facilities established to take care of our merchant seamen who are considered in active war service, yet thousands of them have no place to go to regain their health and heal their shattered nerves after experiencing enemy action at sea; and

Whereas, Recently a nonprofit corporation was organized in Washington, D. C., by

Admiral Emory S. Land, and Henry J. Kaiser was appointed chairman, which is to be called the United Seamen's Service, Inc., specifically to raise \$5,000,000 to establish convalescent homes and recreational facilities for American and Allied merchant seamen; and

Whereas, President Roosevelt said as follows about the United Seamen's Service:

"In the newly organized United Seamen's Service, the people of our country have an instrument through which we may discharge a small part of our debt to merchant seamen—the men who are vitalizing the vast tonnage we are producing to defend our way of life.

"The men of our merchant marine need facilities for rest and recreation, a chance to build up the strength and fortitude necessary for their hazardous journeys carrying the implements of war to our fighting forces. Through the United Seamen's Service, whose purposes and aims I heartily endorse, rest, recreation and recuperation centers will be established for them. Friendly, human service will be ready for them ashore.

"The United Seamen's Service is an undertaking deserving the fullest support of the American people. It commands the thoughtful consideration all of us want to show to our merchant seamen.

"Sept. 11, 1942. Franklin D. Roosevelt."

now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as whole-heartedly endorsing this organization and this most humane project, and call upon all affiliated organizations and Organized Labor as a whole to endorse this project and to donate financially to it as much as they possibly can and as soon as possible; and be it further

Resolved, That all financial donations be made payable to United Seamen's Service, Inc., and forwarded to the secretary of the California State Federation of Labor, who will forward same to the secretary-treasurer of the United Seamen's Service at Washington, D. C., and be it further

Resolved, That the Secretary of the California State Federation of Labor be empowered to devise ways and means of providing financial assistance on behalf of these deserving fighters for our liberties and freedom; and be it finally

Resolved, That we send copies of this resolution to the National Convention of the American Federation of Labor at Toronto, Canada, asking them to concur and adopt this resolution.

Referred to Committee on Resolutions.
For Convention action, see page 225.

Semi-Monthly Payment of All Public Employees

Resolution No. 164—Presented by Harry Lea and H. B. McMurry of Machinists' Union No. 311, Los Angeles.

Whereas, It is a custom of the County of

Los Angeles to pay its monthly rated employees only once each month; and

Whereas, The cost of living has risen so rapidly that an income budgeted to cover a full month may easily be found entirely inadequate for certain items, particularly food, before another pay day is due, and certain hardship is encountered by county employees because of unexpected increases; and

Whereas, The local City and Federal Government departments are paid semi-monthly; and

Whereas, It is a well-established practice throughout industry in California that salaries be paid at least twice monthly on specific dates; and

Whereas, By executive order, President Roosevelt has ruled that all bills shall be paid by the 10th of the month immediately following the purchase of goods; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the members of the next California State Legislature that the law governing semi-monthly payment of salaries to employees in private industry be so amended as to include all political subdivisions within the State and effect the same conditions as are now enjoyed by employees of private institutions; and be it further

Resolved, That copies of this resolution be sent to each of the newly elected members of the State Legislature immediately following the November 3 election; and be it further

Resolved, That the Federation's legislative representative be instructed to have prepared and introduced at the next session of the Legislature appropriate legislation to accomplish this purpose.

Referred to Committee on Legislation.
For Convention action, see page 236.

Include Cemetery Workers in National Social Security Act

Resolution No. 165—Presented by Jim Symes of Cemetery Employees' Union No. 20372, Oakland.

Whereas, Every state in this Union now has an act on its statute books for protecting the workers; and

Whereas, The National Social Security Act has exempted all religious, charitable and non-profit institutions from its provisions; and

Whereas, Certain cemeteries and memorial properties come within this exemption and their 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; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as urging the amendment of the National Social Security Act so as to include cemetery and memorial property

workers within the benefits and provisions of this Act; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor, requesting that the Law and Legislative Committee of the A. F. of L. be directed to prepare and introduce a measure in Congress to amend the National Social Security Act so as to accomplish this purpose.

Referred to Committee on Legislation.
For Convention action, see page 236.

Civil Service for All National Memorial Property Employees

Resolution No. 166—Presented by Jim Symes of Cemetery Employees' Union No. 20372, Oakland.

Whereas, Cemetery and memorial property workers who are not employed by the United States Government are not classed in this certain type of work; and

Whereas, The rate of pay for these workers employed in the National cemeteries and memorial properties is far below the wage scale provided for in the working agreement of the Mausoleum, Columbarium and Cemetery Workers' Unions and is detrimental to Organized Labor and the Mausoleum, Columbarium and Cemetery Employees' Unions; and

Whereas, All United States Government employees, with the exception of armed forces and cemetery and memorial property employees, are classed in their respective crafts under civil service; and

Whereas, Men working in cemeteries and memorial properties should have the protection of civil service and be classified as mausoleum, columbarium and cemetery employees and enjoy a wage comparable to that earned by organized mausoleum, columbarium and cemetery employees; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing a minimum wage payable under civil service for said national memorial property employees of one hundred eighty dollars (\$180) per month with two weeks' vacation with pay per year; and be it further

Resolved, That the California State Federation of Labor communicate with the California representatives in Congress in the endeavor to secure the passage of a bill placing all national memorial property employees under civil service; and be it further

Resolved, That copies of this resolution be sent to all 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 same; and be it finally

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 236.

Labor Unity

Resolution No. 167—Presented by Frank Kadish of Boilermakers' Union No. 92, Los Angeles.

Whereas, Negotiations have been resumed for Labor unity; and

Whereas, The unity of eleven million organized workers will give Labor greater strength to prosecute the war and better their conditions; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge the A. F. of L. negotiating committee to do everything in its power and leave no stone unturned in order to achieve unity now; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Ten Per Cent of Wages for War Bonds

Resolution No. 168—Presented by Frank Kadish of Boilermakers' Union No. 92, Los Angeles.

Whereas, The buying of defense bonds will help pay for this war; and

Whereas, It is our patriotic duty to support this war; and

Whereas, The membership of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America has subscribed in excess of the percentage requested by the Government, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge all union membership to invest at least 10 per cent of their wages in war bonds; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 228.

Abolish Race Discrimination in Employment

Resolution No. 169—Presented by R. P. Struthar of Electrical Workers' Union No. B-18, Los Angeles.

Whereas, It is the declared policy of our Government that no bars be placed to prevent any American from giving his wholehearted support and service to our country; and

Whereas, The existence at this late date of discrimination in employment due to race or color is not in accordance with our avowed war objectives and prevents the full mobilization of our true strength; and

Whereas, Our enemies are using this condition as basis for their anti-democratic propaganda among the hundreds of millions of people of our allied countries with considerable effect; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of

Labor condemn any discrimination against workers on a basis of race or color, and urge all unions within our Federation to abolish any such discrimination as may still exist.

Referred to Committee on Grievances.
For Convention action, see page 240.

Petition for Writ of Review in Accident Cases to Be Filed in Fifteen Days

Resolution No. 170—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Under the Workmen's Compensation Law any person dissatisfied with the decision of the Industrial Accident Commission who is aggrieved thereby is entitled to petition for writ of review within thirty days, and many of the dissatisfied litigants, in order to delay the payment of compensation, take the full thirty days to file their petition for writ of review; and

Whereas, This practice should be discontinued and cannot be discontinued unless necessary legislation is enacted; and

Whereas, Legislation should be enacted to reduce the time for filing of a petition for writ of review to fifteen days; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the legislature.

Referred to Committee on Legislation.
For Convention action, see page 236.

Increase Sum for Burial Expenses

Resolution No. 171—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Many years ago, under the Compensation Act, the sum payable for burial expense where the employee meets with a fatal injury was and is \$150, which is totally inadequate under present conditions; and

Whereas, This sum should be increased to an adequate sum for the burial expense of approximately \$350; and

Whereas, It will require legislation to increase this burial expense and an amendment to the Compensation Act; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 235.

Discontinuance of Compensation Payments by Employers

Resolution No. 172—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Insurance carriers and employers have been making a practice of discontinuing

payments of compensation to injured employees where decisions of the Industrial Accident Commission have been made, without the permission of the Industrial Accident Commission; and

Whereas, This practice should be discontinued by specific amendment to the Compensation Act; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 236.

Discontinuance of Compensation Payments by Employers

Resolution No. 173—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Insurance carriers and employers have made it a practice in some cases to discontinue payments where orders and decisions have been made for payments of compensation by the Industrial Accident Commission; and

Whereas, The discontinuances of payment are made without the permission of the Commission; and

Whereas, Such practice is improper and results in great harm to the injured employee and his family; and

Whereas, Necessary legislation should be enacted so that no employer or insurance carrier would be permitted to discontinue payments without the order of the Industrial Accident Commission; therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 236.

Enlarge Statute of Limitations for Filing Compensation Claims

Resolution No. 174—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Under the California Compensation Act there is what is known as a statute of limitations which requires a compensation claim to be filed in six months from the date of the injury, provided certain conditions do not ensue; and

Whereas, Many an employee thinks that such statute of limitations is one year and is deprived of his compensation; and

Whereas, This condition should be corrected to enlarge the statute of limitations to one year from the date of injury which will require the drafting of necessary legislation; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 237.

Increase Minimum and Maximum Rates of Compensation

Resolution No. 175—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, The present minimum rate of compensation paid to an injured employee is \$6.50 per week, and the maximum rate of compensation is \$25 a week; and

Whereas, Such maximum and minimum rates do not at all take into consideration the earning capacity of injured employees, and such rate should be increased to a minimum of \$15 per week and a maximum of \$40 a week by the introduction of necessary legislation amending the Compensation Act; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 235.

Employers or Insurance Carriers to Pay Attorneys' Fees

Resolution No. 176—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, At the present time, under the Compensation Act, if an injured employee hires an attorney-at-law to render him any services, an attorney fee is assessed against the employee out of the small amount of compensation that he may receive; and

Whereas, This attorney fee should really be paid by the employer or the insurance carrier, since in the majority of the cases they are responsible for the employee's hiring an attorney because they have refused to pay just and legitimate compensation; and

Whereas, Necessary legislation should be enacted assessing the employer or the insurance carrier a reasonable attorney fee to be fixed by the Industrial Accident Commission for the first initial proceeding before the Commission, where it was found that the employee's compensation had been unjustly delayed or unjustly refused by the employer or the insurance carrier; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 237.

Simplify Computation of Earnings Under Compensation Act

Resolution No. 177—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, The Compensation Act provides a very complicated system of computing the earnings of the employee by first taking 95 per cent of his earnings and then taking 65 per cent of that sum; and

Whereas, The system of computing such earnings should be simplified to the extent of taking 65 per cent of the employee's earnings; and

Whereas, Such method of simplification will require an amendment to the Compensation Act; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 235.

Increase Maximum Death Benefit

Resolution No. 178—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, The maximum death benefit under the State Compensation Act is now \$6,000, and in view of the earning power of employees this sum is totally inadequate and does not give the dependents of any deceased employee sufficient funds for their livelihood but for a minimum time; and

Whereas, This maximum death benefit should be increased from the sum of \$6,000 to the sum of \$7,500 by means of legislation amending the Compensation Act; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to have prepared the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 235.

No Deduction of Disability Indemnity for Death Benefits

Resolution No. 179—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Under the Compensation Act at the present time a portion of the disability indemnity paid an employee during his lifetime where the injury subsequently results in his death is deducted from any death benefit that may be due his widow and children; and

Whereas, Such practice is illogical and no deductions whatever should be made; and

Whereas, Such discontinuance of this practice will require an amendment to the Compensation Act; therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 237.

All Support to President Roosevelt in War Effort

Resolution No. 180—Presented by R. P. Struthar of Electrical Workers' Union No. B-18, Los Angeles.

Whereas, Our country is engaged in a life or death struggle with the degenerate and ruthless forces of the Axis gangsters; and

Whereas, That in order that we may emerge victorious from this supreme test, it is imperative that all of the American people unitedly and energetically stand behind those leaders and policies symbolic of our great traditions of Independence, Freedom, and Justice, as opposed to the whining defeatism which is being sown in our midst by the conscious and unconscious friends of our enemies; and

Whereas, Our President, Franklin D. Roosevelt, has amply demonstrated his spirit and understanding of our problems, and has consistently held a progressive and farsighted view on domestic and foreign matters; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor pledge the unswerving and energetic support of its entire membership to the President in any and all ways which will aid in bringing the war to a speedy and victorious conclusion, including the invasion of Europe.

Referred to Committee on Resolutions.
For Convention action, see page 222.

Opposing National Sales Tax

Resolution No. 181—Presented by Frank Kadish of Boilermakers' Union No. 92, Los Angeles.

Whereas, The reactionaries and defeatists in Congress have created a false issue by drawing up a tax bill that does not meet the needs of the nation, through the mutilation of the Treasury Department's tax program; and

Whereas, They are pushing, as a substitute, a sales tax on the whole people; and

Whereas, The sales tax will throw the burden of the tax program on the lower income groups; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as opposed to the sales tax and bend our efforts to have Congress adopt measures that will prohibit any unbearable burden of taxes on the lower income groups; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 237.

Vote "No" on Proposition No. 3

Resolution No. 182—Presented by Alvin L. Holt of Barbers' Union No. 295, Los Angeles.

Whereas, In the November election Proposition No. 3 is being submitted to the voters of California for consideration; and

Whereas, Proposition No. 3 is a measure proposed by the medical profession to restrict and hamper the free and American practice of various professions, such as barbering, beauty culture, massage, recognized religious groups, osteopaths, and chiropractors; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record in opposition to Proposition No. 3, and urge all members and friends to vote "No" on this vicious measure.

Referred to Committee on Resolutions.
For Convention action, see page 237.

Resolution No. 183—[Withdrawn by sponsor].

Proposition No. 5

Resolution No. 184—Presented by Edward D. Vandeaur of Street Carmen Union No. 192, Oakland.

Whereas, Proposition No. 5 on the General Election ballot is a constitutional amendment proposing that the Legislature be empowered to fix the compensation of Senators and Assemblymen, not to exceed \$200 per month; and

Whereas, The compensation should be adequate to reimburse the member of the Legislature for time and the expenses necessarily incurred in attending legislative sessions at Sacramento; and

Whereas, This compensation may help to attract able and qualified legislators, and will, throughout the tenure of office, make for more interest in and allegiance to a legislator's work as an elected representative of the people; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor approve and endorse Proposition No. 5 on the General Election ballot, and urge the adoption of this worth-while proposal.

Referred to Committee on Legislation.
For Convention action, see page 237.

File Petition for Rehearing in Accident Cases in Ten Days

Resolution No. 185—Presented by W. J. Phillips of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Under the Workmen's Compensation Law any person dissatisfied with the decision of the Industrial Accident Commission who is aggrieved thereby is entitled to petition for rehearing within twenty days, and many of the dissatisfied litigants, in order to delay the payment of compensation, take the full twenty days to file their petition for rehearing; and

Whereas, This practice should be discontinued and cannot be discontinued unless necessary legislation is enacted; and

Whereas, Legislation should be enacted to reduce the time for filing of a petition for rehearing to ten days by amendment of the Compensation Law, therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative be instructed to prepare the necessary legislation and to cause the same to be introduced at the next session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 237.

Merchant Marine Training Schools

Resolution No. 186—Presented by Captain C. May of Masters, Mates and Pilots' Union No. 90, San Francisco.

Whereas, The United States has committed itself to a policy of increasing the United States Merchant Marine; and

Whereas, The Federal Government has established training stations for licensed officers and unlicensed personnel located in the various sections of the United States, namely:

Fort Trumbull, New London, Connecticut.
Government Island, Alameda, California.
United States Merchant Marine Academy,
New York, New York.
Hoffman Island, New York, New York.
St. Petersburg, Florida.
Sheepshead Bay, New York.
Port Hueneme, California.
Gallups Island Radio School, Boston,
Massachusetts; and

Whereas, These training stations or schools are under the direct supervision of the U. S. War Shipping Administration; and

Whereas, All vessels of the Merchant Marine of the United States are directly or indirectly under the control of the War Shipping Administration; and

Whereas, The men employed as masters, mates, chief engineers, assistant engineers, are licensed by the Merchant Marine inspectors, U. S. Coast Guard, after passing a Federal examination; and these men, to obtain that license, must have spent a certain amount of time at sea to obtain the practical experience, and after being licensed by the United States Government are of necessity employed and controlled by the United States Government, or by private lines which are at present operated under the control of the War Shipping Administration; and

Whereas, The safety of the crew, the passengers, the cargo, and the vessels are of vital importance to this nation; and

Whereas, At the present time there are in the United States four state maritime academies, namely, the California Maritime Academy, Maine Maritime Academy, Massachusetts Maritime Academy, and New York State Maritime Academy, maintained by the various states; and

Whereas, The cost of these stations and

school ships operated by the states is out of all proportion to their usefulness, if any, and a waste of the taxpayers' money, and only create confusion and a duplication of the academies operated solely by the United States Government through the War Shipping Administration; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to being opposed to the duplication of maritime academies by the states, especially in the State of California; and be it further

Resolved, That we favor permanent United States Merchant Marine academies under the sole control of the Federal Government, and the incorporation of the present state academies under the supervision of the United States Government-operated training schools; and be it further

Resolved, That the Governor and the next Legislature of the State of California be petitioned not to appropriate any more finances for the upkeep or expansion of the California Maritime Academy; and be it further

Resolved, That we petition and request the War Shipping Administration to the effect that the education and training of officers and personnel of the Merchant Marine of the United States, both publicly and privately owned, and under the control of the Federal Government, be exclusively in the hands of those who have gained their knowledge and practical experience in the U. S. Merchant Marine on either public or privately owned vessels, and who have proved by their experience that they are the only ones able and qualified to understand the problems that are peculiar and exclusive problems of the U. S. Merchant Marine; and be it further

Resolved, That the delegate from this convention to the coming American Federation of Labor Convention to be held in Toronto, Canada, be instructed to submit this resolution for its endorsement; and be it further

Resolved, That the Forty-third Annual Convention of the State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the State Legislature a bill to abolish the present California Maritime Academy, and incorporate the same under the War Shipping Administration's training program; and be it further

Resolved, That a copy of this resolution be sent to the President of the United States, to the Chairman of the War Shipping Administration, to the Commander of the U. S. Coast Guard, to the Secretary of the Navy, to the Secretary of War, to the Governor of California, and to all Senators and Congressmen of California.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Protect and Strengthen State Unemployment Insurance Act

Resolution No. 187—Presented by John F. Shelley of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, The maintenance of an adequate and effective unemployment insurance program is a matter of deep concern and vital interest to the people of this state; and

Whereas, There was sponsored at the 1941 session of the California Legislature, by a small group of individuals who had seized upon isolated instances of benefit payments which, without proper understanding of facts, appeared to be contrary to the spirit and intent of the California Unemployment Insurance Act, a bill, A. B. 560, which would have had the effect of completely emasculating the benefit provisions of the Unemployment Insurance Act, both with respect to the immediate interest of the worker and, in the long run, employers as well; and

Whereas, the sponsors of the bill sought to restrict the coverage of individuals under the Act by amending the definition of the term "agricultural labor" so as to exclude approximately 100,000 workers from the beneficial provisions of the Act and, by definition, excluding from coverage under the Act students, insurance agents and solicitors, and newsboys; and

Whereas, It has been the policy, as expressed by the President of the United States, to broaden the coverage of State unemployment insurance laws to include workers now excluded; and

Whereas, California is one of four states providing for employee contributions to the extent that, in California, workers' contributions comprise about 27 per cent of the \$465,000,000 of contributions paid for the purpose of unemployment insurance; and

Whereas, The bill provided for a reduction in the maximum amount of insurance payable and the weekly insurance rate from \$468 to \$410 and from \$18 to \$15, respectively, while many states were and are increasing the maximum amounts of insurance to be paid because of the recognized increased cost of living; and

Whereas, Looking at the bill as a whole, it is evident that the true purpose of the sponsors in introducing this vicious piece of legislation was to make the unemployment insurance program in California practically inoperative and to take away the benefits to which thousands of California workers are entitled through restrictive amendments and reduced coverage, under the guise of eliminating or correcting supposed abuses; and

Whereas, The intent of the bill was to pay benefits in but a few instances so as to assist employers in securing reduced contribution rates, and the means taken to accomplish such purpose other than those outlined above were to establish disqualifications ranging from a minimum of fifteen months to a maximum of twenty-seven months and by asking the Legis-

lature for special concessions with respect to experience rating; and

Whereas, This bill would have provided for a charge of only 73 per cent of the total benefits paid to workers, notwithstanding the fact that a similar concession was obtained at the 1939 session of the Legislature, namely, the reduction of the reserve ratio from 15 per cent to 11 per cent, and as such an amendment would have enabled thousands of additional employers who had not actually stabilized their employment conditions to secure a reduced contribution rate, thus jeopardizing the solvency of the fund; and

Whereas, Further evidence that the intent of the special group sponsoring the bill was to impair the solvency of the fund is available in the provision that would have enabled employers ineligible for a reduced rate to make voluntary contributions of small amounts, thus enabling them to secure a reduced rate and save thousands of dollars in contributions; and

Whereas, The true intent of the sponsors becomes increasingly apparent through their attempt to provide the only bill with a provision (wholly inadequate) aimed at protecting the unemployment insurance rights of military workers inducted into the armed forces of the United States and through legislative action blocking attempts to pass an adequate military service bill, thereby attempting to force through on a wave of patriotism a bill which, while holding forth an open hand, held a dagger clenched in a mailed fist behind its back, thus waiting to strike at the very heart of the unemployment insurance program, and attempting to enact in California, from the standpoint of unemployment insurance, a law as completely unjust as some of the "master-servant" statutes which existed in the Dark Ages; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor do hereby condemn such proposals, and further that Labor is as vitally interested as anyone in checking and stamping out any chiseling on the Unemployment Fund, but that legislative proposals of the character embodied in A. B. 560 do not have the purpose of correcting chiseling, but are for the ulterior motives set forth; and be it further

Resolved, That the legislative representative of the California State Federation of Labor is hereby instructed to oppose strenuously any such measure and bring to the attention of the members of the Legislature the real facts as embodied in such a proposal, and, further, that the legislative representative of the California State Federation of Labor be instructed to support any measure which will result in improving and strengthening the California Unemployment Insurance Act on behalf of Labor.

Referred to Committee on Legislation.
For Convention action, see page 236.

Retirement System for County and Municipal Employees

Resolution No. 188—Presented by James H. Thompson of State, County and Municipal Employees' Union No. 434, Los Angeles County.

Whereas, County and municipal employees do not come under the provisions of the Social Security Act; and

Whereas, While some counties and municipalities and political subdivisions have retirement systems in operation to protect their employees in their old age, a great many counties and municipalities do not have retirement systems; and

Whereas, Public employees should be accorded the same benefits as other workers in respect to old age benefits; therefore, be it

Resolved, That the Forty-third Annual Convention of the California Federation of Labor go on record as endorsing the demand of public employees that a law be enacted by the California Legislature compelling all county and municipal governments in the State, if they have not already in operation a sound and adequate retirement system, to adopt such a retirement system subject to the provisions of the State laws in respect to retirement systems.

Referred to Committee on Legislation.
For Convention action, see page 236.

Fair Labor Standards Act for California

Resolution No. 189—Presented by James H. Thompson of State, County and Municipal Employees' Union No. 434, Los Angeles County.

Whereas, State, county and municipal employees of California do not enjoy the benefits and protection of Federal and State laws pertaining to collective bargaining; and

Whereas, In the organization of these employees into legitimate trade unions for the betterment of their wages, hours and working conditions, administrative officials of political subdivisions often resort to intimidation and discriminating tactics to discourage union organization; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation for the enactment in California of a Fair Labor Standards Act, patterned after the National Fair Labor Standards Act, which will protect all employees engaged in intrastate commerce from the unfair acts cited above, giving them the legal as well as the moral right to enjoy the benefits of collective bargaining, such legislation to include all employees of the State of California engaged in intrastate commerce and its political subdivisions.

Referred to Committee on Legislation.
For Convention action, see page 236.

Overtime Pay for State, County and Municipal Workers

Resolution No. 190—Presented by James H. Thompson of State, County and Municipal Employees' Union No. 434, Los Angeles County.

Whereas, State, county and municipal employees are often compelled, through the nature of their work, to work over eight hours a day, six days a week; and

Whereas, The California State Personnel Board has informed the American Federation of state, county and municipal employees that the Attorney-General of the State of California has ruled that the State of California cannot pay for overtime work, such overtime to be paid for in taking days off; and

Whereas, In the rules and regulations of the State Personnel Board, Rule 12, Section 2, Article 8, states: "No monthly employees shall received overtime pay for hours worked in the same classification and in the same department"; and

Whereas, The war effort and the scarcity of labor make it necessary that cash be paid in lieu of days off in order to keep our governmental agencies operating in full strength; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to make it mandatory for the State of California and all its political subdivisions to pay overtime work on a cash basis.

Referred to Committee on Legislation.
For Convention action, see page 236.

Government Contracts to Comply With Local Labor Agreements

Resolution No. 191—Presented by H. S. Rutledge and Francis Dunn of Painters' Union No. 127, Oakland.

Whereas, Many local unions affiliated with the California State Federation of Labor are operating under employer-employee agreements; and

Whereas, These agreements cover working conditions on the job for members of these local unions; and

Whereas, The Bacon-Davis Act has established the principles of Government support for and coöperation with collective bargaining agreements between Organized Labor and employers; and

Whereas, Certain contract-awarding agencies of the Government have in the past, and are continuing at present to award construction contracts under specifications which are not in accord with the conditions of the above-mentioned agreements; and

Whereas, Many times these specifications have resulted in misunderstandings between the Government contract-awarding agencies and the local unions involved; and

Whereas, Such misunderstandings have re-

sulted in confusion, to the detriment of the war effort; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor direct the Secretary to enter a protest to the various Government contract-awarding agencies against their actions in awarding contracts under specifications that conflict with local Labor agreements; and be it further

Resolved, That the Secretary, likewise, protest to the proper Government agencies their action in employing labor direct under conditions that differ from local Labor agreements.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Attorney Fees to Be Paid by Insurance Carriers or Employers

Resolution No. 192—Presented by Fred J. Wettstein of Milk Wagon Drivers' Union No. 226, San Francisco.

Whereas, In recent years, on account of the complexity of decisions involving Workmen's Compensation Laws and of the difficulty of proper interpretation of the same, it has become necessary for injured employees to employ legal counsel to represent them in proceedings before the Industrial Accident Commission of the State of California; and

Whereas, Under the existing Workmen's Compensation, Insurance and Safety Laws, any attorney's fees granted after a successful hearing before the said Commission are deducted from the award of compensation; and

Whereas, In most instances the reason compelling the injured employee to institute proceedings before the said Commission is that the employer, or insurance carrier has refused to further furnish medical treatment or to pay weekly disability indemnity payments to such injured employee; and

Whereas, It would appear that where such employee was thus compelled to institute such proceedings and after hearing and findings and award of the Commission has been successful in his application, that the existing law shall be so emended that it would empower the said Commission to fix a reasonable fee and order the payment thereof by the unsuccessful insurance carrier or employer; now, therefore, be it

Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that it does instruct its legislative representative to have prepared and presented to the Legislature of the State of California appropriate legislation having for its purpose the amendment of the present Workmen's Compensation, Insurance and Safety Laws so that the above evil may have its proper remedy; and be it further

Resolved, That this Convention memorialize the Legislature by a statement, in writing, to the effect that it favors such legislation; and be it further

Resolved, That a copy of this resolution be sent to His Excellency, Governor Culbert L.

Olson of the State of California, and to the Industrial Accident Commission.

Referred to Committee on Legislation.
For Convention action, see page 236.

State Printing Office to Print All Textbooks

Resolution No. 193—Presented by William J. McQuillan of Printing Pressmen Union No. 60, Sacramento.

Whereas, Assembly Constitutional Amendment No. 2, a resolution to propose to the people of the State of California an amendment to Section 7, of Article IX of the Constitution of the State of California, in relation to the minimum period for the use of textbooks in the common schools throughout the State, was adopted March 28, 1911; and

Whereas, Said Constitutional Amendment provided that Section 7, of Article IX, of the Constitution of the State of California be amended as follows:

Section 7—

"The Governor, the Superintendent of Public Instruction, the President of the University of California, and the Professor of Pedagogy therein, and the principals of the State Normal Schools, shall constitute the State Board of Education, and shall compile, or cause to be compiled, and adopt a uniform series of textbooks for use in the common schools throughout the State.

"The State Board may cause such textbooks when adopted to be printed, and published by the Superintendent of State Printing, at the State Printing Office; and when so printed and published, to be distributed and sold at the cost price of printing, publishing and distributing the same.

"The textbooks, so adopted, shall continue in use not less than 4 years, without any change or alteration whatsoever, which will require or necessitate the purchase of new books by such pupils"; and

Whereas, In the many years that have followed since the people of the State of California by their votes caused such constitutional amendment to become a law, the various legislatures have enacted laws which have to a great extent nullified the purposes which such constitutional amendment was intended to carry into effect, namely the adoption of a uniform series of textbooks and the publishing of same by the Superintendent of State Printing and printed at the State Printing Office; and

Whereas, the State Printing Office is the finest plant of its kind west of Chicago, fully equipped to produce the highest grade of textbooks, at a thoroughly proven saving of between 20 and 40 per cent; and

Whereas, This magnificent \$2,500,000 establishment, purchased and maintained by the people of this state for inexpensive production of their own school books and other printing, lies idle a large part of the time; therefore, be it

Resolved, That the California State Feder-

ation of Labor, assembled in its Forty-third Annual Convention, reiterate its disapproval of the continued purchase of textbooks from eastern book concerns; and be it further

Resolved, That the legislative representative be instructed to have prepared and introduced at the next session of the Legislature a constitution amendment providing for the printing of all basic textbooks in the elementary and high school grades in the State Printing Office.

Referred to Committee on Legislation.
For Convention action, see page 237.

Unemployment Insurance Act to Include Employers of One or More Workers

Resolution No. 194—Presented by John F. Shelley of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Under the present California Unemployment Insurance Act, which operates in conjunction with the Federal Social Security Act, among other workers not covered by the law are those workers who happen to work for firms who do not hire four or more workers; and

Whereas, Realizing the admitted beneficial effect of unemployment benefits a proposal has been made to extend the benefits of such Act to employees without regard to the number of workers in the particular firm; and

Whereas, This extended coverage has been attacked by the comparatively larger employers who say that the reserves now on hand and built up to pay unemployment claims will be depleted to their detriment by claims of employees of small firms; and

Whereas, Impartial studies have shown that such extension of coverage to include employers of one or more persons would bring within the scope of such law an additional 80,000 to 90,000 employers and an additional 130,000 to 140,000 workers; and such extension or coverage would result in an estimated additional \$6,000,000 in income to such fund annually and benefit payments would be increased by about \$5,000,000 per year, assuming 1940 conditions; and

Whereas, The industries most affected by this suggested extension of coverage are trade, service, subcontracting, finance and insurance, and the experience for employers now covered by this law in these industries shows that benefit payments per dollar of contributions is usually less than in general manufacturing and construction industries; and

Whereas, For reasons above set forth the contentions of such large employers that the funds on hand would be depleted is untrue; and

Whereas, For these same reasons and for certain additional reasons the cost of administration of the law would be proportionately reduced by such extension of coverage; and

Whereas, Workers are increasingly unwilling to work for employers hiring less than four employees because they do not receive the benefit of such unemployment law; now therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to change the coverage of the California Unemployment Insurance Act to include workers hired by firms employing one or more workers in accordance with the spirit of the above.

Referred to Committee on Legislation.
For Convention action, see page 237.

To Raise Maximum Weekly Unemployment Benefit

Resolution No. 195—Presented by John F. Shelley of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Decreases in unemployment and higher wages have resulted in the material increase of revenue in the unemployment fund; and

Whereas, The cost of living has risen materially; and

Whereas, The improved employment conditions have reduced the amount of benefit payments made under the Unemployment Insurance Act; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature a bill raising the maximum amount of weekly unemployment benefit from \$18 a week to \$24 a week.

Referred to Committee on Legislation.
For Convention action, see page 237.

Eliminate Experience-Rating Provisions From Unemployment Insurance Act

Resolution No. 196—Presented by John F. Shelley of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, The California Unemployment Insurance Act contains provisions allowing employers to secure a reduced contribution rate in the event contributions paid in by the employer exceed in certain percentages the benefits paid and chargeable to the employer's account; and

Whereas, These provisions result in an annual loss to the unemployment fund of more than \$11,000,000 in contributions, thus reducing to this extent the amount available for the payment of benefits to unemployed workers; and

Whereas, The loss of such a large amount of contributions may seriously jeopardize the solvency of the unemployment fund in future years and particularly at the termination of the present national emergency when unemployment may greatly increase; and

Whereas, The provisions in the California law permitting an employer to secure a lower contribution rate are economically unsound, in that employers secure reduced contribution

rates in periods of prosperity, when reserves should be accumulating at their maximum rates in order to protect workers from increased unemployment during subsequent periods of depression; and

Whereas, The provisions in the Unemployment Insurance Act permitting employers to secure a reduction in contribution rate have proved to be unworkable, complex, and costly to administer, thus affecting the sound operation of the unemployment insurance system in the State of California; now, therefore, be it

Resolved, 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 Insurance Act to repeal those sections of the Act which permit an employer to secure a lower contribution rate.

Referred to Committee on Legislation.
For Convention action, see page 237.

Unemployment Insurance for Agricultural Workers

Resolution No. 197—Presented by John F. Shelley of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Agricultural workers are severely affected by the evils of unemployment by virtue of the seasonal nature of their work; and

Whereas, The wages received by agricultural workers are not sufficient to enable them to accumulate a reserve during their periods of employment to carry them over periods of unemployment, as the majority of them receive merely subsistence wages during the periods of employment; and

Whereas, Due to the national emergency the importance of retaining workers on farms has greatly increased and the necessity for restriction on the migration of farm labor to the industrial centers has become apparent; and

Whereas, Agricultural workers are now penalized by seasonal employment, low wages and the denial of benefits of unemployment insurance coverage; and

Whereas, The chief beneficiaries of such exclusion are the large-scale industrialized farms, field packers, and shippers; and

Whereas, The national interests may best be served by assisting the agricultural workers to remain on the farms by offering them equal benefits; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to amend the California Unemployment Insurance Act to include agricultural labor within its provisions.

Referred to Committee on Legislation.
For Convention action, see page 237.

Postwar Return of Employment Services to State Department of Employment

Resolution No. 198—Presented by John F. Shelley of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, President Franklin D. Roosevelt in his message of December 19, 1941, requested Governor Culbert L. Olson that the personnel and facilities used for employment service functions be transferred to the United States Employment Service as of January 1, 1942, in order that there might be complete responsiveness to the demands of national defense and speedy, uniform, and constructive action to meet rapidly changing needs; and

Whereas, Governor Culbert L. Olson requested the California Employment Commission to facilitate the request of the President, which request was complied with by the Commission on December 29, 1941; and

Whereas, After the duration of the war the return of the employment service functions to the State Department will enable the employment service to better meet the particular needs of the workers of this state; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the return of the employment service functions of the Department of Employment from the United States Employment Service to the State Department of Employment after the duration of this emergency.

Referred to Committee on Legislation.
For Convention action, see page 237.

Health Insurance

Resolution No. 199—Presented by John F. Shelley of Bakery Wagon Drivers' Union No. 484, San Francisco.

Whereas, Experience has shown that economic insecurity due to illness and disability is a serious menace to the health, welfare and morale of the people of the State and a major cause of social dependency; and

Whereas, The individual wage-earner is unable to provide adequately against the costs and losses resulting from illness and disability of himself or his dependents; and

Whereas, Due to the war emergency, an increasing number of medical practitioners are being called into service of the armed forces, leaving inadequate medical facilities available for the individual wage-earner and his family; and

Whereas, A substantial number of man hours of labor are lost each year through injury or illness, a large part of which could be avoided by preventive medical care, which is not available to the average wage-earner, except through a state-wide program of health insurance; and

Whereas, Unemployment, illness, and disability resulting therefrom are a subject of general interest and closely correlated as a social problem; and

Whereas, The achievement of a minimum

of social security requires legislative action providing adequate protection against these hazards of our economic life; and

Whereas, The Unemployment Insurance Act has already created an administrative agency to carry out the provisions of said Act, which has established the procedures and facilities for handling problems dealing with the hazards of unemployment; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and submitted at the next session of the Legislature appropriate legislation to amend the Unemployment Insurance Act so as to provide for an adequate program of health insurance, to be established under the framework of the existing agency charged with the administration of the unemployment insurance program.

Referred to Committee on Legislation.
For Convention action, see page 237.

Revision of Workmen's Compensation Laws

Resolution No. 200—Presented by Jack Leonard of Laborers' Union No. 261, San Francisco.

Whereas, At the last session of the State Legislature, the State Federation of Labor, through its legislative representative, caused to have prepared and introduced companion bills containing a comprehensive revision of our Workmen's Compensation laws for the purpose of eliminating certain abuses in the administration of the Act and liberalizing the provisions of said Act, said bills being generally known as the Tenney-Foley bills; and

Whereas, The said Tenney-Foley bills had received the unqualified approval of labor organizations and others interested in liberalizing the provisions of said Workmen's Compensation laws; now, therefore, be it

Resolved, That it is the sense of this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative of the Federation be and he is hereby directed to have prepared and introduced legislation containing substantially the provisions of said Tenney-Foley bills.

Referred to Committee on Legislation.
For Convention action, see page 237.

The Second Front

Resolution No. 201—Presented by Harry Hunt of Painters' Union No. 333, San Diego.

Whereas, The Organized Labor Movement in the United States long has realized that its very existence, along with that of all but the most Fascist-minded people in our nation is entirely dependent upon a victory of the United Nations and the utter destruction of the Axis powers; and

Whereas, Franklin D. Roosevelt, our Commander-in-Chief, has publicly realized, in the historic agreements with Great Britain and the Soviet Union, the "urgency of opening a second front" against Hitler Germany; and

Whereas, William Green, president of the American Federation of Labor, within the last month, stated a second front must be opened "not some time, but right now, to win the final victory"; and

Whereas, Military experts of the United Nations, as well as the vast majority of the peoples of the United Nations, and cognizant of the fact that Hitler Germany is the heart and core of the Axis triumvirate, and that victory over Fascism can only come through the final and complete destruction of Hitler's military machine; and

Whereas, It is obvious that the chances of victory in this peoples' struggle against Fascism will be slim indeed if the armed forces of the Soviet Union are knocked out on the eastern front, where at the present time some nine-tenths of Hitler's entire forces are involved; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor, backing up the request of A. F. of L. President William Green, urge President Roosevelt to make every provision for the immediate opening of a second front; and be it further

Resolved, That copies of this resolution be sent to President Roosevelt, to President William Green, to the coming Convention of the American Federation of Labor, and to the local press.

Referred to Committee on Resolutions.
For Convention action, see page 219.

Partial Permanent Disability

Resolution No. 202—Presented by Fred J. Wettstein, et al., of Milk Wagon Drivers' Union No. 226, San Francisco.

Whereas, It has come to the attention of the representatives of Organized Labor that it has been the practice of some insurance carriers to notify employers and their insured when an injured employee has suffered a partial permanent disability and the condition of the said partial disability has been rated by the Industrial Accident Commission of the State of California that its insured shall not thereafter employ such injured workman by reason of the fact that his partial permanent disability has become in the mind of the said insurance company a hazard; and

Whereas, This practice has become and is fast becoming a black list in so far as such partially permanently disabled employees are concerned; and

Whereas, The Workmen's Compensation, Insurance and Safety Laws of the State of California do not and have not provided a remedy for this evil; now, therefore, be it

Resolved, That this Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representatives to have prepared and presented proper legislation to the Legislature of the State of California to the effect that wherever and

whenever an insurance carrier either directly or indirectly threatens an employer with cancellation of insurance, when such employer either has or attempts to have a partially permanently disabled employee in his employ, such act will be punished by penalty either as a misdemeanor or a felony, or a fine, or by any one of such penalties; and be it further

Resolved, That the Legislature of the State of California be memorialized at this convention that the members thereof are in favor of such legislation; and be it further

Resolved, That copies of this resolution be sent to His Excellency, Governor Culbert L. Olson of the State of California, and to the Industrial Accident Commission.

Referred to Committee on Legislation.
For Convention action, see page 237.

Compliance by Insurance Carriers With Accident Commission Awards

Resolution No. 203—Presented by Fred J. Wettstein, et al., of Milk Wagon Drivers' Union No. 226, San Francisco.

Whereas, It has come to the attention of representatives of various labor organizations that frequently when an award is made in favor of an injured employee by the Industrial Accident Commission of the State of California, insurance carriers either refuse to comply with the award or comply with it improperly and without proper order from the said Commission, and without an order of termination to terminate the payments of disability indemnity to the injured employee, thereby rendering it necessary for the employee either to appear before the Commission himself, or to employ counsel in order to compel a compliance with an award which is still in full force and effect; and

Whereas, This practice is most unjust and results in employers and insurance carriers withholding payments of compensation to injured workers contrary to the terms of the awards and findings of the said Industrial Accident Commission; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the Federation's legislative representative to memorialize the Legislature of the State of California to enact proper legislation so as to remedy the above evil, thereby assisting many of the injured employees who seek relief at the hands of the said Commission; and be it further

Resolved, That the legislative representative be instructed to have prepared and introduced a bill before the next session of the Legislature, having for its purpose the elimination of such abuse hereinabove mentioned; and be it finally

Resolved, That copies of this resolution be mailed to the Governor of the State of California and to the Industrial Accident Commission.

Referred to Committee on Legislation.
For Convention action, see page 237.

Liberalize Provisions of Unemployment Insurance Act

Resolution No. 204—Presented by Otis Tout of Cement Finishers' Union No. 594, Oakland.

Whereas, Since the inauguration of the Unemployment Insurance Act many changes have been made, and the enormous surplus that is building up in this fund clearly indicates that it is not operating to the best interests of those whom it was intended to help; and

Whereas, This fund is now payable only to the unemployed under certain restrictions (only beneficial to unscrupulous employers) with long waiting periods; and

Whereas, This fund in its restrictive form can only be collected by those who are able-bodied and ready to go to work, and those who are unfortunate either through sickness or injury are deprived of aid from the funds they helped to create; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to the end that the Unemployment Insurance Act be changed so that the uniform waiting period will be no longer than two weeks, and some stipulation be made so as to include those who are sick or have been injured off the job, as it is during such a period that the parties involved most need the insurance which is rightfully theirs.

Referred to Committee on Legislation.
For Convention action, see page 237.

Scaffolding and Inspection

Resolution No. 205—Presented by Otis Tout of Cement Finishers' Union No. 594, Oakland.

Whereas, The scaffold situation in San Diego is still in a deplorable state, with many contractors evading the law and a great number of scaffolds being so unsafe that the men should not be permitted to work on them; and

Whereas, No effort has been made to establish an inspector's office in this area; and when complaints, of which there are many, are made, an inspector must be sent from Los Angeles and generally arrives too late; therefore be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct and empower the Secretary to do everything in his power to have an inspection office established in the San Diego area.

Referred to Committee on Legislation.
For Convention action, see page 237.

Protection of Civil Service Status of Union Representatives

Resolution No. 206—Presented by James H. Thompson of State Council of State, County and Municipal Employees, Los Angeles.

Whereas, The public policy of the State of California, in respect to the self-organization and designation of a bargaining agent by employees, is well established by law; and

Whereas, In the course of such bargaining it is customary for the union acting as the bargaining agent, to choose from its own organization certain individuals to act as its representatives for the purpose of negotiating hours, wages, and working conditions of its members; and

Whereas, Such employees acting as representatives of the collective bargaining agency must of necessity give their full time and attention to their duties; and

Whereas, The justice of protecting the seniority rights of the employee while serving as the employees' chosen representative is widely recognized in the field of labor relations; and

Whereas, No provision has been made by various Boards of Supervisors of the counties of this state or by the Civil Service Commission for protecting the Civil Service status of such employees acting in the capacity of union representatives; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to obtain from the Civil Service Commission or other authority whatever changes are necessary in order to protect the Civil Service status of such employees acting as union labor representatives.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Support National Legislation Against Subversive Persons and Organizations

Resolution No. 207—Presented by J. W. Buzzell of Pattern Makers' Association, Los Angeles.

Whereas, The United States finds itself engaged in a world-wide war, allied with other nations both in Europe, Asia, and North and South America, against the would-be world-conquering Axis; and

Whereas, This war is of such a total nature that for both sides the end means all or nothing, in other words a total war; and

Whereas, Such a condition makes it possible for various types of organizations who do not believe in established and democratic governments to put forth their propaganda and subversive work under the guise of contributing to the war effort, and they very cleverly attempt to cover any criticism of their effort by shouting "Disunity!"; and

Whereas, The American Federation of Labor recognizes the right of the people of any nation to have any kind of government they desire, it does not recognize the right of such nations to attempt to force those forms of government upon other nations; and

Whereas, There is good reason to believe that there is a definite program by the Communist Party to infiltrate into the armed forces of the United States missionaries of the Communist Party who are acting under instruc-

tions from the Party and are directed to form so-called Soldiers' and Sailors' Councils, such as developed in Russia by the Communist Party in that country when the Communists overthrew the Kerensky Republic; and

Whereas, There is good reason to believe that this plan of the Communist Party to create such so-called Soldiers' and Sailors' Councils is for the purpose of capturing the United States and the United States Government by force, and to destroy the democratic institutions of this nation; and

Whereas, Although every American is convinced that America and her Allies will win the war against the Axis, there is reason to believe that we are face to face with an enemy at home far more dangerous to human liberty and American traditions than are the armed forces of the Axis powers; and

Whereas, There seems to be good reason to believe that young Communists with high school education, or better, are being instructed to make application to enter Officers' Training Schools in the United States armed forces, so instructed by the Communist Party for an obvious reason; therefore, be it

Resolved, By the California State Federation of Labor, in its Forty-third Annual Convention in the city of Long Beach, beginning September 21, 1942, that it call upon the Federal Bureau of Investigation and the Army and Navy Intelligence Services to investigate this matter in its entirety and to make a report of their findings to a proper Committee of the Congress of the United States; and be it further

Resolved, That this Federation approve and support national legislation aimed at any and all persons or organizations whose purpose it is to destroy or overthrow the American Government by force, and to deport all aliens who are members of such organizations or who advocate such a course.

Referred to Committee on Resolutions.
For Convention action, see page 231.

Barker Brothers Unfair

Resolution No. 208—Presented by Lew C. G. Blix and Harry Sherman of Los Angeles Central Labor Council, Los Angeles.

Whereas, The Los Angeles Central Labor Council has declared Barker Brothers, a wholesale and retail furniture company of that city, to be unfair, and has officially placed said firm upon its unfair list; and

Whereas, In making a survey of this industry, this organization found the employees of Barker Brothers most in need of organization due to the extremely low scale of wages and very unfavorable conditions under which they work; and

Whereas, In the process of organizing these said employees of Barker Brothers, American Federation of Labor affiliates have met with tremendous resistance, both open and undercover, on the part of the management of the firm; and

Whereas, The unfair tactics employed by the firm in supplying this resistance, and their

arbitrary attitude toward both union representatives and their employees, have created a situation whereby the employees have been deprived of the protection that can only be assured them through unions of the American Federation of Labor; and

Whereas, In spite of the foregoing a majority of those employees have indicated their desire to be represented by the A. F. of L. unions; and

Whereas, In spite of the fact the attorneys representing the firm of Barker Brothers have steadfastly refused to meet with union representatives; and

Whereas, In spite of the facts set forth here, the firm of Barker Brothers is attempting to maintain and improve its business through solicitation of purchases by union members, particularly those employed in defense industries; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to all its affiliated local unions and central bodies that their members refrain from patronizing any Barker Brothers establishment or agency in the State of California.

Referred to Committee on Labels and Boycotts.
For Convention action, see page 233.

Unfair Radio Stations

Resolution No. 209—Presented by M. L. Ratcliff of I. B. E. W. Union No. B-569, San Diego.

Whereas, The broadcast technicians throughout the State of California reorganized in the International Brotherhood of Electrical Workers; and

Whereas, The I. B. E. W. has signed agreements with the majority of radio stations throughout the State covering these men; and

Whereas, There have been false rumors circulated concerning some of these fair radio stations; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the Secretary to notify the State and County Central Committees of all political parties, giving the names of those stations which are employing non-union technicians, and urging that no radio time be purchased from such stations for political purposes.

Referred to Committee on Labels and Boycotts.
For Convention action, see page 233.

Correct Numbering of Alameda County Vice-Presidential District

Resolution No. 210—Presented by Francis Dunn of Painters' Union No. 127, Oakland.

Whereas, A discrepancy exists in the numbering of the Vice-Presidential Districts, showing in the "Officers Reports" Alameda County as District Eleven, while in the Constitution and By-Laws this district is listed as No. 10; therefore, be it

Resolved, That the Committee on Constitution investigate and correct this error.

Referred to Committee on Constitution.
For Convention action, see page 234.

Poll Tax

Resolution No. 211—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 10, San Francisco.

Whereas, At a time in history when the United States, along with all freedom-loving peoples of the world, are fighting for their very existence and the democratic way of life, several million American citizens are denied the right to vote in eight Southern States due to the outmoded, undemocratic poll-tax requirement; and

Whereas, Some of the most anti-labor, anti-social legislation is endorsed, initiated, and pushed through Congress by poll-tax representatives and senators such as Cotton Ed Smith of Virginia, author of the Smith amendments, elected in many cases by only 8 per cent of their constituents, all such legislation impeding the war effort and serving as a severe blow to national unity; and

Whereas, The Executive Board of the American Federation of Labor has taken a firm and concrete stand against the poll tax as a requisite for voting; and

Whereas, There is now buried in a Congressional Committee a bill to outlaw the poll tax, requiring only sixteen signatures on a petition to bring it to the floor of Congress, and several congressmen who have not signed the petition are from California; and

Whereas, The passage of the anti-poll tax bill by Congress would serve to more completely involve in the nation's war effort against the Axis those several million citizens living in these eight Southern states; now, therefore, be it

Resolved, That this Forty-third Annual Convention of the California State Federation of Labor go on record in favor of the passage of the anti-poll tax bill, and urges our Congressional Representatives, both in the House and Senate, to fight for the passage of the bill, and does specifically request those who have not yet signed the petition to bring the bill out of Committee, to do so immediately; and be it further

Resolved, That copies of this resolution be sent to all California Congressmen and Senators, and to the Speakers of the House and Senate; and be it further

Resolved, That a copy of this resolution be introduced in the coming convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Additional Vice-President for Alameda County

Resolution No. 212—Presented by John Perego, Laborers Local 304, Oakland; H. S. Rutledge, Painters Local 127, Oakland; Louis Martin, Sheet Metal Workers Local 216, Oakland.

Whereas, Alameda County is the third largest county in California, both in population and in membership in the California State Federation of Labor, besides being also

one of the largest counties in point of actual size; and

Whereas, The population of this county is expanding at an astounding rate, making true understanding of the aims and purposes of Organized Labor difficult to spread among its ever-growing membership in this district; and

Whereas, Many other districts have increased their membership on the Executive Board of the California State Federation of Labor, while the representation of District Eleven has remained static; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor determine that, in order to effectively carry out the purposes of this Federation, Article V, Section 2 of the Federation Constitution shall be amended to provide an additional vice-president for Alameda County, so as to provide two vice-presidents for this district.

Referred to Committee on Constitution.
For Convention action, see page 234.

Joint Labor Union Election Campaign Committees

Resolution No. 213—Presented by E. P. Taylor of I. B. E. W. Union No. B-18, Los Angeles.

Whereas, The coming elections in California are of a nature critical to Labor and the war effort; and

Whereas, The enemies of Labor, being well organized and doubly well financed, constitute a serious threat to Labor and the people in general, inasmuch as they have been able to confuse many people regarding the real issue of the election; and

Whereas, Every possible effort on the part of Organized Labor will be required to insure victory for Labor's candidates and measures; now, therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that in order that Labor's efforts shall be most effective, the California State Federation of Labor initiate the setting up of a joint campaign committee including A. F. of L., C. I. O., and bona fide independent unions to coördinate campaign work, to the end that same be carried out in the most efficient and effective manner.

Referred to Committee on Resolutions.
For Convention action, see page 239.

Radio Stations KFI-KECA Unfair

Resolution No. 214—Presented by Al Speede and Roy Tindall of I. B. E. W. Union No. 40, Hollywood.

Whereas, All other radio broadcasting stations in the city and county of Los Angeles are now operating under I. B. E. W. agreements and are employing our technician members exclusively; and

Whereas, The Earle C. Anthony stations, KFI and KECA, are continuing and main-

taining the anti-Labor policy which Earle C. Anthony has always followed; and

Whereas, The Los Angeles Central Labor Council has placed KFI and KECA on the official unfair list of that body; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor declare radio stations KFI-KECA unfair to the California State Federation of Labor; and be it further

Resolved, That these two radio stations be placed on the official unfair list of the Federation.

Referred to Committee on Labels and Boycotts. For Convention action, see page 233.

Collective Bargaining for Municipal Employees

Resolution No. 215—Presented by E. P. Taylor of I. B. E. W. Union No. B-18, Los Angeles.

Whereas, It is now a quite generally accepted practice for contractors and other employers of labor to sign agreements covering wages and working conditions; and

Whereas, Large numbers of men and women who are municipally employed are at present denied the protection of such signed agreements on the ground that they are municipally employed and that municipalities in California do not have the legal right to sign agreements with labor organizations; and

Whereas, The withholding of rights otherwise generally enjoyed by the working men and women will tend to prejudice the minds of the public against the spread of municipal ownership; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the Legislature and do all possible to secure the enactment of legislation requiring municipalities in California to enter into bona fide agreements with labor organizations whenever a majority of the employees of such municipalities, or of any department thereof, petition for such an agreement, and permitting such agreements in any case where they are mutually desirable.

Referred to Committee on Legislation. For Convention action, see page 237.

Every Union Man and Woman Must Vote on November 3

Resolution No. 216—Presented by James Lance, J. W. Dunn, et al., of I. B. E. W. Union No. B-11, Los Angeles.

Whereas, The most important and pressing business of all the union men and women of the State of California at the coming election on November 3, as well as of all citizens who believe in the preservation of civil and constitutional rights of all people, is the defeat of Slave Bill No. 877, Proposition No. 1 on the ballot; and

Whereas, This Slave Bill can only be defeated by the "No" votes of the citizens of our state; and

Whereas, The only way for union men and women of California to protect themselves from the adverse, unfair, and union-destroying provisions of this Slave Bill is by voting "No" on Proposition No. 1; and

Whereas, There is but one way to register "No" votes on Proposition No. 1, and that is by going to the polls on election day; and

Whereas, The election laws of the State of California declare that a voter can take two hours from work, without loss of pay, in order to vote; and

Whereas, In our war industries, shift arrangements are such that any worker can vote without losing any working time; and

Whereas, There is every good reason why every union man and woman should cast his vote on November 3, and there is no good reason why he or she should not vote; now, therefore, be it

Resolved, That the California State Federation of Labor, in its Forty-third Annual Convention assembled, hereby declares that every effort within the authority and power of the affiliated Central Councils and local unions must be utilized so that every union man and woman goes to the polls on election day, November 3 next; and be it further

Resolved, That in case any members may be working away from their homes, immediate action be taken to see to it that they get their absentee ballots; and be it finally

Resolved, That all councils and unions having full-time representatives be urged to instruct them to devote full time to this, our most important and immediate problem, from now on until the close of the polls on November 3.

Referred to Committee on Resolutions. For Convention action, see page 227.

Identification of Delegates Traveling to Convention

Resolution No. 217—Presented by W. E. Horton of Moving Picture Projectionists' Union No. 560, Richmond.

Whereas, The delegates selected by the various locals affiliated with the Federation for its yearly convention are in a great many cases unacquainted with each other; and

Whereas, The spirit of goodfellowship aboard trains when traveling to the convention would, in a large degree, establish a more solid foundation for a successful convention; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor determine that, in the future, credentials issued to delegates bear a detachable tab which may be worn by the delegate, bearing his or her name, on the journey to the Convention City.

Referred to Committee on Constitution. For Convention action, see page 234.

Exclude All Persons of Japanese Ancestry From American Citizenship

Resolution No. 218—Presented by Edward H. Dowell of Moving Picture Projectionists' Union No. 297, San Diego.

Whereas, The California State Federation of Labor played a leading part in organizing and carrying on the work of the California Joint Immigration Committee and thereby aided immeasurably in maintaining inviolate the Japanese Exclusion Act, known as the "Asiatic Exclusion Act"; and

Whereas, Recent events have proven the truth and wisdom of our past warnings of the dangers of allowing citizenship to persons of Japanese ancestry; and

Whereas, It is now clearly evident that such citizenship is a fraud, resulting in dual citizenship and as a means of establishing the long-planned "peaceful invasion" of California, and does constitute a menace to our security and the security of our children; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor advocate an amendment to the Constitution of the United States of America that shall have as its object the exclusion of all persons of Japanese ancestry from American citizenship; and be it further

Resolved, That the California State Federation of Labor join with other groups in advocating the following course of action:

1. Dispossess the Japs of every foot of land, rural and urban, to which they now claim title.
2. Challenge the citizenship of every Jap and his right to exercise in these United States of America the voting privilege.
3. The closing of every Jap language school and every Jap language newspaper; and be it further

Resolved, That this resolution be submitted to the coming American Federation of Labor Convention and its adoption urged.

Referred to Committee on Legislation.
For Convention action, see page 237.

Telephone Employees

Resolution No. 219—Presented by James Lance of I. B. E. W. Union No. B-11, Los Angeles.

Whereas, The Industrial Welfare Commission is presently preparing a new wage order covering professional, technical, clerical and similar occupations, including any women or minors in any general, professional or technical office, or laboratory, library or school, telephone or telegraph establishment, messenger service or radio broadcasting establishment; and

Whereas, Jurisdiction over telephone workers has been granted the International Brotherhood of Electrical Workers by the Executive Council of the American Federation of Labor; and

Whereas, The I. B. E. W. and the California State Association of Electrical Workers are sincerely interested in the welfare of

its members and all telephone workers in the State of California; and

Whereas, Wages paid to the switchboard operators in public exchanges of various telephone companies operating in the State of California have been, and are substandard and inadequate to meet the present living costs and provide the minimum requirement for health and general welfare of these women workers; and

Whereas, Switchboard operators are and should be recognized as skilled workers; and

Whereas, The telephone companies have requested exemption from any State wage and hour provision for the telephone industry, and have in the past failed to observe the provisions of Order No. 9 (amended) of the Industrial Welfare Commission claiming exemption thereunder, and in addition thereto have been successful in obtaining many exemptions under Federal wage and hour regulations for this industry; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as whole-heartedly supporting the efforts of all interested Labor groups who have presented written and oral evidence before the wage board, supporting their request for a minimum wage of \$23 for a forty-hour week for women and minor employees in professional, technical, clerical, and similar occupations, including specifically switchboard operators and other employees in the telephone industry, and in addition thereto recommending that a penalty provision be embodied in the order sufficient to discourage part-time employment, requiring that a higher hourly wage rate prevail for employees working less than the regular eight-hour day, and further recommending that a penalty provision be included in the order which would discourage the so-called "split-tricks," providing that where it is necessary to employ "split-tricks," the spread shall not be greater than twelve hours, *i. e.*, that any eight-hour shift must be completed within a twelve-hour period.

Referred to Committee on Legislation.
For Convention action, see page 237.

Provisions for Household Employees in Labor Code

Resolution No. 220—Presented by Leo Prodromou, et al., of Miscellaneous Employees' Union No. 110, San Francisco.

Whereas, Large numbers of women who formerly worked in household employment are entering other fields in response to the demand for employees in defense industries and essential civilian production; and

Whereas, There has been a consequent increase in the proportion of household employees working on a part-time basis; and

Whereas, Under the present provisions of Division IV of the California Labor Code, dealing with Workmen's Compensation and Insurance, household employees are defined as "employees" only when "employed by one

employer for over fifty-two hours per week"; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the coming session of the Legislature appropriate legislation to amend Section 3358.5 of the California Labor Code to read, "Any person engaged in household domestic service who is employed by one employer for twenty hours per week or more is an employee under this division."

Referred to Committee on Legislation.
For Convention action, see page 237.

Day Nurseries

Resolution No. 221—Presented by Roy W. Sturtevant of Building Trades Council, Santa Clara County.

Whereas, The fullest participation of women in all war industries is essential to the war effort; and

Whereas, This participation is being hampered by the lack of facilities for taking care of their children; therefore, be it

Resolved, That the members of this convention, assembled in the city of Long Beach, September 21, 1942, go on record as endorsing the institution of day nurseries; and be it further

Resolved, That the officers of the California State Federation of Labor and the members here assembled urge the members of the California State Legislature to pass the necessary legislation at its first opportunity to provide said day nurseries to care for the children of women in war industries in the defense training centers; and be it further

Resolved, That the Legislature be, likewise, urged to set up said nurseries in such a manner that the teachers and attendants will be furnished by the State, that the public school buildings be made available for this purpose, and that enough funds be appropriated to insure enough day nurseries that the continued production of war materials will be adequate for the fullest prosecution of the war; and be it further

Resolved, That a copy of this resolution be forwarded to the National Convention of the American Federation of Labor, which assembles in Ontario, Canada, October 5, 1942.

Referred to Committee on Legislation.
For Convention action, see page 237.

Ray Mathewson

Resolution No. 222—Presented by C. O. Taylor, Building and Construction Trades Council; Louis F. Mehl, Laborers' Local No. 89, San Diego.

Whereas, Coöperation between the California State Employment Service and the United States Employment Service and the various trade unions has in the past made it possible to meet with efficiency the demands of thousands of men required to convert San Diego into a vital war area; and

Whereas, The wide experience and long service in this area of Ray Mathewson has enabled him to contribute greatly to the solution of the labor procurement problem; and

Whereas, The same general problems are being faced and will continue to arise in the San Diego area, calling for the utmost coöperation and knowledge on the part of all parties; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor request the California State Employment Service and the United States Employment Service officials to restore Ray Mathewson to the post of San Diego Area Director at the earliest possible moment so that handling of the tremendous tasks ahead of us can be accomplished with the greatest of speed and efficiency.

Referred to Committee on Grievances.
For Convention action, see page 241.

Labor Press Conference

Resolution No. 223—Presented by Max Osslo, Butchers Local No. 225; Robert Noonan, Federated Trades and Labor Council; K. C. Bitter, Carpenters No. 1358, San Diego.

Whereas, There has been established in California in the last several months several new and thriving newspapers; and

Whereas, It is of vital importance that these newspapers and the labor councils they represent have a more constant source of information and news so that greater force of public opinion can be brought to bear in the victory drive; and

Whereas, Such machinery can be established at a minimum cost and with a minimum extension of effort; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor direct the Secretary to call together the representatives of all American Federation of Labor chapters in California at the earliest convenience for a labor press conference which will have as its aim the establishment of a coöperative news exchange service for the state.

Referred to Committee on Resolutions.
For Convention action, see page 227.

Thanksgiving Day Bombers for Berlin Fund

Resolution No. 224—Presented by K. C. Bitter, Carpenters No. 1358; R. E. Noonan, Federated Trades and Labor Council; Max Osslo, Butchers Local No. 229, San Diego.

Whereas, The stake of the organized workers in the winning of the war is of such importance that no sacrifice is too great; and

Whereas, It would greatly strengthen the confidence of the armed forces and thus raise their morale to have concrete evidence of the support of Labor; and

Whereas, We desire to show by every possible means our full and complete support of our Commander-in-Chief; and

Whereas, It is with a deep sense of thankfulness and gratitude that we celebrate this

Thanksgiving Day as citizens of free America; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the American Federation of Labor and to every union member in the State and Nation that we all devote Thanksgiving Day to productive work that will aid in the winning of the war, that all earnings for the day be turned over to the American Federation for the establishment of a "Bombers for Berlin" fund; and be it further

Resolved, That this fund shall be given without interest to the Treasury of the United States for the purchase of bombers which shall carry into combat the insignia of the American Federation of Labor; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor for its favorable action.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Public Relations Campaign by Federation

Resolution No. 225—Presented by Ken Bitter of Carpenters' Union No. 1358, San Diego.

Whereas, Organized Labor has recognized that our country faces an unprecedented emergency which requires full coöperation of all Americans for the successful prosecution of this war; and

Whereas, The American Federation of Labor is endeavoring to coöperate fully in our country's war effort by bringing about increased production and by the elimination of any work stoppages, and to this end has given up Labor's most potent weapon, the right to strike, for the duration of the present emergency; and

Whereas, Labor has made and is making many other sacrifices for the preservation of our republic; and

Whereas, Labor's rôle in the war effort is generally not fully appreciated by the general public, and there is much misinformation on this subject, and this state of affairs has created a certain antagonism on the part of certain individuals towards labor unions; and

Whereas, It is essential that Organized Labor maintain its good will and help bring about a better understanding of its problems and its rôle in the present emergency; and

Whereas, The experience of various locals and Central Labor Councils have proven the efficiency and effectiveness of properly directed public relations campaigns in accomplishing that end; and

Whereas, The State Federation of Labor has made a valuable contribution in bringing about a better appreciation of Labor's problems and its rôle in the present emergency by the presentation of "This Is Our America" broadcast and its other activities; now, therefore, be it

Resolved, That the California State Federation of Labor at its Forty-third Annual Con-

vention declare it to be the sense of this Convention that the Federation continue its good work of bringing about better relations between the general public and Organized Labor and to do all that is within its power to carry on a public relations campaign to this end.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Recognition of War Service of Merchant Seamen

Resolution No. 226—Presented by Captain C. May of Masters, Mates and Pilots' Union No. 90, San Francisco.

Whereas, The personnel of the United States Merchant Marine did its part for this country in World War No. 1; and

Whereas, The A. F. of L. seamen who are now taking most of our Victory merchant fleet to sea and delivering goods to our Allies' armed forces all over this globe; and

Whereas, Many have given the supreme sacrifice in performing these duties for their country; and

Whereas, The Merchant Seamen are fighting our fight as strongly as are the armed forces and are as vital to this effort as if they were on the direct firing line; and

Whereas, The Federal Government now owns and/or operates all the United States Merchant Marine vessels through the War Shipping Administration; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to have introduced as soon as possible in Congress suitable legislation to the effect that any seaman who has made a voyage to sea on the United States Merchant vessel during this war, and whose character and loyalty warrant it, be given an honorary discharge from the United States Government after this war; and be it further

Resolved, That this discharge shall have the same recognition as the one given to persons serving in our armed forces; and be it further

Resolved, That copies of this resolution be sent to the President of the United States, the Senators and Congressmen from the State of California, to Admiral Emory S. Land, Administrator of the War Shipping Administration, to the Secretary of the Navy and the Secretary of War; and be it finally

Resolved, That the delegate from this convention submit this or a similar resolution at the coming convention of the American Federation of Labor for its favorable action.

Referred to Committee on Resolutions.
For Convention action, see page 227.

Civil Service Leaves of Absence for Seamen

Resolution No. 227—Presented by Captain C. May of Masters, Mates and Pilots' Union No. 90, San Francisco.

Whereas, The United States Merchant Marine is playing a most essential part in bringing this war to an early victory; and

Whereas, The United States Government

has in progress a tremendous shipbuilding program to carry war materials to our Allies; and

Whereas, The personnel to man these vessels are needed as much as the personnel in the armed forces; and

Whereas, Many experienced men have left their professions at sea and obtained positions on shore under federal, state, and municipal Civil Service regulations; and

Whereas, The United States War Shipping Administration appeals to all experienced seamen to return to sea for the duration; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record to request the federal, state, and municipal Civil Service commissions to grant leaves of absence to experienced seamen who voluntarily wish to do their part in this war effort; and be it further

Resolved, That men who are granted such leaves of absence from their civil service positions retain their status as civil service employees after the war.

Referred to Committee on Grievances.
For Convention action, see page 241.

Reelect Governor Olson

Resolution No. 228—Presented by Dave Buchanan of Painters Local 333; Perry Nolan of Laborers Local 89; D. V. Jewett of Electrical Workers Local 465, San Diego.

Whereas, The establishment of liberal progressive government in the State of California has been continually hindered in the last forty years by the operations of a few industrialists and financiers who have obtained control of the Republican Party; and

Whereas, The present administration of the State government has diligently and effectively opposed these reactionary interests; and

Whereas, Great strides forward have been made in the establishment of public work utilities, negotiations of the rights of workers and the common man and progressive health welfare and social measures, all of which are necessary to the winning of the war; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor offer its full support to the candidacy of Governor Culbert L. Olson for reelection and commend him for his excellent administration in the affairs of the State for the past four years; and be it further

Resolved, That the Convention offers its pledge of physical and moral assistance to the Governor's campaign.

Referred to Committee on Resolutions.
For Convention action, see page 221.

Buy War Bonds and Stamps

Resolution No. 229—Presented by Ralph Rocks of Butchers Local No. 229; Leslie Coombes of Teamsters Local No. 542, San Diego.

Whereas, The future of the free peoples of

the world depends upon the winning of the war and the defeat of Hitlerism; and

Whereas, It is vital with the workers of America to aid in the financing of this great undertaking; and

Whereas, It is to the interest of the organized workers of California to build up a back-log of savings to protect them from the consequences of any possible postwar depressions; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge all members of American Federation of Labor unions in California to invest to their financial limit in the purchase of war bonds and stamps and officially approve the pay-roll savings plan offered by the United States Treasury Department to accomplish these ends.

Referred to Committee on Resolutions.
For Convention action, see page 228.

Automatic Sprinkling System for San Francisco Harbor Piers

Resolution No. 230—Presented by F. E. Hutchens of Sprinkler Fitters' Auxiliary No. 669, San Francisco; G. Kyne of Plumbers' Local No. 442, San Francisco; H. Pearson of Plumbers' Local No. 78, Los Angeles.

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 twenty 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, Oregon, the state-owned piers in Seattle, Washington, piers at Bremerton Navy Yard, Washington, and also piers at Tacoma, Washington, 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, Therefore, 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; and, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor endorse this resolution and that its 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 Grievances.
For Convention action, see page 241.

State Plumbing and Heating Code

Resolution No. 231 — Presented by F. E. Hutchens of Sprinkler Fitters Auxiliary No. 669, San Francisco; G. Kyne of Plumbers Local No. 442, San Francisco; H. Pearson of Plumbers Local No. 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 and heating code which would adequately correct the deplorable conditions herein cited; and

Whereas, The passage of such a State plumbing and heating 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 and heating code and the

presentation of such law for passage to our next State Legislature; be it further

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as in accord with the enactment of a State plumbing and heating 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 Convention action, see page 237.

Elimination of Delay in Payment of Compensation Benefits

Resolution No. 232—Presented by Paul Keith and Lee Lalor, Northern California District Council of Laborers; H. C. Rohrbach and Albert Smith, Southern California District Council of Laborers.

Whereas, Many compensation insurance carriers are guilty of inexcusable delays in the payment of compensation benefits, thereby causing cruel hardship upon injured employees and their families; and

Whereas, The average worker is ordinarily helpless to compel such insurance carriers to make prompt payment of compensation benefits except by the institution of proceedings before the Industrial Accident Commission, thereby causing further delays and expenses; now, therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that its legislative representative be and he is hereby directed to cause to have prepared and introduced adequate legislation to minimize this evil, and that such legislation provide in substance that the Industrial Accident Commission be empowered, in cases of wilful refusal or neglect to make compensation payment when due, to assess a penalty equal to the amount of such payments so withheld, and that in the event that such wilful and inexcusable failure to pay compensation occurs after the rendition of any award by the Industrial Accident Commission that the Commission, in addition to the above penalty, may adjudge such insurance carrier or employer to be in contempt of the Commission; such adjudication of contempt shall be the ground for the suspension by the Insurance Commissioner of the State of California of the license of such insurance carrier to transact business in the State of California, and in the case of self-insured employer, such wilful failure or refusal to pay compensation shall be sufficient grounds for cancellation by the Industrial Accident Commission of permission to become a self-insurer.

Referred to Committee on Legislation.
For Convention action, see page 237.

Right to Vote of Residents of Trailer and Government Camps

Resolution No. 233—Presented by W. I. Welden of Construction and General Laborers' Union No. 1119, El Centro.

Whereas, Citizens of our United States and of the State of California are now denied the right to vote because they have no permanent residence and because they live in trailer camps and in Government camps; and

Whereas, This denial to American citizens of their fundamental right to vote is both un-American and contrary to every fundamental principle of democracy; and

Whereas, This denial to vote is one that affects primarily working people and to that extent is class legislation; now, therefore, be it

Resolved, By this Forty-third Annual Convention of the American Federation of Labor, assembled at Long Beach, California, that the legislative representative of the California State Federation of Labor be and he is hereby directed to cause to be prepared and introduced at the forthcoming legislature appropriate legislation to correct this evil and put an end to this un-American practice; and be it further

Resolved, That copies of this resolution be forwarded to the forthcoming Convention of the American Federation of Labor at Toronto, Canada, for adoption and action by that Convention.

Referred to Committee on Legislation.
For Convention action, see page 237.

Training of Women and Minors

Resolution No. 234—Presented by Paul Keith and Lee Lalor, Northern California District Council of Laborers; H. C. Rohrbach and Albert Smith, Southern California District Council of Laborers.

Whereas, Our country is now engaged in the most gigantic war of all history, which is taxing the resources of our country to the utmost; and

Whereas, All available man power is necessary for the armed forces and to supply our ever-expanding war industries; and

Whereas, It is anticipated that in the very near future some twenty-five million civilian employees will be necessary in the war industries; and

Whereas, The available man power is insufficient to provide the necessary help to our war and peacetime industries and at the same time supply the demands of the armed forces; and

Whereas, This condition can only be remedied by training women and minors to do work formerly done by men; and

Whereas, It is necessary that labor unions give full coöperation and help inaugurate a broad program of training such women and minors; now, therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that the Secretary and the Executive Council of the California State Federation of Labor be empowered and they are hereby empowered to formulate a plan for the proper training of such women and minors and to supervise their employment so that the health and welfare of such women and minors may not be jeopardized and to the end that the

largest number of such women and minors be trained in the shortest possible time to meet this unprecedented emergency; be it further

Resolved, That it is the sense of this Convention that all unions affiliated with the California State Federation of Labor immediately make such changes in their constitution, by-laws, or other rules and regulations which will enable them to give full coöperation to the above program.

Referred to Committee on Constitution.
For Convention action, see page 234.

Kern County Land Company and Kern County Canal and Water Company Unfair

Resolution No. 235—Presented by T. J. Conarty of Central Labor Council, Bakersfield.

Whereas, The Kern County Land Company and its subsidiary, the Kern County Canal and Water Company, have consistently refused to bargain with or to fully recognize the Water Tenders and Cattle Handlers Union No. 22912, affiliated with the American Federation of Labor and the Kern County Labor Council; and

Whereas, This aforesaid union has been engaged in a strike against these two organizations since July 8, 1942; and

Whereas, Both the Kern County Land Company and the Kern County Canal and Water Company are on the official "We Don't Patronize" list of Kern County Labor Council; and

Whereas, Both of these firms carry on extensive operations in both California and Arizona, being engaged in agricultural production, oil production, land sales, and the buying and selling of cattle; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor officially order these two firms placed on the Federation "We Don't Patronize" list; and be it further

Resolved, That official copies of this action be sent Kern County Labor Council and the Water Tenders and Cattle Handlers' Union No. 22912.

Referred to Committee on Labels and Boycotts.
For Convention action, see page 233.

Tires for Union Business Agents

Resolution No. 236—Presented by T. J. Conarty of Central Labor Council, Bakersfield.

Whereas, Many union business agents in California are being denied orders for retreads, recaps, and new tires by their respective rationing boards; and

Whereas, An opinion was issued by Acting OPA Administrator John Hamm in July, 1942, clearly indicating that union business agents are entitled to consideration; and

Whereas, Many business agents are actively engaged in keeping the free flow of labor to

defense projects, such as air fields, shipyards, arsenals, etc.; and

Whereas, The Kern County Labor Council believes this situation needs immediate clarification; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record demanding a unification of rationing board policy in California with regard to business agents and their just requests for retreads, recaps, and new tires; and be it further

Resolved, That copies of this resolution be sent to State Rationing Administrator Paul D'Orr and to OPA Administrator Leon Henderson, Washington, D. C.

Referred to Committee on Resolutions.
For Convention action, see page 225.

To Combat C. I. O. Organizing Drive Among Postal Employees

Resolution No. 237—Presented by Jack B. Collins, Post Office Clerks No. 78, Oakland; Frank D. Raggio and Jim Murphy, Post Office Clerks No. 64, Los Angeles; Peter Tissier and H. Hahn, Post Office Clerks No. 2, San Francisco.

Whereas, The postal employees comprise 10 per cent of all Government employees; and

Whereas, The Congress of Industrial Organization has made gains in their organization of Government employees; and

Whereas, The legislative program of the C. I. O. is diametrically opposed to that of the A. F. of L. postal employees; and

Whereas, The postal labor leaders are endeavoring to keep their organization in the A. F. of L. ranks; and

Whereas, The C. I. O. is spending a great amount of money in their effort to form "one big union of postal workers"; and

Whereas, The A. F. of L. postal unions are ill-equipped to fight an all-out organization drive by the C. I. O. against them, and with the purpose of emasculating their existing craft unions; and

Whereas, The need of an intensive drive by the A. F. of L. to bolster the postal employees' belief and faith in the A. F. of L. is sorely needed; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor appoint a committee on organization of postal employees to investigate conditions pertaining to the organizational drive by the C. I. O.; and be it further

Resolved, That this committee meet with postal leaders in California to map plans for combating the organizing drive of the C. I. O. in California before the problem becomes acute; and be it further

Resolved, That the California State Federation of Labor delegate to the coming Convention of the American Federation of Labor be instructed to work for this plan as applied nationally.

Referred to Committee on Grievances.
For Convention action, see page 241.

National Charter for Motor Vehicle Employees

Resolution No. 238—Presented by Jack B. Collins, Post Office Clerks No. 78, Oakland; Frank D. Raggio and Jim Murphy, Post Office Clerks No. 64, Los Angeles; Peter Tissier and H. Hahn, Post Office Clerks No. 2, San Francisco.

Whereas, Postal employees are faced with serious opposition from the Post Office Department in their efforts to secure better working conditions; and

Whereas, The National Federation of Motor Vehicle Employees are an organized active part of organized postal employees who are working for the betterment of their crafts; and

Whereas, Depriving these deserving employees of an American Federation of Labor charter impairs the legislative and organizing work of the other American Federation of Labor postal groups; and

Whereas, The conditions and scope of their labor preclude their affiliation with any existing American Federation of Labor trade union; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as urging the immediate granting of a national charter to the National Federation of Motor Vehicle Employees.

Referred to Committee on Resolutions.
For Convention action, see page 225.

Blackout of Mail-Car Windows

Resolution No. 239—Presented by Russell A. Norris of Railway Mail Association, Los Angeles.

Whereas, Due to wartime regulation, railroad trains in Pacific Coast areas are blacked-out at night; and

Whereas, The railroad companies have complied with this regulation by painting mail-car windows with black paint; and

Whereas, This compels Railway Mail Clerks to work continuously under inadequate artificial light, impairing their eyesight; and

Whereas, Although this regulation applies only to the Pacific Coast area, the cars operate in areas where the blackout is not enforced, affecting clerks in those areas also; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the removal of paint from mail-car windows and the substitution of curtains therefor; and be it further

Resolved, That copies of this resolution be sent to the Postmaster General, Post Office Department; William Green, President of the A. F. of L.; and to the Southern Pacific, Santa Fe, and Union Pacific Railroads.

Referred to Committee on Grievances.
For Convention action, see page 241.

Memorial Day for Labor's War Holiday in California

Resolution No. 240—Presented by J. C. Reynolds, Golden Gate District Council of Lathers, San Rafael; Louis Martin, Sheet Metal Workers No. 216, Oakland; H. S. Rutledge of Painters No. 127, Oakland.

Whereas, Organized Labor has voted to unanimously support the President of the United States in an all-out war effort; and

Whereas, Organized Labor is now fulfilling that pledge by working nine and ten hours per day and six and seven days per week; and

Whereas, The President of the United States has recently issued an executive proclamation whereby Labor will be restricted to observing five national holidays, with each state selecting one additional day of most importance; and

Whereas, It is of the utmost importance that California establish a day of most importance for the benefit of the entire Organized Labor Movement, so that all Organized Labor will recognize a uniform holiday throughout the State of California; now, therefore, be it

Resolved, That in accord with the executive order, to become effective October 7, 1942, as issued by the President of the United States, the Forty-third Annual Convention of the California State Federation of Labor approve Memorial Day as being of most importance to the Labor Movement of the State of California.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Revision of Initiation Fee Requirements in Going from One Craft to the Other

Resolution No. 241—Presented by Albin J. Gruhn of Central Labor Council, Humboldt County.

Whereas, The unions affiliated with the American Federation of Labor have been experiencing a terrific turnover in membership due to the war emergency; and

Whereas, Involved in this turnover are thousands of old-time American Federation of Labor members, who upon leaving one craft to engage in the work of another craft are faced with a requirement that they pay another complete initiation fee; and

Whereas, A great number of these American Federation of Labor members have already paid several initiation fees; and

Whereas, The International Unions and their members affiliated with the American Federation of Labor should immediately make a study of and prepare uniform amendments to their initiation fee requirements in order to avoid penalizing members of the American Federation of Labor in their prosecution of the war effort; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor place itself on record as urging the coming Convention of the American Federation of Labor to take such steps as will bring

about a coordinated effort by all of its affiliated International Unions in solving the problem of bringing about a just and amicable revision of initiation fee requirements for American Federation of Labor members going from one craft to another in connection with the war production effort; and be it further.

Resolved, That the California State Federation of Labor delegate to the coming Convention of the American Federation of Labor be instructed to present a copy of this resolution to that Convention for its favorable action.

Referred to Committee on Resolutions.
For Convention action, see page 232.

The Second Front

Resolution No. 242—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, The military developments of the past few weeks demonstrate all too clearly that to permit the combined forces of Fascism to throw their full power against our brave Russian ally is to permit Hitler to continue his successful policy of defeating his enemies one by one; and

Whereas, The tide of battle goes against the United Nations, while the forces which can crush the Axis stand idle in Britain; and

Whereas, All authorities agree that if Russia is crushed or seriously weakened, Hitler will be able to transfer three million men to western Europe to confront Britain and the United States; and

Whereas, Americans never let others fight our battles for us; and

Whereas, An offensive now will catch the Nazis from the rear while tied up in Russia; now, therefore, be it

Resolved, That this Convention go on record favoring the opening of a second front in western Europe, under the leadership of our Commander-in-Chief, Franklin D. Roosevelt, when our military chiefs see the opportune time to open a second front, and that we pledge full and unstinted support to every measure that will win the war for democracy and the United Nations.

Referred to Committee on Resolutions.
For Convention action, see page 219.

India

Resolution No. 243—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, The defeat of the Axis must be carried out with the full recognition that this is a global war, involving all the peoples of the whole world; and

Whereas, Only the maximum mobilization of all forces everywhere on the side of democracy can bring about victory, including obviously the vast colonial peoples who constitute over half the human race; and

Whereas, The present disastrous policies of the British Government are smashing the anti-Fascist unity of the colonial people of India,

and must be reversed if the Indian people are to be won to the side of the United Nations; and

Whereas, These policies of trampling on the aspirations of the Indian people for national independence shake the confidence of democratic peoples all over the world in the Atlantic Charter and other pledges of the Churchill Government, which Government on most other questions has pursued a sound policy toward winning the war; and

Whereas, The resources, man power, and effective strength of India are vital to victory, but under present conditions cannot be used, leaving India helpless before Axis aggression; now, therefore, be it

Resolved, That this Convention go on record favoring immediate reopening of negotiations by the British War Cabinet with the Indian Congress Party, the Moslem League, and other leaders of the Indian people; that this Convention favors immediate establishment of a provisional national government of the Indian people; that this Convention favors release of the imprisoned Congress Party leaders, and an end to the campaign of terror against the people of India; and be it further

Resolved, That this Convention urges our Commander-in-Chief, President Roosevelt, to personally intervene on behalf of the Indian people with the British War Cabinet; and be it finally

Resolved, That copies of this resolution be sent to the President of the United States; to Prime Minister Churchill; the British Trades Union Congress; the Viceroy of India; the Labor and commercial press; and to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Labor-Management Committees

Resolution No. 244—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, One of the most important guarantees of the defeat of the Axis is the continuation of the all-out production effort throughout our nation; and

Whereas, The State of California ranks first in vital shipbuilding and aircraft industries; and

Whereas, In dozens of industries throughout this state where Labor-Management committees have been set up there has resulted streamlining of production, the saving of millions of man-hours and closer cooperation between the employers and Labor; and

Whereas, Wherever these committees have been set up they build the morale of the workers by making them feel that they are a vital part in the planning and production for victory, and where, in fact, these workers have contributed in plans and suggestions for greater output; and

Whereas, In spite of the obvious benefits of Labor-Management committees, some employers in vital war industries still continue

to evade their responsibility in joining with Labor for maximum production effort, thereby creating dangerous and wasteful friction; and

Whereas, Many of the bottlenecks in production still remaining could be ironed out by Labor-Management coöperation; now, therefore, be it

Resolved, That the California State Federation of Labor, in convention assembled, calls for the strengthening and further development of Labor-Management committees where they now exist for greater production and for better relationships between Labor and employers, and that this Convention further urges the immediate setting up of Labor-Management committees in every one of those industries where such committees do not now exist; and be it further

Resolved, That this Convention urges each and every union to exercise its fullest efforts in bringing about the establishment of these Labor-Management committees; and be it finally

Resolved, That copies of this resolution be sent to the Labor and commercial press and to all affiliated locals of the American Federation of Labor in California.

Referred to Committee on Resolutions.
For Convention action, see page 239.

Unity Trade Union

Resolution No. 245—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, President Roosevelt has recently issued a call for labor unity which was immediately responded to by President William Green of the American Federation of Labor and President Philip Murray of the Congress of Industrial Organizations; and

Whereas, Dates have already been set for the first conference, with excellent indications that unity is nearer than at any time since the schism in labor ranks; and

Whereas, In all sections of these United States the American Federation of Labor, Congress of Industrial Organizations, and independent brotherhoods have established working unity committees such as Unity for Victory committees, joint Labor endorsements, and other forms of necessary and vital coöperation; and

Whereas, Especially in the State of California, where the trade-union movement faces on election day a tremendous need for real unity for the defeat of the "Slave Bill," No. 877, which would make illegal any form of secondary boycott, therefore emasculating the trade-union movement and making it impossible for one local union to aid the struggle of a sister local union, and make it possible for the employers to tie up the funds of any trade-union organization indefinitely; and

Whereas, The defeat of the Warren-Hoover-Hearst defeatist slate in the State of California can only be accomplished through unity of all the working people; and

Whereas, In the midst of the most troubled

times in the history of our great democracy, when everyone, regardless of union affiliations, must do his utmost to defeat the barbaric Fascist hordes, unity is more possible today than ever before; now, therefore, be it

Resolved, That we, the California State Federation of Labor, in convention, urge speedy and successful negotiations between the two committees, and resolve to do everything in our power to help make this unity a reality; and be it further

Resolved, That copies of this resolution be sent to the negotiating committees of the American Federation of Labor and the Congress of Industrial Organizations, and to the Labor and commercial press.

Referred to Committee on Resolutions.
For Convention action, see page 220.

Roosevelt's Seven-Point Program and Recent Speeches

Resolution No. 246—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, The Seven-Point Economic Program proposed by President Roosevelt is generally a sound and workable plan for the operation of our nation's economy during this war emergency, calling for equal sacrifice for the winning of the war; and

Whereas, The policies of a handful of selfish and unpatriotic copperheads in both houses of Congress have completely side-tracked these sound proposals by our President; and

Whereas, The Labor Day message of the President put the finger on the damnable sabotage of his anti-inflation program and indicated the monopoly-serving groups in the Congress who wish to freeze wages while profits mount unchecked; and

Whereas, The Congress has so far utterly failed to enact the basic points of the Seven-Point Program, especially a just tax program, and a law permitting price ceilings on farm products at parity prices; now, therefore, be it

Resolved, That the State Federation of Labor, in convention assembled, denounces the sabotage of the President's program by appeasers in Congress, and especially the reactionary Taft-Vandenburg Senate Finance Committee; and be it further

Resolved, That this Convention absolutely opposes and denounces any trick substitution of a national sales tax for just income taxes, and corporate surplus taxes; and be it further

Resolved, That this Convention endorse the position of our President as outlined in his Labor Day speeches, and pledge him full support in the enactment of a full program of national economic stabilization, without equivocation, for victory over reaction; and be it finally

Resolved, That copies of this resolution be sent to President Roosevelt, the coming Convention of the American Federation of Labor, and to the Labor and commercial press.

Referred to Committee on Resolutions.
For Convention action, see page 222.

Race Discrimination

Resolution No. 247—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, The policy of the American Federation of Labor has always been against discrimination because of race, color, or creed; and

Whereas, the Government of the United States has established a definite national policy against all discrimination through Order 8802, issued by our President; and

Whereas, The American Federation of Labor supports this policy, with William Green as a member of the Committee; and

Whereas, In spite of this clear policy in the interests of justice and national unity in war, some few locals are following contrary policies, thus aiding the Fascists, who claim this country is not truly democratic, and defaming the name of the American Federation of Labor; and

Whereas, The American Federation of Labor believes that all workers should be members of unions, irrespective of race, creed, or color; now, therefore, be it

Resolved, That the State Federation of Labor opposes any and all discrimination based on race, creed, color or national origin, and calls upon all unions to follow the practice of democratic unionism, to accept all workers, without discrimination, into membership.

Referred to Committee on Resolutions.
For Convention action, see page 221.

November Elections

Resolution No. 248—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, Our country is now engaged in a life and death struggle for its existence as a free nation; and

Whereas, Labor is in the forefront of the struggle to support the President's win the war program; and

Whereas, Labor's unity on the production front has won it the praise of the entire country which was expressed in the words of General MacArthur, who said, "Labor has never failed the Army or the Nation"; and

Whereas, The war effort and the President's Victory program is being hampered from within by reactionary Labor-hating politicians who oppose the President's foreign policy and carry out their appeasement and obstruction on the home front by seeking to scuttle the President's seven-point program, working for wage freezing, seek the passage of repressive labor legislation such as the Smith Anti-Labor Bill, the Hot Cargo Slave Bill, and have sought to alienate Labor's allies by refusing to help passage of the Anti-Poll Tax Bill; and

Whereas, California is vital to the war effort, is a combat zone, a center of huge war production industries, and an important mari-

time center whose ports lead to the war zone; and

Whereas, Labor by uniting has achieved "miracles" on the production front, has further aided the war effort by its unity on the political front; and

Whereas, This united participation on the political front has enabled Labor to play a decisive rôle in the name of win-the-war candidates for the November elections; and

Whereas, The August 25 primary revealed in the nomination victories of such violent anti-Labor reactionaries and appeasers as Representatives Carter, Anderson, Leland Ford, Earl Warren, and others, that united Labor cannot defeat these enemies of Labor and the people by less than all-out participation in the election campaign; now, therefore, be it

Resolved, That this Convention go on record for continuing and strengthening our participation in Labor's Unity for Victory committees which embrace every section of Organized Labor in this state; and be it further

Resolved, That this Convention go on record to continue, extend and intensify its participation in the November election campaign; and be it finally

Resolved, That this Convention use every resource at its command to see that every member of the California State Federation of Labor becomes an active participant in helping to bring about the election of win-the-war candidates, who are unequivocally pledged to all-out support behind the President's program and who will wage an aggressive and sustained campaign around the vital issues of winning the war.

Referred to Committee on Resolutions.
For Convention action, see page 239.

International Trade Union Unity

Resolution No. 249—Presented by Joseph P. Bader and Joe Belardi of Cooks' Union No. 44, San Francisco.

Whereas, The military crises, with the general worsening of the military position of the United Nations, requires a maximum co-ordination of the activities of Organized Labor throughout the world if Fascism is to be defeated; and

Whereas, The Russian and British trade-union movements have already come together in the Anglo-Soviet Trade Union Commission, being just such effective coöperation as is required today; and

Whereas, This Trade Union Commission has contributed greatly to the war effort, both on the field of battle and in the factories, through the exchange of valuable production and military experiences; and

Whereas, Representatives of the British Trades Union Congress will assemble with representatives of the American Federation of Labor to bring about direct alliance of the British, Russian, and American Trade Union movements; and

Whereas, This conference is based on the

motion of the General Council of the British Trade Union Congress to direct Allied Trade Union Unity which reflects the attitude of the millions of organized workers of these United States who hail the magnificent achievements of the labor movement of Great Britain and of the Soviet Union; and

Whereas, This direct relationship between the trade-union movements of these three great members of the family of united nations will lay the foundation for a new international labor center which must be built in order to win this war; and

Whereas, Such international trade-union unity will, in addition, guarantee that Labor will have a real place at the council table when the Atlantic Charter is applied to the specific problems in winning the peace, and that Labor will secure the kind of world for which humanity is making such great sacrifices today; and

Whereas, Such a direct alliance of the trade-union movements of Britain, the United States, and the Soviet Union does not imply any endorsement of the political opinions of Russian trade unionists any more than it did when the British trade unions joined; now, therefore, be it

Resolved, That this convention of the California State Federation of Labor call upon the representatives of the American Federation of Labor to concur with the proposals of the representatives of the British Trades Union Congress for direct allied trade-union unity; and be it further

Resolved, That this Convention wishes the representatives of the American Federation of Labor and the British Trades Union Congress all speedy success in the conference called for September 23; and be it further

Resolved, That this Convention asks the Executive Council of the American Federation of Labor to exercise its influence for the calling of a world Labor Congress to meet in America, as has been requested by 150 American Federation of Labor officials of New York and by the Congress of Industrial Organization generally.

Referred to Committee on Resolutions.
For Convention action, see page 226.

Conservation Program of Motion Picture Industry

Resolution No. 250—Presented by Edward Noertman of Stage Employees' Union No. 33, Los Angeles.

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor give official support and endorsement to the California Theatrical Federation in such official effort as the Hollywood studio locals may take in their appeal to the Rubber Conservation Board, or its subsidiaries, for special gasoline allowances; and be it further

Resolved, That the Organized Labor Movement be requested to render all possible support to the motion picture industry in its general conservation program.

Referred to Committee on Resolutions.
For Convention action, see page 225.

Salaries for One-Night Stands and Casual Dates

Resolution No. 251—Presented by Edward Noertman of Stage Employees' Union No. 33, Los Angeles.

Whereas, Actors and/or musicians at various times are booked or engaged by theatrical booking agents to perform or play in what is commonly known in the profession as "one-night stands" or "casual dates"; and

Whereas, Persons so booked or engaged are compelled to wait long periods for their salaries or must spend time and money to collect said salaries by traveling in many instances long distances to places designated by agents or agents to collect said salary or salaries; and

Whereas, This procedure, with transportation and tires at a premium, works a hardship upon persons when so booked and where these circumstances prevail; now, therefore, be it

Resolved, That this Forty-third Annual Convention of the California State Federation of Labor instruct its legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation containing proper amendments to the now existing labor laws pertaining to theatricals, to the effect that when actors or musicians are booked or engaged on "one-night stands" or "casual dates" that salaries be paid immediately before performance.

Referred to Committee on Legislation.
For Convention action, see page 238.

Pay Increase for State Employees

Resolution No. 252—Presented by E. J. Belloli of State Hospital Employees' Union No. 180, Pomona.

Whereas, The State Personnel Board of California has granted to all State employees their first adjustment in salary to meet the present increase in the cost of living; and

Whereas, This increase in salary is now being taken care of by temporary appropriations from State funds only for a period from July 1, 1942 to January 1, 1943; and

Whereas, In order to continue this wage increase to the State employees after January 1, 1943, it will be necessary for the Legislature of California to pass appropriate legislation granting an increase in salary to replace any temporary grants; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing an increase of \$25 per month for all State employees and instruct the legislative representative of this organization to bend every effort for the passage of this bill at the 1943 session of the Legislature.

Referred to Committee on Legislation.
For Convention action, see page 235.

All Support to President Roosevelt in the War

Resolution No. 253—Presented by E. P. Taylor of I. B. E. W. Union No. B-18, Los Angeles.

Whereas, Our country is engaged in a life or death struggle with the degenerate and ruthless forces of the Axis gangsters; and

Whereas, In order that we may emerge victorious from this supreme test, it is imperative that all of the American people unitedly and energetically stand behind those leaders and policies symbolic of our great traditions of independence, freedom, and justice, as opposed to the whining defeatism which is being sown in our midst by the conscious and unconscious friends of our enemies; and

Whereas, Our President, Franklin D. Roosevelt has amply demonstrated his spirit and understanding of our problems and has consistently held a progressive and foresighted view on domestic and foreign matters; now, therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that we pledge our unswerving and energetic support to the President in any and all ways which will aid in bringing the war to a speedy and victorious conclusion, including the invasion of Europe.

Referred to Committee on Resolutions.
For Convention action, see page 238.

Council-State Federation Affiliation

Resolution No. 254—Presented by A. C. Allen of Carpenters' Union No. 1202, Merced.

Whereas, In the past year Organized Labor has grown many times larger than at any previous time; and

Whereas, We have a great number of members and organizations that are very new in the Labor Movement; and

Whereas, We feel that these members and organizations need guidance in their efforts; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record that no organization can affiliate itself with any central labor council or building trades council in the State of California without first becoming an affiliate of the State Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Labor Daily Press

Resolution No. 255—Presented by A. C. Allen of Carpenters' Union No. 1202, Merced.

Whereas, The daily papers are very inaccurate as to the news, especially in regard to Labor and Labor's activities in the war effort; and

Whereas, We feel the need is great for a daily press that when read would be authentic in so far as possible in not only labor news, but all news; and

Whereas, We feel that Labor is large

enough at the present time to finance and edit such a paper; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring such a press, with the idea in mind of having at least two papers in the State to give the people news they can rely on.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Unity to Defeat Fascism

Resolution No. 256—Presented by A. C. Allen of Carpenters' Union No. 1202, Merced.

Whereas, The United Nations are fighting a war for democracy and against Fascism; and

Whereas, A united front against Fascism is vital for all labor; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor take all necessary steps to unify the American Federation of Labor, the C. I. O., Railroad Brotherhood, and all other organized labor to insure defeat of Fascism; and be it further

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 238.

American Federation of Musicians

Resolution No. 257—Presented by James G. Dewey, Clarence H. King, and Elmer M. Hubbard, Musicians No. 6, San Francisco; Floyd M. Billingsley, Moving Picture Projectionists No. 162, San Francisco; John M. Boyd, Musicians No. 47, Los Angeles.

Whereas, The American Federation of Musicians, in convention assembled in Seattle, Washington, during the month of June, 1941, did instruct the International President, James C. Petrillo, and the Executive Board of the American Federation of Musicians to make certain decisions regarding the making of records and electrical transcriptions by members of the American Federation of Musicians, the unauthorized use of which have completely eliminated musicians' jobs where they previously existed; and

Whereas, Pursuant to this demand on the part of the rank and file membership of the American Federation of Musicians through the duly authorized and accredited delegates to the convention representing 145,000 organized musicians in the United States and Canada, the International President of the American Federation of Musicians, James C. Petrillo, at the convention of the A. F. of M. held in Dallas, Texas, June 6, 1942, expressed the will of the aforesaid 145,000 members of the A. F. of M. by decreeing that on and after August 1, 1942, the members of the A. F. of M. would cease the making of recorded music and electrical transcriptions except for the use of the armed forces of our country, for non-commercial use in the home, or at the

request of the President of the United States; and

Whereas, The distortions and glaring inaccuracies by a section of the Press have confused the public mind for the deliberate purpose of creating disunity and to discredit Organized Labor's part in the war effort despite the fact the American Federation of Musicians has every just reason to be proud of the inestimable record of occasions on which the locals and members comprising the Federation have donated freely of their time and money to the armed service in the sale of war bonds, in Red Cross drives, and everything connected with the war effort in general; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor, in meeting assembled, expresses its confidence in the judgment of the International President of the American Federation of Musicians, James C. Petrillo, and the 590 accredited delegates to the Dallas Convention of the A. F. of M. in their back-to-the-wall endeavor to retain the last vestige of employment for the union musician; and be it further

Resolved, That copies of this resolution be sent to Senator Clark of Idaho, Chairman of the Senate Investigating Committee; C. C. Fly, Chairman of the Federal Communications Commission; Elmer Davis, Chairman of the Office of War Information; James C. Petrillo, President, American Federation of Musicians; to the coming convention of the American Federation of Labor; and to the press.

Referred to Committee on Resolutions.
For Convention action, see page 225.

Sixth and Seventh Days to Be Saturday and Sunday

Resolution No. 258—[Original Resolution withdrawn by sponsors. For final action on subject, see page 239].

President Roosevelt's Seven-Point Program

Resolution No. 259—Presented by Willis J. Hill of Carpenters' Union No. 634, Los Angeles.

Whereas, The seven-point program for economic stabilization proposed by President Roosevelt, contains the elements necessary to secure the home front and provide the transition to war economy. We realize that sacrifices will have to be made by all sections of the people in the course of the war. The tremendous drain on the production facilities of the nation for the manufacture of the machinery of war will bring a sharp curtailment in the production of civilian goods; and

Whereas, President Roosevelt's seven-point program provides for equality of sacrifice by calling for:

1. Heavier taxes, with the maintenance of personal and corporation profits at a low, reasonable rate, and the limitation of private incomes to \$25,000 a year.

2. Ceilings on prices and rents.
3. Wage stabilization.
4. Stabilization of farm prices.
5. Purchase of war bonds.
6. Rationing of essential commodities.
7. Limitation of installment buying and encouraging payment of debts and mortgages; and

Whereas, The American people are in this war together, this program cannot be applied piecemeal or in a haphazard fashion. We oppose those who clamor for the application of all sections except the one affecting their private interests, and we equally condemn any effort of a single group to hold back in its support of this program over the demand that all sections be applied before the one dealing with their place in the economic structure; and

Whereas, There is no place in this program for any special interests, we concur in this program of our Commander-in-Chief; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge the adoption of the following steps necessary to guarantee the effective enforcement of the seven-point program and its contribution to the speediest victory over the Axis:

1. Immediate revision of the pending tax bill along the lines proposed by Organized Labor. The tax bill must stem from the principle of equality of sacrifice and avoid placing the major burden of the war on the lower-income brackets.

2. Rigid enforcement of ceilings on prices and rents, and extension of the scope of price fixing to commodities now skyrocketing because of lack of control.

3. The principle of wage stabilization should take into consideration the labor supply, prevention of labor pirating, increase in the cost of living, and the substantial lifting of sub-standard wages as a necessary step towards the maintenance of morale and to increase production.

4. There must be an end to the blackjacking of Congress and the American people by the so-called Congressional farm bloc.

5. We encourage maximum purchase of war bonds by the membership of our union, and urge they adopt the Administration's program of pay-roll deductions of 10 per cent for the purchase of bonds.

6. Strict enforcement of rationing and the extension of rationing to cover all commodities where production has been terminated or curtailed.

7. Labor has perhaps the greatest stake in the enforcement of this seven-point program. Laboring groups are the first to suffer from inflationary conditions and have the least remedy against depression of their living standards by rocketing prices. The effective enforcement of the program for economic stabilization calls for broad representation by Labor on all Government boards entrusted with this program. This should include repre-

sensation on both the policy-making bodies and the various administrative agencies, such as rationing boards, etc.; and be it further

Resolved, That we forward copies of our action to the President of the United States and to the Congressmen and Senators of this district.

Referred to Committee on Resolutions.
For Convention action, see page 238.

Admittance of Business Representatives to National Defense War Industry Plants and Projects

Resolution No. 260—Presented by E. H. Vernon of Machinists' Union No. 1546, Oakland.

Whereas, Certain abuses are in evidence of excluding business representatives from entering national defense war industry plants at any time necessary to conduct the business of the association; and

Whereas, Said abuses have been brought about by orders of the U. S. Army and Navy relative to visitors, manufacturing companies can, and do, hide behind said regulations by insisting to the Army and Navy officials that a business representative is a visitor and, therefore, excluded under said orders; and

Whereas, Said interpretation placed on said orders does result in the exclusion of business representatives; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as being opposed to such interpretations placed on said military orders, and that we ask, from whatever military or naval term "visitor" be abolished, and that said business representatives be no longer classed as visitors and that they be allowed admission to said industries.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Broaden Definition of Defense Worker for FHA Housing

Resolution No. 261—Presented by George D. Hammond and Paul R. Rioth, Building Trades Council, Long Beach; James H. Blackburn, Painters No. 256, Long Beach.

Whereas, It seems that the War Production Board has ruled that "defense workers" only are entitled to purchase or rent houses that are constructed under Federal Housing Authority regulations, and that the FHA officials claim they are powerless under this interpretation to O. K. the contract of sale on any such property unless the purchaser can qualify as a defense worker under the provisions of the rulings of said War Production Board; and

Whereas, The War Production Board has defined a "defense worker" as a member of the armed forces of the United States or a civilian in the employ of the armed forces or one who is directly engaged in producing munitions or materials for the armed forces of the United States; and

Whereas, This narrow and circumscribed definition of those who are eligible as potential purchasers or owners of property under the Federal Housing Authority program, excludes thousands of our members engaged in construction work on Federal Housing projects as well as those of a more permanent nature; such as hospitals, dry docks, training stations, and many other activities directly connected with the prosecution of the war effort; and

Whereas, A logical definition of the term "defense worker" should include many classifications of workers now concerned and employed directly on work for the purpose of winning the war. It is self-evident that the bus driver who enables a shipyard worker to get to work on time is no less a defense worker than said shipyard worker and the mechanic constructing housing or other facilities which enables the aircraft worker to be more comfortable and happy and, therefore, more efficient is no less a defense worker in a true sense of the term than the aircraft worker himself; and

Whereas, Representatives of many unions whose principal business it is to furnish workers for the war industry and to keep the jobs rolling are not eligible to rent or purchase homes under the rulings of the War Production Board as hereinbefore set forth, yet it is a self-evident fact that these said representatives are an important part of the defense machinery; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as protesting the rulings of the War Production Board and its definition of defense worker for the reason that it is discriminatory against many of our members and representatives, that it is unjust in its application, and that we petition the War Production Board to change and modify the restrictive terms defining "defense worker" and so broaden the scope of that classification as to enable our members who are engaged in any phase of work for the prosecution of the business of winning the war, to qualify as defense workers and as such to be entitled to rent or purchase property through the machinery of the Federal Housing Administration with the approval of the War Production Board; and be it further

Resolved, That a copy of this resolution be forwarded to the Chairman of the War Production Board, and to the Senators and the Representatives of the State of California, to the Secretary of the War Department, Secretary of the Navy, and to Franklin Delano Roosevelt, President of the United States, and to the coming convention of the American Federation of Labor for its approval.

Referred to Committee on Resolutions.
For Convention action, see page 239.

Compensation for Sheep Shearers

Resolution No. 262—Presented by Stephen H. Horn, Butchers No. 421; Kasper Bauer, Butchers No. 266, Santa Cruz; Max J. Osslo,

Butchers No. 229, San Diego; Lee Johnson, Butchers No. 439, Pasadena; Edwin F. Michelsen, Butchers No. 516, San Mateo; Frank Krasensky, Butchers No. 551, San Pedro; Louis J. Willets, Central Labor Council, Pomona.

Whereas, Under the existing industrial accident laws of the State of California, sheep shearers are not covered by the benefits thereof in this industry where the employer posts notice of non-acceptance of liability under the industrial accident laws and files such notice with the Industrial Accident Commission; and

Whereas, The majority of employers of sheep shearers have been taking advantage of non-responsibility under the law and thus have been denying to sheep shearers the benefits of industrial compensation provided for other workers; and

Whereas, Such exemption of sheep shearers from the benefits of said law was originally based upon the theory that shearers are agricultural workers, but that changed conditions have industrialized the shearing industry so that the shearers have become a skilled craftsman in an industrial set-up; and

Whereas, Sheep shearers should be accorded the same benefits of the compensation laws as other workers; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature, as part of its legislative program, the necessary amendment to the Industrial Accident laws so that sheep shearers shall be entitled to the benefits of the Industrial Accident Compensation laws the same as other workers.

Referred to Committee on Legislation.
For Convention action, see page 238.

Fair Labor Standards Act for California

Resolution No. 263—Presented by James Thompson of California State Council of State, County and Municipal Workers, Los Angeles.

Whereas, State, county, and municipal employees of California do not enjoy the benefits and protection of Federal and State laws pertaining to collective bargaining; and

Whereas, In the organization of these employees into legitimate trade unions for the betterment of their wages, hours and working conditions, administrative officials of political subdivisions often resort to intimidation and discriminating tactics to discourage union organization; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as sponsoring a Fair Labor Standards Act patterned after the National Fair Labor Standards Act, which will protect all employees engaged in intrastate commerce from the unfair acts cited above, giving them the legal as well as the moral right to enjoy the benefits of collective bar-

gaining, such legislation to include all employees of the State of California engaged in intrastate commerce and its political subdivisions.

Referred to Committee on Legislation.
For Convention action, see page 238.

San Diego Office of Industrial Accident Commission

Resolution No. 264—Presented by Harry Hunt of Painters' Union No. 333, San Diego.

Whereas, The time lost this year through industrial accidents was equal to one year's work for 800,000 workers, who could have produced many thousands of ships, tanks, planes, and guns so vitally needed by our armed forces; and

Whereas, Many of these accidents were caused by violations of our State and Federal health and safety laws; and

Whereas, San Diego is now one of our most vital industrial war centers, but is without the daily services of representatives of the California State Accident Commission; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor urge the State Accident Commission to open offices in San Diego County.

Referred to Committee on Legislation.
For Convention action, see page 238.

Regional Meetings of Labor-Management Committees

Resolution No. 265—Presented by Edward B. Rowan, et al., of Shipfitters' Union No. 9, San Francisco.

Whereas, Production of ships, planes, and guns is the big job facing us right now, a job that only Labor can put over the top; and

Whereas, The leaders of the California State Federation of Labor have already taken the lead in solving this problem; and

Whereas, The Government has had joint labor-management committees set up in all vital war industries in California; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record in favor of calling, as soon as the Convention is adjourned, regional meetings throughout the State of Labor's representatives on these labor-management committees to discuss ways of further improving production and working out a state-wide policy; and be it further

Resolved, That such conferences be publicized so that every member on the job learns of their actions and decisions.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Publicity of Labor News

Resolution No. 266—Presented by Edward Rowan, et al., of Shipfitters' Union No. 9, San Francisco.

Whereas, Today the radio is one of the most vital of influences in molding the social

and economic pattern of the lives of all our people; and

Whereas, The radio and other mediums used for the dissemination of news and information have such a vital bearing on the interests of Organized Labor; and

Whereas, The radio and other public institutions, including our educational institutions, are under statutory obligations to serve the public interest, convenience and necessity; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as recommending to each affiliated local the establishment of an educational committee, to the end that all news and educational matter affecting the welfare of Labor be properly, adequately, and opportunistically placed before our people through the mediums herein mentioned above and all other agencies deemed advisable and appropriate.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Unemployment Insurance for Returning War Veterans

Resolution No. 267—Presented by C. T. McDonough, et al., of Cooks' Union No. 44, San Francisco.

Whereas, Citizens of the State of California who are inducted or who enlist in the armed forces of the United States have been contributing to the Unemployment Insurance Fund; and

Whereas, At the cessation of hostilities they shall be technically unemployed; therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that the Unemployment Insurance Act of the State of California be amended so that any citizen of the State of California who has served in the armed forces of the United States and the State of California shall, upon receiving an honorable discharge, be eligible for unemployment insurance at the maximum rate for the maximum period; and be it further

Resolved, That the two weeks waiting period be eliminated.

Referred to Committee on Legislation.
For Convention action, see page 233.

Adequate Care of Children in Wartime

Resolution No. 268—Presented by C. T. McDonough, et al., of Cooks' Union No. 44, San Francisco.

Whereas, The ever-increasing demand for labor power in the United States, essential to winning the battle of production and the war against the Axis, makes it necessary for more and more women to be released for employment and war work; and

Whereas, Adequate care and protection for children would release a tremendous number of women for such work, and would increase the efficiency and health of those mothers now engaged in industry; and

Whereas, Since the outbreak of war, as in England, there has been an alarming increase in juvenile delinquency in this country due to inadequate supervision and care of children left to run the streets, locked up in cars in some instances, and in some cities already termed "key" children; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record in principle for the widespread establishment of nursery schools in our state and the adequate care and supervision of all children of working mothers; and be it further

Resolved, That this body request its local affiliates to cooperate with those agencies and bodies in their localities working for provisions and the care of children and the establishment of nursery schools; and be it further

Resolved, That copies of this resolution be sent to the Manpower Commission, Washington, D. C., the state offices of the Manpower Commission, and to the Kenney Committee, now investigating the problem of child care in wartime; and be it further

Resolved, That a copy of this resolution be introduced at the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 237.

Resolution No. 269—[Withdrawn by sponsor].

Transportation for Union Business Agents

Resolution No. 270—Presented by C. T. McDonough of Cooks' Union No. 44, San Francisco.

Whereas, The United States war program has the unfaltering, whole-hearted and vigorous support of the American Labor Movement; and

Whereas, To maintain and sustain the high morale of the workers supporting the war program requires that the working conditions established through their unions be safeguarded, and this requires that business representatives be maintained on active duty policing agreements controlling the stabilization of industrial relations between the union and employers; and

Whereas, Business representatives of the unions who are on active field duty must be provided with transport facilities enabling such representatives to adequately and efficiently perform their duties; and

Whereas, Many of the union representatives, in addition to their regular duties, are also devoting a great portion of their time to civilian defense and other relative functions assisting the prosecution of the United States war effort; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor petition the proper department of the United States Government having the power to ration tires and gasoline, to provide tires

and gasoline for representatives of the unions whenever or wherever automobile transportation is required in the performance of their duties.

Referred to Committee on Resolutions.
For Convention action, see page 225.

Buy Union Label From Union Clerks

Resolution No. 271—Presented by Joseph De Silva, et al., Retail Clerks No. 770, Los Angeles; Allen Brodke, et al., Retail Fruit and Vegetable Clerks No. 1017, San Francisco; Haskell Tidwell, Retail Clerks No. 905, San Pedro.

Whereas, The Retail Clerks come in contact with every person, and when organization is complete they will be an excellent channel through which Labor's side of a question may be given to the public; and

Whereas, The food industry is well organized throughout the entire State of California, but the department, variety, shoe, hardware, and drug stores are still only partially organized; and

Whereas, The Labor Movement can advance the organization by requesting the clerks who wait on them to show their union card; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct every delegate to go back to his union and request every member of their respective locals to patronize only union clerks; and be it further

Resolved, That the Secretary request every labor newspaper in California to carry in every issue of their publication the tag line used by the California State Federation of Labor, "Buy Union Label From Union Clerks."

Referred to Committee on Labels and Boycotts.
For Convention action, see page 233.

Proof of Citizenship by Native-Born Citizens

Resolution No. 272—Presented by Willis J. Hill of Carpenters' Union No. 634, Los Angeles.

Whereas, Today fifty-four million Americans who were born in the United States are unable to prove either their ages or their citizenship; and

Whereas, It is almost impossible to secure employment in most of the defense industries without a birth certificate; and

Whereas, Naturalized citizens get preference on these jobs, leaving natural-born citizens unemployed or compelled to take any kind of makeshift jobs they are able to secure; and

Whereas, Bill H. R. 7239 is in committee and has been for several months; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor petition Congress to take same out of committee as soon as possible; and be it further

Resolved, That copies of this resolution be sent to President Roosevelt, to the California Senators and Congressmen, and to the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Overtime Pay for State Employees

Resolution No. 273—Presented by James H. Thompson of California State Council of State, County and Municipal Workers, Los Angeles.

Whereas, State, county and municipal employees are often compelled through the nature of their work to work over eight hours a day, six days a week; and

Whereas, The California State Personnel Board has informed the American Federation of State, County and Municipal Employees that the Attorney-General of the State of California has ruled that the State of California cannot pay for overtime work, such overtime to be paid for in taking days off; and

Whereas, In the rules and regulations of the State Personnel Board, Rule 12, Section 2, Article 8, states, "No monthly employees shall receive overtime pay for hours worked in the same classification and in the same department"; and

Whereas, The war effort and the scarcity of labor make it necessary that cash be paid in lieu of days off in order to keep our governmental agencies operating in full strength; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to make it mandatory for the State of California and all its political subdivisions to pay overtime work on a cash basis.

Referred to Committee on Legislation.
For Convention action, see page 233.

Standardization of Wages Before Stabilization

Resolution No. 274—Presented by Susan D. Adams and Ruth Lavalleur of Ladies' Garment Workers' Union No. 384, Los Angeles.

Whereas, The formula of the War Labor Board, arbitrarily establishing a figure of 15 per cent to compensate for the rise in living costs over the level of January, 1941, is manifestly unjust in that 15 per cent does not represent the actual increase in the costs of basic necessities to working people, upon whom such increases bear most heavily; and

Whereas, The War Labor Board formula for allowable wage increases especially interferes with the improvement of the conditions of work in industries and regions paying substandard and sub-subsistence wages; and

Whereas, The present threat to "freeze" wages and to "freeze" workers to jobs is a matter of the most grave concern to Organized Labor; and

Whereas, The threat of inflation cannot be met by freezing a wage structure where glaring inequalities of wages exist for the same types of work, not only as between different regions, but even within the same geographical area; and

Whereas, The problem of migration and "piracy" of labor by employers must not be solved by forcing workers to remain on jobs where wages and working conditions are inferior to those of other workers in similar employments; and

Whereas, The twin principles of "A fair day's pay for a fair day's work" and "Equal pay for equal work," are the only standards acceptable to a Labor Movement devoted to winning this war against the dark powers of Nazi tyranny; and

Whereas, The effect of rigid formulas for "freezing" and stabilizing, without the most zealous effort to establish standards of fair and equal pay for the same work, will have the disastrous effect of demoralizing workers, thus retarding production for the war effort; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the incoming Executive Council the adoption of a policy and an effective program which will establish standards of fair and equal pay for the same work before approving any rigid formula for the freezing of wages or jobs, as advanced by any agency of Government; and be it further

Resolved, That a copy of this resolution be sent to the coming annual Convention of the American Federation of Labor; and be it further

Resolved, That copies of the resolution be sent also to the California delegation in the Senate and House of Representatives.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Self-Insured Employers

Resolution No. 275—Presented by G. D. Tuman of Lumber and Sawmill Workers' Union No. 2907, Weed.

Whereas, The State law permits employers to self-insure to secure the payment of compensation for industrial injuries; and

Whereas, No control is provided for the unbiased determination if liability for compensation does exist; and

Whereas, Many self-insured employers have used this opportunity to make determinations favorable to themselves and detrimental to the injured employees; and

Whereas, Many employees are unfamiliar with their rights under the Industrial Compensation Insurance and Safety laws; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the coming session of the California State Legislature

suitable legislation which will remedy the present situation.

Referred to Committee on Legislation.
For Convention action, see page 238.

Union Watchmen

Resolution No. 276—Presented by W. P. McCune, et al., of Port Watchmen Union No. 137, San Pedro.

Whereas, Under the present emergency the use of guards is an essential thing for the protection of lives and property; and

Whereas, Under a Presidential proclamation issued by our great Commander-in-Chief, Franklin D. Roosevelt, working men have the right to organize and bargain collectively; and

Whereas, The use of such agencies as Pinkerton and Burns and other non-union strike-breaking agencies far exceeds the use of union watchmen; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor support and request the use of union watchmen in private industries, and use all efforts at its command to stop the practice of employment of non-union agencies.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Coöperation with the United States Employment Service in the Recruiting of War Production Workers

Resolution No. 277—Presented by Carl Davis of Pile Drivers' Union No. 34, San Francisco.

Whereas, Our country is engaged in a world conflict vitally important to every American, but especially important to Organized Labor; and

Whereas, It is generally recognized that this is a war of production as much as of armies; and

Whereas, It is necessary that many thousands of additional workers be recruited immediately for war industries in the State of California in order to produce and transport the necessary implements of war to our armed forces fighting in all sections of the world so that we may win an early and decisive peace; and

Whereas, The United States Employment Service is now actively engaged in recruiting for war industries men who are now employed in occupations not essential to the war effort, and who can be replaced by women; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the immediate replacement of men engaged in work not essential to the war effort by women wherever possible, thereby releasing those men for desperately needed war production work; and be it further

Resolved, That this Convention requests all affiliated unions to coöperate with the United States Employment Service in its effort to recruit all of the man power available.

Referred to Committee on Resolutions.
For Convention action, see page 232.

Wage Stabilization, Not Wage Freezing

Resolution No. 278—Presented by Joseph T. De Silva, Henry Sacks, and Aubry Blair of Retail Clerks' Union No. 770, Los Angeles.

Whereas, The American Federation of Labor has gone on record supporting President Roosevelt's anti-inflation program by placing ceilings on prices and stabilizing wages; and

Whereas, The President has on numerous occasions gone on record opposing the freezing of substandard wages and opposed to employers who exploit slave workers; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as being opposed to wage freezing, and recommend wage stabilization, and further recommend that President Roosevelt and the American Federation of Labor support a wage adjustment program in the un-American substandard wage brackets; and be it further

Resolved, That the Secretary send a copy of this resolution to President Roosevelt; and be it further

Resolved, That the delegate to the American Federation of Labor National Convention introduce this resolution at said convention.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Labor Representative on Fire Marshal's Examining Board

Resolution No. 279—Presented by Jerry Thompson of Cleaning and Dye House Workers' Union No. 7, San Francisco.

Whereas, There is a State law, enacted in 1927, for the regulation of pressing establishments; and

Whereas, As a result of this law, cleaning-shop owners are required to take an examination conducted by the State Fire Marshal's office; and

Whereas, The examination board of the Fire Marshal's office is composed of representatives of the shop owners; and

Whereas, Any employee who is left alone in said establishment is compelled to take the same examination; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record requesting the State Fire Marshal's office to change its rules so as to allow a representative of the employees to serve on the examining board; and be it further

Resolved, That copies of this resolution be sent to his Excellency, Hon. Culbert L. Olson, Governor of the State of California, and Lydell Peck, State Fire Marshal.

Referred to Committee on Legislation.
For Convention action, see page 233.

Surrendering the Right of Organized Labor

Resolution No. 280—Presented by T. H. Vernon of Machinists' Union No. 1546, Oakland.

Whereas, Organized Labor, including the International Association of Machinists have already surrendered many of their hard-earned gains in a spirit of national duty to the war effort; and

Whereas, Directives already issued by Presidential authority and legislation now pending in the halls of Congress make it appear most certain that further and even more drastic sacrifices must be made by the workers; and

Whereas, In the administration of the war program there are agencies, boards and individuals who constantly seek to extend their sphere of influence and their powers far beyond the authority vested in them; and

Whereas, It is no longer a mere question of the abrogation of existing agreements with employers, but the very fundamental rights guaranteed by law to a labor organization to bargain collectively and represent its members that are rapidly being swept aside; and

Whereas, It now appears imminent that we are faced with a general "freezing" of labor and the workers on their job, or in the industry where they work, which means the end of free labor for the duration of the war; and

Whereas, The constant and continued trend to reduce or destroy the long-established functions of the Labor Movement must have the inevitable effect of destroying the faith of newly organized workers in their union; and

Whereas, We firmly believe that a solid trades-union movement is the only institution which is capable and indispensable in either war or peacetime to perpetuate a truly democratic way of life; therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor hereby goes on record as declaring our willingness to assume our right and just obligations in the war effort; and be it further

Resolved, That with equal determination we hereby demand and call upon the constituted authorities and agencies of the Federal Government to commit themselves without reservation to a guarantee of the restoration of every right and privilege of Organized Labor with the passing of the present national emergency; and be it further

Resolved, That copies of this resolution be forwarded to the War Production Board, the White House, and the coming Convention of the American Federation of Labor.

Referred to Committee on Resolutions.
For Convention action, see page 233.

Deduction From Pay Checks

Resolution No. 281—Presented by E. H. Vernon of Machinists' Union No. 1546, Oakland.

Whereas, Many employers and large companies are negligent in furnishing employees with the exact record when deductions are made from weekly or monthly pay rolls; and

Whereas, This negligence over a period of years can cause employees to lose many thousands of dollars; and

Whereas, It has been pointed out by the Railway Employees Department, American

Federation of Labor, System No. 114, that railroad companies in some respects are unusually careless in recording pay-roll deductions; and

Whereas, It is necessary to correct this abuse through legislation; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to have prepared and introduced at the next session of the Legislature appropriate legislation to have a law passed or existing laws amended which will read as follows, or its equivalent:

"All employers doing business in this state who shall employ any wage-earners shall provide, either as part of the check, draft, or voucher delivered, an itemized statement showing the employee all deductions made during the respective pay period; and a statement, not later than March 1 of each year, showing the total compensation paid to the employee during the previous calendar year."

Referred to Committee on Legislation.
For Convention action, see page 238.

Rehabilitation of Military Service Men and Women

Resolution No. 282—Presented by E. H. Vernon of Machinists' Union No. 1546, Oakland.

Whereas, It became necessary for the United States of America to declare war against the Axis dictator powers on December 8, 1941, immediately following the treacherous attack that was made upon the United States of America at Pearl Harbor by the Japanese Government; and

Whereas, Men and women from all walks of life have been inducted into the armed military forces of our Government to wage active combat against these aggressive Axis measures; and

Whereas, It is inevitable that many of our young men and women who now serve our country to preserve for us the principles of democracy upon which our country was founded will be wounded and disabled by reason of heroic sacrifice that they are making; and

Whereas, It is just as inevitable that these men and women after they have been returned to our community must immediately be rehabilitated in order that they may respectably sustain themselves and to carry on a useful life; and

Whereas, Existing facilities in the public schools make such rehabilitation immediately possible, irrespective of what the endeavors of these disabled ex-service people may be; now, therefore, be it

Resolved, That the Forty-third Annual Convention of the California State Federation of Labor make an immediate request upon the Boards of Education throughout the State of

California to set up machinery and to inform every person who has been disabled in the service of our country of the facilities which exist and which can immediately be made available for giving rehabilitation training to all the people who have suffered disabilities in this war; and be it further

Resolved, That all local, state, and government educational agencies be required to immediately organize and operate training centers throughout the State of California to teach these disabled veterans the trade or occupation for which they are best adapted; and be it further

Resolved, That immediate steps be taken to communicate with our Congressmen and Senators to petition the Congress of the United States of America to appropriate the necessary monies to put into operation such training programs; and be it further

Resolved, That the Congress of the United States of America be petitioned to pay a reasonable amount of money to all people who have been disabled in the service of their country to such an extent that they will be allowed to completely rehabilitate themselves; and be it finally

Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor.

Referred to Committee on Legislation.
For Convention action, see page 238.

Clarification of State Insurance Laws

Resolution No. 283—Presented by Committee on Legislation, with the unanimous consent of the Convention.

Whereas, A. B. 1400, passed by the Legislature in 1941, as interpreted by some attorneys, might subject to the strict and onerous provisions of the Insurance Code of the State of California, labor unions and similar associations which pay sick and death benefits, but are not engaged in the insurance business; and it would be a great injustice and a great hardship to require such labor unions to incorporate and go to all the expense and trouble of complying with all such provisions of the insurance laws; and

Whereas, The insurance laws need and require clarification in the above respects in order that it may be clear that labor unions, which are not in the insurance business, should not be subjected to all the requirements which are properly enforced against the powerful insurance corporations; now, therefore, be it

Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that our insurance laws be clarified by appropriate legislation, to the end that labor unions which pay small sick and death benefits shall not for that reason alone be subjected to all the requirements and penalties to which regular insurance companies are and should be liable.

For Convention action, see page 238.

In Commemoration of the Imprisoned Construction Workers of Wake, Guam, and Other Islands Captured by the Enemy

Resolution No. 284—Presented by Edward D. Vandeleur of Street Carmen Union No. 1004, San Francisco.

Whereas, Nearly a year ago several thousands of our brothers, loyal members of trade unions and devoted citizens of our country, worked and fought desperately to defend the interest of America against the treacherous offensive of the enemy; and

Whereas, As a result of this magnificently courageous struggle, some of these workers were killed outright and the overwhelming majority have been interned by the enemy; and

Whereas, Due to misrepresentation and lack of information, the people of America are not aware of the fact that these workers have been excluded from all considerations of pay, and their dependents have been forced to rely on pathetic pittance of temporary relief payments; and

Whereas, The California State Federation of Labor is reviving the campaign to win consideration for these workers; therefore, be it

Resolved, That the delegates now assembled at the Forty-third Annual Convention of the California State Federation of Labor stand one moment in silence, in recognition of the inspirational custom established

by our brothers, and determine to continue our fight in their and their dependents' behalf.

For Convention action, see page 241.

Work and Fight

Resolution No. 285—Presented by Edward D. Vandeleur of Street Carmen Union No. 1004, San Francisco.

Whereas, The Victory Revue, "You Can Defend America," was presented by special request to the Forty-third Annual Convention of the California State Federation of Labor by its cast of civilian volunteers; who at personal sacrifice traveled long distances to make this presentation possible; and

Whereas, "You Can Defend America" dramatizes Labor's mobilization for all-out war production, and sets the pace for the thinking and living of one hundred and thirty million Americans; and

Whereas, President William Green has said of the handbook of the revue which outlines its program, "I hope it will be in the hands of every union man in the country"; now, therefore, be it

Resolved, That this Convention, in expressing its gratitude to the cast of the revue for their unique contribution, recommends that the revue, "You Can Defend America," be presented with all possible speed to the key war industries of the nation.

For Convention action, see page 241.

SECOND DAY**Tuesday, September 22, 1942****MORNING SESSION**

President Haggerty called the Convention to order at 10:15 a. m.

Invocation

Rev. Winfield Edson, Pastor of the First Baptist Church of Long Beach, gave the following invocation:

"Eternal and All-Wise God, high above us, get deep in our hearts. Thou art ever living and everlasting, yet always near to us. We come this morning to invoke Thy Divine Blessing on this gathering here today.

"We ask, Oh, God, that our hearts may have Divine Sanction. We do not pray, our God, that as a nation Thou wilt be on our side, but we do pray that we may do Thy Will on Thy side. We pray that this may bring us to victory.

"We thank Thee for this organization which has meant so much through the years. We thank Thee for the country in which we have the services of liberty and democracy.

"We thank Thee for our democratic way of life, our right to worship and seek and our right to gather in such an organization as this.

"Guide us in all our activities this day, we ask in the name of Christ."

Committee on Rules and Order

Burt B. Curriagan, Building Material and Dump Truck Drivers No. 420, Los Angeles, Chairman, in behalf of the committee, submitted the following report:

"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 Roberts Rules of Order.

"Burt B. Curriagan, Chairman

"G. A. Lahlum

"Harry Sweet

"Helen Mallory

"James T. Mann

"Ernest Gossett

"Jay Smedley

"Charles Daley

"Committee on Rules and Order."

On motion the report of the Committee was unanimously adopted.

President Haggerty suggested that the Secretary be instructed to send a letter of thanks and gratitude to all those concerned, the local Arrangement Committee included,

for the splendid entertainment program presented to the Convention delegates and their ladies on Monday evening. The Convention unanimously concurred in President Haggerty's thought.

Supplemental Report of Credentials Committee

Chairman Blackburn of the committee moved that the list of delegates as printed in the first day's proceedings be considered as the report of the Committee. The motion was adopted.

President Haggerty presented B. R. Mathis, Regional Supervisor, Apprentice Training Service, War Manpower Commission, who delivered a most instructive address on this important subject.

Ivan C. Sperbeck, member of the State Board of Equalization, Second District, was introduced to the Convention by President Haggerty.

President Haggerty introduced as a guest speaker, Ray C. Kirkpatrick, Director, Labor

Relations, Federal Works Agency. Mr. Kirkpatrick's remarks were received enthusiastically by the delegates.

The California State Labor Commissioner, Herbert C. Carrasco, delivered a summary of the activities of his office during the past year. He outlined many interesting facts in connection with the administrative work of the office due to the all-out war effort and its effect on conditions in the labor field.

President Haggerty next presented to the delegates Kingsley Price.

Mr. Price, representing the National Federation of the Blind, outlined the aims and objectives of his organization in a most unusual and interesting speech. At the conclusion of his remarks the delegates expressed their appreciation with a prolonged round of applause. President Haggerty thereupon presented a guest badge to Mr. Price with the compliments and best wishes of the Convention.

The Convention recessed at 12 m. to convene again at 2 p. m.

AFTERNOON SESSION

At 2:30 p. m. the Convention was called to order by President Haggerty.

President Haggerty presented Ralph G. Wadsworth, California Director, United States Employment Service.

Mr. Wadsworth outlined the activities of the Employment Service and emphasized the fact that existing collective bargaining agreements between employers and labor have always been given foremost consideration by his office.

At the conclusion of his remarks he was presented with a guest badge in behalf of the Convention.

Committee on Officers' Reports

Amos H. Feeley, Chairman, Electrical Workers No. B-569, San Diego, speaking in behalf of his committee, gave the following report:

Report of President Haggerty

"The report of President Haggerty strikes the whole tone of Labor's rôle in the war effort. It is evident from his report that Labor is participating in every vital phase of the war effort and is providing indispensable cooperation for our ultimate victory. He points out very effectively how Labor has gone through the transition period from the 'Defense Program,' in which it played such a decisive part, to the actual war period. All the necessary adaptations which have imposed herculean adjustments upon the Labor Movement are outlined illuminatingly. The tremendous and substantial gains made by Labor are also recorded in this comprehensive report. It ends with an optimistic perspective for Labor in relation to the war effort, and there is little reason to doubt the correctness of this prognosis."

Report of Secretary-Treasurer Vandeleur

"The report of the Secretary-Treasurer of the Federation is unique as far as the Federation is concerned, not only for its inclusiveness and thoroughness, but because of its contents. At no other time in the history of the Federation has a report been made by the Secretary-Treasurer that deals so comprehensively with the activities carried on by the Federation, clearly indicating beyond any doubt the tremendous work performed and revealing a Labor Movement that has established new precedents for the service rendered and the inestimable contributions that have been and are being made toward the war effort. The report itself should be read in detail by every member to extract from it its full value.

"It is plain that the Federation has taken a leading rôle in every activity affecting the interests of the wage-earners of this State. The outstanding campaigns directly affecting the war effort are outlined in detail, and the accomplishments recorded with precision. The campaign in behalf of the captured construction workers of Wake, Guam and other islands, the prodigious campaign against the Slave Bill and its organization on a state-wide basis, the eye cases in the shipyards, the various unification programs in behalf of the war effort, the 'This Is Our America' radio program—these are only some of the high points which characterize the initiative taken by the Federation in representing the best interests of Labor.

"Supplementing these accomplishments are the cold figures which show in black and white the remarkable increase in membership of the Federation and its unparalleled growth in influence and prestige. Too much credit cannot be given to the Secretary of the Feder-

ation for the efficiency and competence with which he put into effect all the policies that have meant so much to Labor in this war effort. The campaign against the Slave Bill alone would ordinarily have been a consuming problem, and when it is considered that, in addition to preparing this campaign and leading it, the Federation has been fully engaged in so many other activities, this report is even more deeply appreciated as one of the most impressive documents it has ever been the fortune of delegates to any convention of the Federation to have the opportunity to read.

"The legal phase of the Secretary's report is one that bears the closest scrutiny, because real Labor law has been established by the Legal Department of the Federation. The compensation cases, the anti-injunction and 'Little Slave Bill' cases and others, all contain invaluable information for the members of the Labor Movement. This phase of the report in itself is tremendously informative and educational.

"A new feature was contained for the first time in the Secretary-Treasurer's report, dealing with the information service which the Federation is now furnishing to the unions, supplying them with cost of living figures, explanations of labor conditions in California, federal and state legislation, statistics dealing with earnings of corporations, as well as all other matters directly involved in the negotiation and preparation of new agreements. As a beginning in this field of activity, the Secretary's office is now fulfilling a function which the Labor Movement has urgently needed for quite a long time and which fortunately is at last being so admirably and adequately supplied. The items of assistance and guidance furnished the various unions are too numerous to mention specifically, and one must read the report itself to obtain a complete idea of the scope and immense value of this phase of the Secretary's work.

"The Committee feels very happy to be able to recommend this report for the study of all the delegates in order that they may fully appreciate the work of the Federation during the past eventful year."

Report of Vice-President for District No. 1

"The profound changes produced by the war as far as Labor is concerned are clearly revealed in the report of the Vice-President for District No. 1. Overnight, one might say, San Diego was transformed into a beehive of industrial activity connected with the war effort, and this was reflected in a phenomenal expansion of the Labor Movement in that territory. Membership rolls increased, with the influence of the labor unions keeping pace with this development.

"The establishment of favorable and stable relations between employers and employees is another contributing factor registered by Organized Labor in San Diego toward the promotion of the war effort, and the trade unions there are entering a new and vigorous phase of activity. The campaign against the Slave Bill seems to be well on its way, and

judging from the preparations that have been made by the San Diego unions, it can be safely anticipated that the vote against the Slave Bill will be decisive.

"It is clear that San Diego is taking its place among the foremost sections of the Labor Movement throughout the State. We shall certainly hear much more from this section in the future."

Report of Vice-President for District No. 2

"In this district, as elsewhere, the report naturally deals with the unprecedented and unparalleled growth of the Labor Movement due to the war. The report points out how this district has become a vital defense area to which thousands upon thousands of workers have migrated, challenging the entire resources of Organized Labor. The unions have not only successfully kept pace with this expansion, but the pledge not to strike and to prevent any interruption of work in the war industries has been faithfully kept.

"Every section comprising this district is touched upon, such as Orange County, where the Council is functioning splendidly, and has been able to withstand the growing organized opposition from vicious anti-labor groups. The Long Beach Central Labor Council and Building Trades Council report substantial gains in membership and in influence. The report states, 'The A. G. C. agreement with the Building Trades now covers several southern counties, in which is included all of District No. 2. This contract has been of inestimable value, especially to unions having jurisdiction on work in remote sections.'

"The aircraft industry has apparently moved into Long Beach to stay, and is now steadily employing approximately 18,000 people, working around the clock. For coverage, the report cannot be complimented too highly.

Report of Vice-Presidents for District No. 3

"This report comes right to the point by stating that twenty-seven additional unions have become affiliated or reinstated with the Los Angeles Central Labor Council. The per capita tax membership is larger than ever before, with approximately 54,000 unionists represented, showing a considerable gain over last year.

"The Building Trades Council has done splendid work in establishing standard wage-work conditions and is enjoying one of its most prosperous periods. The metal trades are also experiencing a significant expansion, the unions in this category having agreements with the California Consolidated shipyards as well as with the various airplane factories. The report includes the progress made by the culinary crafts, garment trades, teaming trades and the studio unions, and maintains the same standard as the other reports that this committee has had the pleasure of reading."

Report of Vice-President for District No. 5

"The Vice-President for this district reports that the past year has witnessed the greatest boom in the motion picture industry. The outstanding achievements made by

the machinists under the leadership of D. T. Wayne, former vice-president of District No. 5, is given merited mention. Especially praiseworthy was the \$560,000 that was contributed to the Red Cross drive, which represented approximately one-third of the total amount collected by all industries and agencies in the whole of Los Angeles County. This money was contributed by the employees of the motion picture companies.

"The case against the F. C. Nash Company in Pasadena, in which the unions were successful in getting the vicious anti-picketing ordinance passed by Pasadena City Council declared unconstitutional, was touched upon and explained for its full significance to the Labor Movement. It is another report of real progress and growth of the Organized Labor Movement."

Report of Vice-President for District No. 6

"In this report the Vice-President states that for the first time in many years the working hours for men in the culinary crafts have been reduced from nine to eight hours per day, and that an agreement to this effect was entered into with the restaurant employers on July 1, which also included a substantial increase in wages for everyone within these crafts.

"The Retail Clerks now enjoy 100 per cent organization of all the major stores and markets in Ventura County, and have also established a membership record. The Teamsters have secured a closed-shop agreement on all teamster operations on the Pacific Naval Air Base at Port Hueneme, obtaining a wage scale from 75 cents to \$1.50 per hour.

"The whole union movement in Santa Barbara is in a healthy condition and has a very solid foundation. The Teamsters' Union, Local No. 186, has benefited considerably from the splendid work done by the Federation's attorney in the damage suit with the Live Oak and Rivera Dairies of Santa Barbara. One of the largest camp construction jobs, Camp Cook at Lompoc, was a 100 per cent union job, performed by Building Trades locals in this area. The campaign against the Slave Bill is being vigorously prosecuted in this district."

Report of Vice-President for District No. 7

"The Vice-President of this district reports that every craft has enjoyed an increase in wages and that the gains won did not engender any serious difficulties. The Labor Movement has won tremendous respect in this area for its fine spirit of coöperation in all activities dealing with the war effort, and Labor has contributed quite a number of its members to the armed forces of our country.

"The unions in this territory have paid in their full quotas to the Slave Bill fund and the 'This Is Our America' fund. A vigorous campaign against the Slave Bill is promised for the entire district."

Report of Vice-President for District No. 8

"The new affiliations with the Stanislaus County Labor Council and the growth of the

Labor Movement in Merced, Tuolumne, Mariposa, and San Joaquin counties are recorded in this report. Specific mention is also made of the various crafts who have added full-time representatives to carry on the work in this district. The Stockton Labor Movement has secured a new building, which it is making into a beautiful labor temple. Mention is made of the stabilization of the cannery workers unions, and the splendid job they have done in meeting the enormous demand for cannery workers imposed by the war.

"Coöperation of the unions with the Federation's 'Food for Victory' campaign is also set forth. The unions deserve great praise for their share in the tremendous and successful effort that was made to harvest the crops instead of permitting them to rot in the fields for lack of workers. The work against the Slave Bill is reported and an energetic campaign against it is promised."

Report of Vice-President for District No. 9

"In this report, Labor's rôle in the war is highlighted by the information that the Labor Movement in San Mateo was solely and completely responsible for the establishment of the San Mateo County blood bank.

"The difficulties experienced by the A. F. of L. Fishermen's Unions are analyzed. It is unfortunate that Labor must be troubled with any jurisdictional dispute at a time when the unity of Labor is more vitally necessary than ever before. This development can be properly considered as a hangover from a past stage, and the unions in this area are confident of being able to preserve unity in their ranks and prevent any disruption in production.

"The Labor Movement in this district is moving ahead with the same firm, steady pace, and is prepared to do its utmost in the campaign against the Slave Bill."

Report of Vice-Presidents for District No. 10

"The complex problems faced by Labor in this area are graphically presented by Vice-President Noriega, and the big task of supplying replacements to industry as a result of the great number of workers who have gone into the armed forces is fully emphasized. The withdrawal of advertising contracts is causing a reduction in the employment of bill posters. In a similar way, conditions resulting from the war are working hardship on some of the other unions which are not directly connected with the war effort.

"The Theatrical Janitors have received an increase of \$1.00 per day, making the scale the highest of any like craft. The Theatrical Stage employees have continued to better their conditions, which have improved ever since the advent of sound pictures. The motion picture operators are enjoying steady employment and have obtained increases in pay and have the six-hour day and the six-day week.

"The San Francisco Musicians have wholeheartedly endorsed the action of the American Federation of Musicians relative to the present controversy regarding the federal ac-

tion so unfairly instituted against the refusal of musicians to make phonograph records for the reasons so justifiably and understandably given by the Musicians' Union. The report points out pertinently that the employment of musicians would not entail financial hardship for the prosperous broadcasting stations, yet they refuse to give employment to the thousands of unemployed musicians who are really taking a beating—a fact which the public does not seem to appreciate.

"Vice-President Lundeborg's report brings out in bold relief the yeoman service being performed by Labor in behalf of the war. The work of the merchant seamen, whose rôle in the war is second to none, is dramatically reported upon. To maintain the uninterrupted flow of shipping of war material and troops to the fighting fronts has been one of the most admirable achievements accomplished by the seamen's unions. The report proudly declares that since the war started not one ship has been held up or delayed on account of a dispute. In spite of efforts at encroachment, the merchant seamen's unions have been able to retain their autonomy.

"The seamen's unions have carried a tremendous weight in the war effort and are faced with an ever-greater responsibility for the coming year. Approximately 110 ships manned by members of the A. F. of L. seamen's unions have been torpedoed or sunk by dive bombers. Enemy action at sea has taken the lives of some 600 A. F. of L. seamen, which is the highest ratio of loss for any seamen's union in America, and over eighty seamen are now interned in Axis countries. Navy restrictions do not permit relating more detailed information dealing with this subject. To keep the ships sailing has been one of the genuinely great accomplishments of Labor, and one in which all of us can take great pride.

"A vigorous campaign is being conducted in the oil-tanker field, and the A. F. of L. Seamen's Union is doing a swell job there.

"The fight against the destructive policy of certain unions seeking to act in a dual capacity with the A. F. of L. fish cannery unions in Monterey is also dealt with comprehensively. This report is really very refreshing and helps to characterize our past year's activity with its true patriotic stamp.

"The report of Vice-President Kelly points out appropriately how the unions have gladly volunteered to take upon themselves the added responsibilities imposed by the war and are so admirably discharging it. This report states that the Chauffeurs boast the largest membership in the history of the organization, and that they have invested \$100,000 in war bonds. A \$2 assessment has also been placed on each member for the Red Cross. August 20 was designated as Chauffeurs' Union Day at the San Francisco blood bank, when the Chauffeurs went as a body to donate their blood to this worthy cause. The Chauffeurs turned over \$675 to the Federation's Slave Bill fund and are sponsoring an advertisement campaign of their own at a cost of \$2,200. They

have, likewise, supported fully the 'This Is Our America' radio program. All in all, this report is another record of Labor's gains.

"Vice-President May reports on another group in the Labor Movement whose efforts in behalf of our country in the war cannot be too highly praised, and that is the licensed personnel of the Merchant Marine industry. The members of the Masters and Pilots have supplied the captains and mates and other licensed personnel to our merchant ships carrying the much-needed war material and troops to the fighting fronts. They have also suffered the casualties experienced by the Sailors' Unions, and we are proud to number in our ranks the members of this organization as we are of the other union of seafaring men.

"The report not only explains the status of the maritime unions in this critical period, but it also touches upon other phases of the work conducted in this district. Special mention is made of the gratitude felt for the establishment of the research statistical service by the Federation and how it has been and can be helpful to the Labor Movement."

Report of Vice-President for District No. 11

"This report points out how Labor in this area has been able to consolidate the gains it has made in connection with the war effort, and Labor's invaluable rôle in relation to it. It proudly acclaim's Labor's impeccable record of no strikes and no stoppages of work affecting the war industries. The various problems of controlling rents, providing sufficient housing accommodations, and other activities evolving from the war effort are thoroughly dealt with.

"The local campaign committee against Proposition No. 1 is doing an especially fine job in this district and is supplementing in a very valuable way the campaign waged by the Federation on a state-wide basis. Several disputes were also dealt with and disposed of to the mutual satisfaction of all parties.

"The report makes a special mention of its official organ, the 'East Bay Labor Journal,' which is experiencing an unusual increase in its circulation. This is another splendid report to this Convention."

Report of Vice-President for District No. 12

"This report shows the increase in pay and membership attained by the Carpenters locals in this area. It points out that the Central Labor Council and all of its affiliates have been able to settle all disputes through negotiations. It also declares that all unions and industrial plants have subscribed to the pay deduction plan for the purchase of war bonds.

"The General Truckdrivers, Local No. 315, signed a new agreement with the Associated General Contractors, providing for an increase of 50 cents in some classifications and \$1 in others. This district, which is second in the State for vital war industries, has done billions of dollars' worth of construction work during the past year.

"The Bartenders and Culinary workers have increased their membership, and all locals that

the Vice-President has contacted are buying huge quantities of war bonds and stamps."

Report of Vice-President for District No. 13

"The report starts out with the declaration that Labor will do its part in helping to win this war. Ships are being built faster than ever before, and hundreds of new homes have been put up for war workers. Practically no time whatsoever has been lost in production because of the loyalty of Organized Labor. The great increase in war activity is evidenced in a new Government airport in Marin County, a new shipyard in Sausalito, and other projects.

"The American Federation of Labor in Santa Rosa has a fine new building for its Labor Temple. At the Basalt Shipbuilding Company's yard in Napa County they are way ahead of their schedule with their contract with the Navy. Solano County has enjoyed more work than any other part of this district. The new national defense highway is going in just north of Vallejo and Benicia. Vallejo, which in 1940 was a small city of 25,000, is now a metropolis with over 80,000, which typifies the transformation of this area because of the war. This is a very informative report."

Report of Vice-President for District No. 14

"In this district Labor has been very much concerned with helping the farmers in harvesting their crops. Every effort has been made to get the necessary labor supply for the farms in order to produce the food needed for the armed forces, as well as for the civilian population.

"The Cannery Workers have been completely organized in this territory. The Shasta Dam, which is 100 per cent organized, is still on the way to completion. This has been a tremendous project. The Lumber and Sawmill Workers throughout the northern part of the State are organized in every mill, with the only exception of McClouds. With the Federation's splendid assistance, the Lumber and Sawmill Workers at Hammond Lumber Company have had their case presented before the War Labor Board and they will undoubtedly win a very favorable decision. Another phase of Labor's activity is well covered in this report."

Report of Vice-President for District No. 15

"This report starts off with reporting the gains of the Lumber and Sawmill Workers and the progress made by the Central Labor Council of Humboldt County. The Building and Construction Trades Council has, likewise, made substantial gains, and the Carpenters have raised their scale from \$1.12½ per hour to \$1.37½ per hour. The Laborers were also successful in negotiating a basic wage of 85 cents as a floor. A great number of projects connected with the war are under way and all are operating under union conditions. The Hammond Lumber case is dealt with in great detail and provides very interesting information.

"Other unions in Eureka are reported upon, as well as those in Humboldt and Del Norte. The rôle of Labor played in the Red Cross Relief drive and the USO campaign is effectively and clearly recorded. It is another illuminating report dealing with Labor's indispensable rôle in behalf of the war effort of our country.

"In concluding this report, the Committee wishes to stress the importance for all members of really studying the proceedings so that they will be able to understand the various problems Labor has faced and the new problems with which they will be confronted in the future. This will be extremely useful to them, and even indispensable in solving these problems.

"Respectfully submitted,

"Amos H. Feeley, Chairman
 "Eugene Boyd
 "S. J. Ward
 "James Quinn
 "Don Cameron
 "Geo. D. Hammond
 "Pat Somerset
 "Clarence King
 "Kathryn Arnold
 "J. W. Southwick

"Committee on Officers' Reports."

On motion the report of the Committee was unanimously adopted.

Appointment of Special Reception Committee

President Haggerty announced to the delegates that he had been informed that Admiral Moreell, Chief, Bureau of Yards and Docks of the United States Navy, was present in Long Beach on a tour of inspection and to dedicate the Moreell Drydock on Terminal Island. Admiral Moreell had consented to appear before the Convention, therefore President Haggerty appointed a special committee of reception, consisting of Harry E. Reynolds, Joseph Cambiano, Charles Evans, Al Smith, and Ken Bitter, to escort Admiral Moreell to the Convention hall.

Joseph M. Tone

President Haggerty presented to the Convention Joseph M. Tone, Labor Consultant of the United States Department of Labor, who gave a particularly informative address on the Labor Department of the United States Government. Mr. Tone made a very forceful and impressive comparison between labor conditions in Axis-controlled countries and the United States. He also presented a word picture of his personal experiences as an economic advisor to the International Labor Office in Geneva, Switzerland, and urged the delegates to perpetuate our democratic institutions and thereby preserve the rights and privileges of Organized Labor in this country.

Report of Committee on Legislation

Chairman Mulkey of the Committee on Legislation reported as follows:

Resolutions Nos. 1, 74, and 79—The Committee reported that the foregoing three resolutions involved policies of the Federation and, therefore, recommended that they be referred to the Committee on Resolutions.

The recommendation was adopted.

Resolution No. 2—"Compensation for Civilian Defense Workers."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 3—"Adequate Transportation for War Workers."

The Committee recommended that the sixth "Whereas" and the "Resolve" be amended to read as follows:

"Whereas, Amalgamation would eliminate wasteful and inexcusable competition requiring the use of added rolling stock and other facilities which could be spared to increase transportation to the vital war areas; therefore, be it

"Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as favoring the immediate amalgamation of all useless, competitive transportation facilities in every locality where substitution of service required by competition can be eliminated so that the extra rolling stock and other facilities can be exploited in behalf of the war workers."

The Committee recommended concurrence.

The recommendation was adopted.

Resolutions Nos. 7 and 20—"Revision of State Old Age Aid Legislation."

The Committee recommended concurrence.

Delegate McKelvey spoke against the recommendation.

On motion the resolution was referred back to the Committee for redrafting.

Resolution No. 8—"Compensation for Captured Wake Island Construction Workers."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 12—"Opposing National and State Sales Tax."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 18—"Use of Chiropractors by Industrial Accident Commission."

The Committee recommended non-concurrence.

The recommendation was defeated.

On motion the resolution was adopted.

Resolution No. 23—"Pay-Check Deduction Slips."

The Committee recommended that the last "Resolve" read as follows:

"Resolved, That the Legislative Committee of the California State Federation of Labor draw up proper legislation to carry out the intent of this resolution."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 28—"Post Office Promotions by Civil Service Examination."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 29—"Postal Employees' Optional Retirement After Thirty Years."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 31—"Overtime for Postal Clerks."

The Committee recommended that the words "based on 253 working days per annum" be deleted from the "Resolve."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 32—"Civil Service Court of Appeals."

The Committee recommended concurrence.

The recommendation was adopted.

Resolutions Nos. 33 and 37—"Minimum Monthly Annuity for Railroad Workers."

The Committee recommended that the second "Resolve" be deleted and the following substituted:

"Resolved, That copies of this resolution, after its adoption, be forwarded to Congressmen and Senators from California, and to Senator Wagner of New York and Senator Norris of Nebraska; and be it further"

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 38—"Two-Door Exit in Motion Picture Booths."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 39—"Permanent and Temporary Disability Awards."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 41—"Postwar Financial Aid to Members of Armed Forces."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 46—"Cross-Filing of Political Candidates."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 49—"To Eliminate Informal Ratings by Industrial Accident Commission."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 51—"To Revise Permanent Disability Rating Schedule."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 52—"Extension of Kindergartens."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 56—"Retirement Age Lowered for Firemen."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 61—"Pensions for the Blind."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 62—"Permanent Disability Rating to Minors."

The Committee recommended concurrence.

The recommendation was adopted.

Admiral Ben Moreell

Flanked by the Special Committee of Reception, Admiral Ben Moreell entered the convention auditorium. The delegates rose en masse and greeted their distinguished visitor with tumultuous applause.

President Haggerty, in his introduction, outlined the tremendous responsibility of Admiral Moreell's work and stated that it was a distinct honor to present him to the delegates.

In his response, Admiral Moreell said in part:

"President Haggerty, Ladies, and Gentlemen: I consider it a rare privilege to come down here and talk to you at this particular time. I have been spending the afternoon talking to one of my officers who has just returned from a trip to the Pacific Southwest. He has given me information of the utmost importance that is going to guide us in our future operations, and I want you men and women to know that we are in there fighting. . . .

"He tells me something else that you would like to know, particularly concerning our construction battalions. They are men and officers who are workers, who are technical engineers. There are workers from the building trades and from the other trades, and most of them belong to the A. F. of L. . . .

"I saw pictures of conditions under which these men are working. They were in there fighting, and every story we get from the Pacific Southwest indicates that your brothers—and they are my brothers, too—are in there fighting. . . .

"The only criticism that I have against Labor is the apparent lack of confidence in your leadership. I have sat in in many conferences where I have seen leaders of Government, industry, finance, and labor come and go, and I say to you, to the rank and file of Labor, that you have nothing to be ashamed of with respect to the quality of your leadership. The trouble is that you lack confidence in them. Give them your confidence and have confidence in their intelligence and their judgment and in their will to help you. I will say that you have a fine group of leaders. (Applause.) . . .

"Another point I want to make is this: We are in there fighting for our lives. Keep pitching! Keep pitching! I propose to do it, and there is nothing on earth that will stop me or that can make me quit—no politician or anybody else. (Applause.)

"Nothing they can say to me, nothing they can do to me is going to make me quit pitching. We are all in this fight, your brothers and my brothers.

"Thank you very much, President Haggerty. It has been a rare privilege to be here with you today."

President Haggerty expressed the Convention's pleasure in having Admiral Moreell present and pinned the official convention badge on his uniform.

Congressman Harry Sheppard

President Haggerty introduced to the delegates Congressman Harry Sheppard of San Bernardino County, who accompanied Admiral Moreell to the Convention. Congressman Sheppard expressed his appreciation for the reception and courtesy of being allowed to address the Convention. He made a strong plea for Labor's continued coöperation in support of our National Government during the emergency.

Telegrams and Messages

The following telegrams and messages were received by the officers of the Federation:

"San Francisco, Calif.

"We, the undersigned workers in Bethlehem Shipyards, extend fraternal greetings to the California State Federation of Labor Convention. We urge you to take favorable action on President Roosevelt's seven-point program and other issues vital to winning the war.

"Harvey Richards
"B. Turner
"C. Zimmer
"Tony Aediego
"A. Rosenfield
"B. Nordquist
"J. V. Young
"Emile Rabin."

"Berkeley, Calif.

"I deeply regret that a change in my university teaching program will make it impossible for me to appear before your organization on Tuesday, September 22. However, Mr. Kingsley Price, an active member of the National Federation of the Blind, has agreed to take my place and read the speech which I have sent with him. Mr. Price is a Research Fellow at the University of California. I am sure that you will find him to be both an excellent speaker and a qualified representative of our organization. We deeply appreciate the opportunity of presenting the National Federation of the Blind and its objectives to the California State Federation of Labor.

"Jacobus Ten Broek,
"President."

"Richmond, Calif.

"On behalf of the Painters Local Union No. 560 of Richmond, California, I am taking this pleasure of wishing your convention a big success and an enjoyable time for all the boys taking part in the worthy cause.

"C. J. Alverz,
"Business Agent,
"Local Union 560, Painters."

"Los Angeles, Calif.

"I want to take this opportunity to express to you and your associates on the Executive Board of the California State Federation of Labor, and to your convention membership now in session, my warmest best wishes and hope that you will enjoy a successful and most constructive convention. I deeply regret that

due to necessity of my being in New York City to meet with the officials of the Columbia Broadcasting Company, I am unable to attend your convention. President Tobin has just returned from England as the special emissary of President Roosevelt and delegate to the British Trades Union Congress held last week at Black Pool, England. He will broadcast on a nation-wide hookup this Saturday night, September 26, 7:15 p. m. to 7:45 p. m., Pacific Standard Time, and I cordially invite the delegates to your convention to make arrangements to listen to what, I am positive, will be an instructive and educational address.

"Dave Beck."

"Edward D. Vandeleur,
"Secretary.

"Long Beach, Calif.

"Good wishes and much success for your Forty-third Annual and Victory Convention.

"Earl J. Ruddy,

"United States Commission
of Conciliation."

"Buffalo, N. Y.

"Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America extends greetings and felicitations to your Convention. Best wishes for continued success.

"Edward Flore,
"General President."

"Washington, D. C.

"On behalf of the Labor Division of the National Youth Administration, I wish to extend greetings to the officers and delegates of your Federation, and to express the hope that this will be one of the most constructive conventions in the history of the California State Federation of Labor.

"Henry C. Iler,

"Director of Labor Relations,
"National Youth Administration."

The Convention adjourned at 5 p. m. to reconvene at 9:30 a. m. Wednesday.

THIRD DAY**Wednesday, September 23, 1942****MORNING SESSION**

The session was called to order by President Haggerty at 10 a. m.

Invocation

Rabbi L. Elliot Grafman, Pastor of the Temple Israel, Long Beach, gave the following invocation:

"Lord, oh God, we turn to Thee at this time of national peril and international trial to invoke Thy blessing upon this gathering of men and women who represent those who labor, labor to bring victory to the principles of freedom and righteousness whether in civil or military pursuits.

"May the resolve made in these hours of danger be kept in years of security which shall follow the crushing of the forces of tyranny which has destroyed millions of Thy children on the shores of the seven seas.

"May we succeed in removing from all nations the social inequality and economic injustice which still exists. There are those who believe that being hirers of men they become the judge and jury of their living standards.

"There are those who would bar whole groups of toilers from industry because their skin is black or brown or their religions differ.

"Oh, heavenly Father, in this our common danger, when the poor are bombed as well as the rich, when negro and white, Protestant, Catholic, and Jew are in American uniforms or are at the work benches, weigh equally and mightily in behalf of victory.

"We pray Thee that all in our blessed land enjoy freedom from want and freedom from fear. May they all who are standing here, oh God, be guided by Thee in their deliberations, and may they go from here determined to carry on the lofty resolves to which Thou hast prompted them. Amen."

Lawrence Arnstein, Executive Secretary of the California Social Hygiene Association, gave a brief résumé of the activities of his Association.

Charles West, member of the California State Federation of Labor, and at present a representative of the United States Treasury Department, spoke in behalf of the sale of war bonds and stamps, with particular reference to the cooperation needed from Labor for the successful conclusion of the sales drive.

Supplemental Report of Credentials Committee

Chairman James Blackburn, in behalf of the Committee, presented the following report:

ALAMEDA

Fire Fighters No. 501: (26)
M. J. Terry, 26
Fire Fighters No. 689: (11)
I. D. Bond, 11

CHICO

Bartenders and Culinary Workers No. 658: (148)
L. S. Gillen, 74
Gladys Hull, 74

EUREKA

Fire Fighters No. 652: (24)
Robert D. McGillivray, 24

LONG BEACH

Fire Fighters No. 372: (71)
A. L. Dynes, 36
W. R. Mendenhall, 35
Musicians No. 353: (19)
Dan S. Dickenson, 19
Rig Builders No. 1458: (219)
Pat Fitzpatrick, 219

LOS ANGELES

Molders No. 374: (19)
Reginald Prime, 19
Retail Clerks No. 770: (3434)
O. B. Berry, 573
Joseph DeSilva, 573
Lee Quick, 572
Herschel Womack, 572
Henry Sacks, 572
Aubrey Blair, 572
Truck Drivers No. 208: (5053)
Dewey Copelan, 1011
Frank Matula, 1011
Clinton Marvel, 1011
Rex Smith, 1010
Jack Rafn, 1010

RICHMOND

Fire Fighters No. 188: (23)
Edward Barron, 28
Painters No. 650: (153)
Allieno Perez, 153

SACRAMENTO

Printing Pressmen No. 60: (88)
G. C. Merwin, 44
William J. McQuillan, 44

SAN DIEGO

Fire Fighters No. 145: (87)
S. H. Shawver, 44
S. M. Franklin, 43
Hook, Line and Bait Boat Fishermen: (417)
Jack Casper, 417

SAN FRANCISCO

Cooks No. 44: (2574)
Joseph Rader, 515
Joseph Belardi, 515
C. T. McDonough, 515
Max Meyer, 515
John St. Peter, 514
Sailors Union of the Pacific: (2778)
Rangvald Johannsen, 695
Harry Lundeborg, 695
John Lavoie, 694
Charles Brenner, 694

SANTA ANA

Fire Fighters No. 509: (28)
R. S. Fink, 28.

SANTA BARBARA

Fire Fighters No. 525: (28)
R. E. Rodman, 28

STOCKTON

Fire Fighters No. 456: (2)
Corwin S. Henney, 2
State Council of State, County, and Municipal Employees: (2)
James H. Thompson, 1

VALLEJO

Fire Fighters No. 683: (28)
R. P. Hefferman, 28

VERNON

Pulp, Sulphite and Paper Mill Workers
No. 254: (108)
C. J. Riekenberg, 54
D. W. DePew, 54

On motion the report was adopted.

Report of Committee on Legislation
(Resumed)

Resolution No. 64—"Japanese to Be Denied Citizenship."

The Committee recommended non-concurrence.

A motion to refer the resolution to the incoming Executive Council was defeated.

The Committee recommendation was adopted.

Resolutions Nos. 7 and 20—"Revision of State Old Age Aid Legislation."

The Committee recommended concurrence.

On motion the resolution was re-referred back to the Committee for amendments and redrafting.

Resolution No. 30—"Salary Increase for Postal Employees."

The Committee recommended that the first "Resolved" be amended to read as follows:

"Resolved, That the Forty-third Annual Convention of the California State Federation of Labor go on record as endorsing the quick passage of increase in pay for postal employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 66—"Elimination of Audit System in Canneries."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 54 and 5—"Compensation of Physician Chosen by Injured Employee to Be Paid by Employer."

The Committee recommended the substitution of the following new resolution:

"Medical Care for Injured Employees.

"Whereas, Under existing provisions of the California Workmen's Compensation laws, the employer or his insurance carrier is required to furnish adequate medical care to relieve and cure an injured employee from the effects of his injuries; and

"Whereas, This provision of the law has given to compensation insurance carriers and self-insured employers control of a large volume of medical business which is turned over by them to doctors who can be relied upon to protect the interests of such insurance companies and employers; and

"Whereas, This condition has resulted in the concentration of this type of medical work in the hands of a comparatively few doctors whose major consideration is in reducing the medical expense of their employers in such cases, to the detriment of such injured employees; and

"Whereas, This situation has further resulted in the practice of 'contract doctoring,'

by which a doctor agrees to bear the entire medical expense, including hospitalization for a stipulated percentage fee of the total premium collected by such insurance company; and

"Whereas, This practice has tended to reduce the quality of the care given injured employees, depriving them of the right to obtain the best medical care to cure and relieve them from the effects of their injuries; now, therefore, be it

"Resolved, By this Forty-third Annual Convention of the California State Federation of Labor that the legislative representative of the Federation be and he is hereby directed to prepare and cause to be introduced at the next session of the California Legislature appropriate legislation amending our Workmen's Compensation laws to provide that injured workers may be treated by physicians of their own choosing, such treatment and care to be at the expense of the insurance carrier or employer; and be it further

"Resolved, That for the guidance of injured employees, and in order that they may receive treatment at the hands of competent doctors, the California State Federation of Labor, through its Secretary and Executive Board, establish a panel of doctors who are fully qualified to treat industrial injuries."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 58—"Heart Injuries Suffered by Firemen."

The Committee recommended that the "Resolved" be amended to read as follows:

"Resolved, That the Forty-third Annual Convention of the California State Federation of Labor instruct the legislative representative to draw up and cause to be introduced at the next session of the State Legislature suitable amendments to this Act so as to make it applicable to persons suffering disability which manifests itself or which develops during the period of time such person is in active service."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 73—"Commissions and Delinquent Wages."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 76—"Industrial Dermatitis." The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 77—"Enlargement of Medical Staff of Industrial Accident Commission." The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 81—"State Anti-Injunction Law."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 82 and 84—"Attorneys' Fees in Compensation Cases."

The Committee recommended that the first "Whereas" be stricken out and that the

second "Whereas" be amended to read as follows:

"Whereas, The average injured worker is in no position to pay attorneys' fees under the existing Workmen's Compensation Law and any attorneys' fees allowed for such attorneys are deducted from an award of compensation made to such injured worker; and"

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 86—"California Labor Relations Board."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 87—"Elimination of Waiting Period in Compensation Cases."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 88—"Discontinuance of Compensation."

The Committee recommended that in the "Resolved" fourth paragraph, the last two sentences be deleted and the following be substituted:

"The notice may contain such other information as the Commission deems pertinent. He may file application for adjustment of his claim if the injured employee is of the opinion that he is still disabled or that he is entitled to further medical treatment or both."

The Committee recommended concurrence.

The recommendation was adopted.

The Convention recessed at 12 noon to convene at 2 p. m.

AFTERNOON SESSION

President Haggerty called the session to order at 2:10 p. m.

Supplemental Report of Credentials Committee

Chairman James Blackburn, in behalf of the Committee, presented the following report:

EL CENTRO

Theatrical Stage Employees No. 656: (33)
R. W. Barrigan, 33

LONG BEACH

Musicians No. 353: (19)
Dan S. Dickenson, 10
O. F. Rominger, 9

LOS ANGELES

Structural Iron Workers No. 433: (103)
William Blalsett, 26
Jim Cheeley, 26
Harry Ellis, 26
John Reasoner, 25

MODESTO

Cannery Workers No. 22382: (1261)
Carmen Jones, 1261

OAKLAND

Street Carmen No. 192: (494)
H. Reed, 494

RIVERSIDE

Hod Carriers No. 1184: (587)
Roscoe Grosvenor, 587

SACRAMENTO

Fire Fighters No. 522: (28)
George Coughlin, 28

SAN FRANCISCO

American Guild of Variety Artists: (172)
Mary Horton, 172
Candy and Glace Fruit Workers No. 158: (700)
S. T. Dixon, 350
David Dunham, 350
Sailors Union of the Pacific: (2778)
R. Johannsen, 556
Harry Lundeborg, 556
John Lavole, 556
Charles Brenner, 555
Russell P. Combs, 555

SANTA ANA

Fire Fighters No. 509: (28)
R. S. Fink, 14
C. N. Turner, 14

"We, the Committee on Credentials, wish to thank the officers and delegates of this Forty-third Annual 'Victory' Convention of the California State Federation of Labor for their splendid coöperation with the Committee.

"James Blackburn,
"Chairman

"C. J. Hyans
"Sherman W. Douglas
"Harry Sherman
"J. J. Blake
"Grace Fowler
"Fred Less
"Helen L. Mallory
"Ralph C. Conzelman
"Olan Willis
"P. J. Green
"Kitty Stewart
"Madge Torrance
"Elma L. Goodwin

"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 with the grateful expression by the delegates of the Convention, the Committee was discharged.

Committee on Constitution

Chairman M. B. Kunz, in behalf of his Committee, gave the following report:

Resolution No. 36—"Policy for the Election of Vice-Presidents."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolution No. 44—"This Is Our America."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 55—"Endorsing Candidate for District No. 15."

The Committee recommended the resolution be filed.

The recommendation was adopted.

Resolution No. 59—"New Federation District."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolution No. 78—"Unions to Affiliate with Both the Federation and Local Central Labor Bodies."

The Committee recommended the resolution be referred to the introducer for revision.

The recommendation was adopted.

Resolution No. 112—"Federation's Research and Public Relations Department."

The Committee recommended non-concurrence.

The recommendation was defeated.

On motion the resolution was adopted as presented.

E. Lotti, Chauffeurs No. 265, San Francisco, stated he was opposed to any increase in per capita tax to the Federation.

Resolution No. 15—"Two-Year Term for Secretary."

The Committee recommended that the last "Resolved" be amended to read as follows:

"Resolved, That, starting with the 1943 Convention, the Secretary-Treasurer shall be elected for a two-year term."

The recommendation was defeated.

On motion the original resolution was adopted.

Resolution No. 53—"Change of Districts in Federation."

The Committee recommended non-concurrence.

The recommendation was adopted.

Nomination of Officers

For President

C. J. Haggerty, Lathers No. 42, Los Angeles, was nominated by John F. Dalton, Waiters No. 17, Los Angeles.

For Vice-President, District No. 1

K. G. Bitter, Carpenters No. 1358, La Jolla, was nominated by John Quimby, Teamsters No. 542, San Diego. The nomination was seconded by Robert E. Noonan, Federated Trades Council, San Diego; Max J. Osslo, Butchers No. 229, San Diego.

H. C. Brown, Machinists, Naval Aircraft, No. 726, San Diego, was nominated by O. H. Williamson, Aeronautical Mechanics No. 1125, San Diego. The nomination was seconded by A. B. Mergen, Aeronautical Machinists No. 755, Chula Vista; Anthony Ballerini, Production Machine Operators No. 1327, San Francisco.

Edward Pierce, Building Service Employees No. 102, San Diego, was nominated by V. Wayne Kenaston, Bridgemen No. 229, San Diego. The nomination was seconded by Charles Hardy, Elevator Operators No. 117, San Francisco.

For Vice-President, District No. 2

George C. Bentson, Carpenters No. 710, Long Beach, was nominated by Richard D. Myers, Cleaning and Dye House Workers

No. 36, Long Beach. The nomination was seconded by Robert F. Scott, Retail Clerks, Long Beach Division, No. 770, Long Beach; Jack Lyons, Meat Cutters No. 284, Long Beach; Esther Davis, Beauticians No. 622-A, Long Beach; Stanley Gruchy, Carpenters No. 710, Long Beach.

James Blackburn, Painters No. 256, Long Beach, was nominated by Carl Fletcher, Painters No. 256, Long Beach. The nomination was seconded by Jas. M. Litteral, Central Labor Council, Long Beach; Richard Seltzer, Chauffeurs-Sales Drivers No. 572, Long Beach; Anthony Ballerini, Production Machine Operators No. 1327, San Francisco; R. C. Conzelman, Hod Carriers No. 652, Santa Ana; Juanita McDougale, Culinary Alliance No. 681, Long Beach; George Hammond, Building and Construction Trades Council, Long Beach; E. B. Webb, District Council of Painters No. 36, Los Angeles; J. T. Gardner, Truck Drivers No. 403, Los Angeles; Harry Sherman, Construction and General Laborers No. 185, Sacramento; Paul Rieth, Glass Workers No. 714, Long Beach; G. A. Lahlum, Central Labor Council, Long Beach; E. L. Lynch, Machinists No. 1577, Long Beach; Thomas C. Meagher, Sign and Pictorial Painters No. 510, San Francisco.

For Vice-President, District No. 3

C. T. Lehmann, Carpenters No. 25, Los Angeles, was nominated by Don Cameron, Pile Drivers No. 34, San Francisco. The nomination was seconded by Fred Melville, Carpenters No. 25, Los Angeles; Ned Arnold, Carpenters No. 25, Los Angeles; C. O. Johnson, Pile Drivers No. 2375, San Pedro; J. W. Vance, Studio Carpenters No. 946, Hollywood; J. H. Davis, Carpenters No. 25, Los Angeles.

Pat Somerset, Screen Actors Guild, Hollywood, was nominated by George Campbell, Musicians No. 47, Los Angeles. The nomination was seconded by C. T. Lehmann, Carpenters No. 25, Los Angeles.

Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles, was nominated by J. T. Gardner, Municipal Truck Drivers No. 403, Los Angeles. The nomination was seconded by Edward B. Rowan, Shipfitters and Helpers No. 9, San Francisco.

H. C. Rohrbach, Studio Utility Employees No. 724, Hollywood, was nominated by James J. Bardwell, Hod Carriers No. 652, Santa Ana. The nomination was seconded by Ralph H. Clare, Studio Drivers No. 399.

Charles C. King, Stationary Engineers No. 63, Los Angeles, was nominated by R. E. McCarthy, Operating Engineers No. 508, Stockton. The nomination was seconded by C. A. Green, Hod Carriers No. 1130, Modesto; Herb Kelley, Operating Engineers No. 64, San Francisco.

D. T. Wayne, Machinists No. 1185, Hollywood, was nominated by Dale O. Reed, Aeronautical Mechanics No. 727, Burbank. The nomination was seconded by Anthony Ballerini, Production Machine Operators No. 1327, San Francisco.

E. L. Brown, Electrical Workers No. B-11, Los Angeles, was nominated by F. W. Bartholomew, Electrical Workers No. B-18, Los Angeles.

C. C. Liles, Stereotypers No. 58, Los Angeles, was nominated by J. Vernon Burke, Web Pressmen No. 4, San Francisco. The nomination was seconded by Edw. M. Balsz, Newspaper Pressmen No. 18, Los Angeles; Harry C. Gilmore, Printing Specialists and Paper Converters No. 382, Oakland.

Mae Stoneman, Waitresses No. 639, Los Angeles, was nominated by Al Mason, Culinary Workers No. 814, Santa Monica. The nomination was seconded by Kathryn Arnold, Culinary Alliance No. 681, Long Beach; Bee Tumber, Culinary Alliance No. 498, Santa Barbara.

Joseph T. DeSilva, Retail Clerks No. 770, Los Angeles, was nominated by Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles. The nomination was seconded by Sidney Keiles, Retail Cigar and Liquor Clerks No. 1089, San Francisco.

For Vice-President, District No. 4

James Waugh, Cannery Workers Union of the Pacific, Terminal Island, was nominated by Haskell Tidwell, Retail Clerks No. 905, San Pedro. The nomination was seconded by Walter W. Mahaffey, Operating Engineers No. 235, Wilmington; Arthur M. Gruber, Central Labor Council, San Pedro; Elma Goodwin, Office Employees No. 20798, Los Angeles; Kitty Stewart, Culinary Alliance No. 754, San Pedro; Vito B. Alioto, Seine and Line Fishermen, Monterey; Samuel J. Ward, Building Service Employees No. 99, Los Angeles.

For Vice-President, District No. 5

Loleta Grande, Culinary Alliance No. 498, Santa Barbara, was nominated by Bee Tumber, Culinary Alliance No. 498, Santa Barbara. The nomination was seconded by Thomas A. Small, Bartenders No. 340, San Mateo; Marie O'Keefe, Waitresses No. 639, Los Angeles; H. Don Underwood, Truck Drivers No. 381, Santa Maria.

For Vice-President, District No. 6

W. T. O'Rear, Central Labor Council, Fresno, was nominated by James E. Welden, Central Labor Council, Fresno. The nomination was seconded by Peter A. Fries, Bakers No. 43, Fresno; Charles Robinson, Hod Carriers No. 294, Fresno; Ralph O. Averett, Construction and General Laborers No. 1241, Avenal.

F. M. Engle, Painters No. 314, Bakersfield, was nominated by W. H. Bestor, Carpenters No. 743, Bakersfield. The nomination was seconded by Thomas C. Meagher, Sign and Pictorial Painters No. 510, San Francisco; Fred West, Cooks and Waiters No. 550, Bakersfield.

For Vice-President, District No. 7

C. A. Green, Hod Carriers No. 1130, Modesto, was nominated by Jack Leonard, Construction and General Laborers No. 261, San

Francisco. The nomination was seconded by S. T. Dixon, Candy and Glace Fruit Workers No. 158, San Francisco; Chas. Brenner, Sailors Union of the Pacific, San Francisco; Earl N. Flint, Teamsters No. 386, Modesto; Carl Davis, Pile Drivers No. 34, San Francisco; R. E. McCarthy, Central Labor Council, Stockton.

For Vice-President, District No. 8

Thomas A. Small, Bartenders No. 340, San Mateo, was nominated by Richard McAllister, Printing Pressmen No. 315, San Mateo. The nomination was seconded by Jim Symes, Cemetery Employees No. 20372, Oakland; William G. Walsh, Bartenders No. 41, San Francisco; Anthony Schurba, San Francisco Labor Council, San Francisco.

For Vice-President, District No. 9

Victor Swanson, Operating Engineers No. 3, San Francisco, was nominated by John Shelley, Bakery Wagon Drivers No. 484, San Francisco. The nomination was seconded by Ernie Schweida, Construction and General Laborers No. 261, San Francisco; J. C. Fitzgerald, Operating Engineers No. 12, Los Angeles; Carl Davis, Pile Drivers No. 34, San Francisco; J. Vernon Burke, Web Pressmen No. 4, San Francisco; Thomas C. Meagher, Sign and Pictorial Painters No. 510, San Francisco; J. Earl Cook, Sheet Metal Workers No. 216, Oakland.

Anthony L. Noriega, Moving Picture Projectionists No. 162, San Francisco, was nominated by Edward H. Dowell, Moving Picture Projectionists No. 297, San Diego. The nomination was seconded by Clarence H. King, Musicians No. 6, San Francisco; Duncan M. Ferguson, Moving Picture Studio Electrical Technicians No. 728, Hollywood.

George Kelly, Chauffeurs No. 265, San Francisco, was nominated by Anthony Ballerini, Production Machine Operators No. 1327, San Francisco. The nomination was seconded by Elizabeth Kelly, Waitresses No. 48, San Francisco; Joseph J. Lynch, Retail Delivery Drivers No. 278, San Francisco; John F. Quinn, Bartenders No. 52, Oakland; Jim Symes, Cemetery Employees No. 20372, Oakland; E. Lotti, Chauffeurs No. 265, San Francisco.

C. F. May, Masters, Mates and Pilots No. 90, San Francisco, was nominated by Vito B. Alioto, Seine and Line Fishermen, Monterey.

Harry Lundeborg, Sailors Union of the Pacific, San Francisco, was nominated by C. A. Green, Hod Carriers No. 1130, Modesto. The nomination was seconded by C. T. Lehmann, Carpenters No. 25, Los Angeles.

For Vice-President, District No. 10

Charles W. Real, Teamsters No. 70, Oakland, was nominated by J. Earl Cook, Sheet Metal Workers No. 216, Oakland. The nomination was seconded by Lester Benham, Bakery Wagon Drivers No. 432, Oakland; James H. Marshall, Teamsters No. 70, Oakland; Russell Roberts, Painters No. 741, Martinez; Harry C. Gilmore, Printing Spe-

cialists and Paper Converters No. 382, Oakland; Arthur Dougherty, Bartenders No. 41, San Francisco; Louis Brunner, Ice Wagon Drivers No. 519, San Francisco.

John P. Perego, Construction and General Laborers No. 304, Oakland, was nominated by Dave Allen, Construction and General Laborers No. 304, Oakland. The nomination was seconded by John T. Wagner, Pile Drivers No. 34, San Francisco.

For Vice-President, District No. 11

Paul E. Burg, Teamsters No. 315, Martinez, was nominated by James H. Marshall, Teamsters No. 70, Oakland. The nomination was seconded by Howard Reed, Contra Costa Building and Construction Trades Council, Richmond; Frank D. Tacconi, Sugar Refinery Employees No. 20037, Crockett; Lou A. Korth, Bartenders and Culinary Workers No. 595, Richmond.

For Vice-President, District No. 12

F. C. Chesebro, Teamsters No. 490, Vallejo, was nominated by Charles Daley, Boilermakers No. 148, Vallejo. The nomination was seconded by J. D. Richardson, Teamsters No. 490, Vallejo; Russell Roberts, Painters No. 741, Martinez; Sidney Connor, Plumbers No. 343, Vallejo; R. E. McCarthy, Operating Engineers No. 508, Stockton.

Joseph Killeen, Culinary Workers No. 560, Vallejo, was nominated by George Bobst, Carpenters No. 2114, Napa. The nomination was seconded by Al Finan, Bartenders and Culinary Workers No. 770, Santa Rosa; Robert A. Crosby, Culinary Workers No. 560, Vallejo.

For Vice-President, District No. 13

A. E. Bilger, Cannery Workers No. 20324, Sacramento, was nominated by Walter Jones, Cannery Workers No. 21634, Oroville. The nomination was seconded by Charles Daley, Boilermakers No. 148, Vallejo; Mike Elorduy, Cannery Workers No. 20324, Sacramento.

For Vice-President, District No. 14

Albin J. Gruhn, Laborers No. 181, Eureka, was nominated by William Edminster and Ernie Schweida, Construction and General Laborers No. 261, San Francisco. The nomination was seconded by Joe King, Cooks and Waiters No. 220, Eureka.

For Vice-President, District No. 15

Earl Miller, Lumber and Sawmill Workers No. 2836, Westwood, was nominated by William C. Corbett, Lumber and Sawmill workers No. 2836, Westwood. The nomination was seconded by Don Cameron, Pile Drivers No. 34, San Francisco; George H. Kersley, Office Employees No. 21697, Westwood; L. A. Mitchell, Lumber and Sawmill Workers No. 2695, Loyalton.

T. E. McShane, Machinists No. 1397, Redding, was nominated by H. B. McMurry, Machinists No. 311, Los Angeles. The nomination was seconded by A. J. Hayes, Auto Mechanics No. 1456, Oakland; Al Finan, Bartenders and Culinary Workers No. 770, Santa Rosa.

For Secretary-Treasurer

Edward D. Vandeleur, Street Carmen No. 1004, San Francisco, was nominated by Edward H. Dowell, Moving Picture Projectionists No. 297, San Diego. The nomination was seconded by John F. Shelley, Bakery Wagon Drivers No. 484, San Francisco; Kaspar Bauer, Butchers No. 266, Santa Cruz; John T. Wagner, Pile Drivers No. 34, San Francisco; James H. Anderson, Dining Car Employees No. 582, Los Angeles; P. J. Green, Studio Carpenters No. 946, Hollywood; James A. Caras, Packers and Preserve Workers No. 20989, San Francisco.

For Convention City

John F. Shelley, Bakery Wagon Drivers No. 484, San Francisco, nominated San Francisco as the 1943 Convention City.

William C. Stringer, Electrical Workers No. 340, Sacramento, nominated Sacramento as the 1943 Convention City.

Withdrawal of Candidate

George C. Bentson, Carpenters No. 710, Long Beach, announced his withdrawal as a candidate for Vice-President of District No. 2.

Anthony Agrillo, Barbers No. 252, San Jose, stated he had been unable to nominate a candidate for Vice-President of District No. 8 and requested the reopening of nominations for that district.

The Chair ruled that inasmuch as an objection had been made to reopening nominations, the request must be denied.

Telegrams and Messages

The following telegrams and messages, received by officers of the Federation, were read to the Convention.

"Greenville, Calif.

"Local Number 2647, Lumber and Sawmill Workers, urge full support of the California State Federation of Labor delegates now in convention in the election of our candidate, Brother Earl Miller of Westwood, California, to the Vice-Presidency of the newly created Fifteenth District. Thanking you in advance for this support. Fraternally yours,

"Boyd Wyatt, Secretary."

"Greenville, Calif.

"Greetings. The Northern California District Council of Lumber and Sawmill Workers urges the full support of the California State Federation of Labor delegates now in convention in the election of our candidate, Brother Earl Miller of Westwood, California, to the Vice-Presidency of the newly created Fifteenth District. Thanking you in advance for this support we are fraternally yours,

"Northern California District Council,

"L. A. Sehorn, Secretary."

"Westwood, Calif.

"The Tri-County Central Labor Council of Northern California have unanimously in-

dorsed Brother Earl Miller for Vice-President of the Fifteenth District, California State Federation of Labor, and ask the whole-hearted support of the delegates now in convention.

"Geo. C. Mix, Vice-President,
"Tri-County Central Labor Council."

"Seattle, Wash.

"Thank you for your invitation to attend your convention but business will prevent my being present. Best wishes for a very successful and constructive convention.

"James A. Taylor, President,
"Washington State Federation of Labor."

"Washington, D. C.

"Since I shall be unable to personally appear before your convention I am taking this opportunity to express my appreciation for

the loyal support the members of your State Federation of Labor have accorded the Union Label Trades Department. The union label, shop card and service button are passing through a period of unusual popularity. I attribute the increase in demand for union label goods and union services to the cooperation the department is receiving from State Federations of Labor, City Central Bodies, Women's Auxiliaries, Union Label Leagues and the Labor Press. The contribution made by the members of your State Federation toward the success of the union label, shop card and service button has been outstanding. I trust we may merit your continued cooperation. Best wishes for a successful convention.

"L. M. Ornburn."

The Convention adjourned at 5:10 p. m. to reconvene at 9:30 a. m. Thursday.

FOURTH DAY**Thursday, September 24, 1942****MORNING SESSION**

The meeting was called to order by President Haggerty at 10:00 a. m.

Invocation

Dr. Homer A. Strong, Minister of the First Christian Church, Long Beach, gave the following invocation for the day:

"Oh Lord, our Lord, how excellent is Thy name in all the earth. We worship Thee, we thank Thee for Thy great glory. We believe, Heavenly Father, that before we go into any undertaking, that we should seek the aid of Thee, so we come to Thee, asking Thy blessing to be upon our work, upon our labor.

"We ask also that Thou wilt bring into our hearts the words of the Master when he said 'My Father worketh hitherto, and I worketh.' Also the words of the inspired writer when he said, 'We are laborers together with God.'

"So may we remain, Heavenly Father, as we work, ours is more than human purpose, our purpose is divine. Now, we ask Thy blessing to be on these gathered here, upon the community from which they come, upon their homes and loved ones, and to them, give abundance in Thy name.

"We ask this in the name of our Lord, Jesus Christ. Amen."

President Haggerty presented Mr. George Bodle, representing the War Manpower Commission. Mr. Bodle addressed the convention on the activities of the Commission and also expressed Mr. William Hopkins' regrets at being unable to be present due to unavoidable circumstances.

Walter Mathewson, Conciliator for the United States Department of Labor, was introduced to the convention by President Haggerty. Mr. Mathewson urged the delegates

present to remember, at all times, the responsibilities of Labor and pledged the cooperation of his services.

Appointment of Election Committee

President Haggerty announced the appointment of the Election Committee comprised of the following delegates:

Aubrey Blair (Chairman) Retail Clerks No. 770, Los Angeles.

L. L. Sylvaine, Wholesale Grocery Warehousemen No. 595, Los Angeles.

Olan Willis, Drydock, Marine Waysmen No. 2116, Oakland.

Walter Jones, Cannery Workers No. 21634, Oroville.

Paul W. Hansen, Retail Clerks, Santa Monica Division, No. 770, Santa Monica.

Peggy Katzer, Waitresses No. 512, San Pedro.

L. C. Helm, Studio Utility Employees No. 724, Hollywood.

Harry Squillante, Film Technicians No. 683, Hollywood.

Charles F. Daley, Boilermakers No. 148, Vallejo.

C. H. Jinkerson, Retail Grocery Clerks No. 648, San Francisco.

Charles W. Savage, Chemical Workers No. 20280, Pittsburg.

Wallace Elliott, Retail Clerks, Long Beach Division, No. 770.

At this point in the proceedings a roll call for the annual election of officers of the California State Federation of Labor, for the ensuing year, commenced.

At the conclusion of the balloting, on motion, the polls were closed at 12:50 p. m.

Recess was taken at this time to convene at 2:00 p. m.

AFTERNOON SESSION

President Haggerty called the session to order at 2:10 p. m.

State Senator John F. Shelley

State Senator John F. Shelley, President of the San Francisco Labor Council, and a delegate to the convention from Bakery Wagon Drivers No. 484, San Francisco, was introduced to the convention by President Haggerty.

Senator Shelley delivered the following address:

"President Haggerty and Delegates to this Convention, it so happens I am on the directorate of the Red Cross of San Francisco, and I was asked to address this convention with regard to the Red Cross activity and the war efforts and Labor's participation in it. As you know, the Red Cross is chartered

by the Federal Government, and its honorary president is the President of the United States.

"The large national Labor organizations, including the Railway Brotherhoods, have endorsed the activities of the Red Cross and the aid they are giving to the American soldiers, sailors and marines and to civilians who have been captured and are being held in enemy concentration and prison camps.

"Last year a Red Cross drive was put on and that drive was successful because of the wholehearted participation of Labor. The money you put in the Red Cross is used for war relief in the nature of garments, medical supplies, food supplies and other packages of necessities and wearing apparel which are sent to the war-torn areas of the different nations for the relief of persons in those areas.

"They will also trace down whether or

not a person has been captured, is missing in action, or has been killed or wounded in the event there has been no correspondence from them or an official report from the Government.

"They are actively training civilian forces in coöperation with the civilian authorities in the event of disaster or in the event of war in our various communities. I know the Labor movement in California has been the backbone of the Civil Defense Program and most of the defense wardens of the Red Cross are made up practically entirely of members of our organization.

"I don't have to point out to you, in Southern California, who witnessed the work of the Red Cross in a disaster which we had here several years ago. That same work will be carried out in case of war disaster on this coast or anywhere else.

"I ask you to coöperate to the fullest because in that way you are contributing to your own protection. No matter how much we have done we have to do more because there is so much more to do on the war effort. Coöperate with your own local agencies, for that means the success of the movement.

"The Red Cross calls upon you because it is your organization. I want to thank Labor for the coöperation which they have given to the Red Cross in the past.

"I wish to express the appreciation of the Director of the National Red Cross to the leaders of the Labor movement and to all of the members of the Labor movement and to urge you to double your efforts in the future."

Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles, called the delegates' attention to a radio address to be made on Saturday evening, September 26, 7:15 p. m., Columbia Broadcasting Network, by the President of the International Brotherhood of Teamsters, Daniel J. Tobin. He stated that Mr. Tobin had just returned from a special mission to England, as a personal representative of President Franklin D. Roosevelt, and that the radio address to be made would contain vital information to members of Organized Labor and respectfully suggested that all delegates endeavor to listen to this particular radio broadcast.

Committee on Grievances

John A. St. Peter, of the Committee, submitted the following report:

Resolution No. 4—"Agricultural Labor Shortage."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 10—"Eliminating Racketeer Insurance Companies."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 13—"Medical Care of War Workers and Families."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 14—"Disfranchisement of War Workers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 17—"Compensation for Milkers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 19—"Urge Affiliation of Unions to Federation."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 21—"Overtime Pay for State Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 24—"Labor Education in all Public Schools."

The Committee recommended referral of the resolution to the incoming Executive Board.

The recommendation was adopted.

Resolution No. 25—"State Political League."

The Committee recommended referral of the resolution to the incoming Executive Board.

On motion the resolution was filed.

Resolutions Nos. 27 and 40—"Rehabilitation of Disabled Military Service Men and Women."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 35—"War Service Appointments for Postal Clerks."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 42—"Union Member to Serve on State Board of Funeral Directors and Embalmers."

The Committee recommended that the words "in the State of California" be substituted for "of San Francisco, Oakland, or the Peninsula," in the "Resolved."

The recommendation was adopted.

Resolution No. 45—"Protecting Educational Opportunities for the Young."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 47—"Exercise of Voting Privilege."

The Committee recommended that the first "Resolved" be amended to read:

"Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to all local unions that, wherever possible, they should not accept dues payments from their members who, although they may qualify as voters of this State, have failed to register; and be it further"

The Committee recommended concurrence. The recommendation was defeated.

A motion was made to adopt the original resolution. An amendment was offered to reaffirm the policy adopted by the 1941 Convention on this subject.

The amendment was adopted.

Report of Committee on Resolutions

Chairman Buzzell, of the committee, presented the following report:

Resolutions Nos. 11, 72 and 110—"Labor League for Human Rights and United Nations Relief."

The Committee's report:

There are two other resolutions on this subject: No. 72 and No. 110. The latter two of these are exactly alike, and No. 11 differs only in its language.

"In order to implement the purpose of these resolutions, it seems to be necessary to establish some sort of a war chest in each community on much the same plan as the Community Chest has been organized.

"This would mean the bringing together of all civic organizations that have to do with matters of the kind suggested by the resolution, and the formation of community enterprise through and by which public financial drives can all be conducted at one time on behalf of all the approved agencies that are authorized to collect funds for local charitable purposes, as well as for the many war activities that must be supported by public contribution.

"We would not include in this the constant drive on behalf of the sale of War Bonds and Savings stamps, but would include all other drives for money, such as the U. S. O., Army and Navy Relief, Red Cross, etc. This plan has many desirable features, the first one being that it would avoid and eliminate repetitions which experience is proving to be impractical. Such a plan has already been adopted in Los Angeles and will begin operations on the first of the year, 1943.

"That plan is so constructed that in the event that organizations like the Labor movement should desire to earmark their funds for certain agencies to the exclusion of others, that they may do so, but otherwise, the War Chest, as it is known in Los Angeles, will raise funds for the Community Chest, Army and Navy Relief, USO, President's Infantile Paralysis Campaign, the Red Cross, etc.

"All monies collected by it will be allocated to these agencies upon a budget appropriation basis to be determined before the drive begins.

"Your Committee believes and recommends, therefore, that this Federation should go on record in favor of implementing the purpose of these resolutions, and in turn recommend to the Central Labor Councils in each of the communities that they immediately call upon other civic organizations in their localities for the purpose of the formation of such a War Chest.

"We further believe and recommend that the Executive Council should undertake to supervise this matter to the extent of calling upon all the Central Labor Councils to participate in it, and to submit a report to the next convention of the State Federation of Labor in 1943.

"We also recommend that a letter be prepared to be sent to the A. F. of L. and to the

Labor League for Human Rights, advising both of them of this action."

The committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 113, 150, 201 and 242—"The Second Front."

The Committee's report:

"Your Committee believes that the subject of opening up a second front in Europe has a great many phases.

"First, we are convinced that a second front already exists, as is evidenced by daily reports of the widespread bombings of all the Nazi territory on the European continent by the combined forces of the R. A. F. and the United States Army and Navy Air Corps.

"The Committee is further convinced that the War against the Axis cannot be won by paper strategists, but if it is to be won, the strategy will have to be developed by professional, trained militarists.

"We call attention to the fact that it would be a comparatively easy matter to pour men and war equipment across the English Channel, but until the Allies are prepared to do so in a manner and in such quantity as to guarantee success, that would only be sacrificing human lives and equipment to no avail.

"Most of the hue and cry for the 'second front' now is based upon the theory that it is necessary, in order to save Russia. This may or may not be true, but in our opinion the launching of an unwise attack on the so-called Western front, while it might temporarily relieve the pressure on Russia, if it proved to be unsuccessful, might easily lead to a speedy defeat of the United Nations, and the conquering of the world by the Axis powers.

"Your Committee would also call attention to the fact that this world war is not being fought alone on the Eastern front, but it must be and is being conducted nearly all over the world, and that all the plans for successful and victorious conclusion by the United Nations must take into contemplation all of these fronts.

"Your Committee agrees that the glorious defense now being made by the Russian people is probably the most heroic in the history of the world, and we further agree that everything should be done that it is possible to do to aid Russia, and we are convinced that it is being done. The wars of history have shown that nearly always there has been a public clamour for certain types of movements that were made by those not engaged in the fighting of the war directly, and it also shows that in practically every instance where the government of a warring nation has yielded to that public clamour, that that nation has been defeated in the war.

"Win or lose, a nation must depend upon the leaders it has chosen, and upon the military talent that it has developed, to conduct the fighting of its wars, and we are convinced that there are none in America who can sincerely say that as a whole the President of the United States is not possessed of a

clear vision of all the problems of this war, and that thus far his vision and his capability has seemed to meet all of the widespread problems presented by it.

"Your Committee, therefore, is convinced that it would be an unwise thing for this Federation to lend its voice to the present clamour for the so-called 'second front' now, to use the opponents' own words, 'at whatever cost.'

"Your Committee recommends that this Federation reiterate its often expressed complete confidence in the leadership and the wisdom of the President of the United States and that the Federation pledge its whole-hearted support to the program and the strategy devised by him for the conduct of the war, and declare our complete willingness to make whatever sacrifices such strategy may require, to bring about the successful and completely victorious end of the war and the crushing of the Axis powers and dictators.

"Your Committee further recommends that these resolutions be not adopted. They are No. 113, No. 150, No. 201 and No. 242.

The Committee recommended concurrence. The recommendation was adopted.

Statement of Resolutions Committee in Reference to the War

"Your Committee has had a number of resolutions concerning the war and the conduct thereof, in which we have recommended, and the Convention has agreed, that we follow the leadership of the President of the United States with complete confidence, and our pledge to support and make sacrifices until the war is successfully concluded.

"Your Committee has no resolution on this subject but we believe the Federation should express itself here and now in as positive language as can be constructed, that the California State Federation of Labor, and its membership, will not be satisfied with any other conclusion of the war against the Axis powers, except a complete and total defeat of the Axis powers themselves, and the destruction of any possible chance of a worldwide holocaust again being brought about by dictators."

Resolutions Nos. 93, 140 and 243—"India."

The Committee's report:

"Your Committee believes that public sentiment in support of a plan to have the President of the United States act in the critical situation that exists in India, should have as a basis that the President be urged to intercede for the purpose of bringing about the best possible arrangements for the complete co-operation of India and the Indian people with the United Nations in the war against the Axis. According to press reports, the President of the United States has already made an offer to act in that capacity, and we believe this Federation should go no further than to approve it, if it has been done, and to urge it if it has not.

"It is the belief of your Committee that to ask the President to go on record in favor

of the complete independence of India, that such overtures might have an adverse effect; in other words, the President should be asked to intercede, but not to attempt to dictate the terms, which, in the judgment of your Committee would be one sure way to completely alienate the Indian people from the cause of the United Nations.

"Your Committee recommends the adoption of the resolution in spirit with the substitution of the above idea in place of the statement: 'and support the rightful demand of the Indian National Congress for Independence of India.'

"In making this suggestion and recommendation your Committee is not unmindful that the lack of support to the United Nations war effort by the Indian people is caused because of a feeling of resentment that has been building in India for a long period of years because of the denial by Great Britain of dominion status to India and the Indian people.

"Your Committee believes that an underlying principle should be firmly engrained into every part and every program of the war, that would literally guarantee to the participants in it on the side of the United Nations that the declaration of the four freedoms as enunciated by the President of the United States and the Premier of Great Britain means what it says, and will be guaranteed to all of the peoples in the United Nations.

"Your Committee uses Resolution No. 93 to report on because it seems to be the clearest, and recommends that the rest be filed. They are Resolutions Nos. 140 and 243. We recommend that the report be adopted in lieu of all of them.

The Committee recommended concurrence.

A motion was made to amend the Committee's report to include a statement to the effect that this Federation go on record as advocating complete freedom for India.

A motion was made to refer the report back to committee for redrafting.

A motion was made to table the report.

On vote, the motion to table the report was defeated; the motion to refer back to committee was defeated; the motion concerning complete freedom for India was adopted.

On motion, the Committee's report as amended was adopted.

Resolutions Nos. 6, 92, 114, 153, 167 and 245—"Organic Unity in Labor Movement."

The Committee's report:

"There is no question in anyone's mind but what there is room for only one national labor movement in the United States, and certainly none more than the membership of the A. F. of L. unions deplore and regret that a secession movement was organized in 1935 which finally resulted in the formation of a dual and an antagonistic rival to the A. F. of L.

"History shows us the greatest opportunity that Labor ever had, came to us during the past six years, and that had it not been for

this secession movement, the trade union movement in America today would be standing in the most powerful position, and at the same time would have had the admiration of all of the American people.

"Therefore, your Committee is in accord with the plan of the American Federation of Labor to end this secession movement and we commend the President of the A. F. of L. and his associates, as well as the delegates to the various Conventions that have been held since the secession took place in that they have extended a standing invitation to the leaders and membership of the secession movement to return to the House of Labor.

"In all of the years since the formation of the dual organization, the A. F. of L. has had a standing committee clothed with full power to negotiate a settlement of the dispute if and when the leaders of the dual movement care to do so.

"Your Committee recognizes that on the same basis there cannot be two successful National Federations of Labor, neither can there be two National unions of the same trade in one Federation, which to your Committee's mind presents the greatest difficulty in the way of ending the secession.

"Recently the President of the A. F. of L. has renewed the invitation to the leaders of the dual organization to meet and iron out all these matters, and those leaders have indicated a willingness to do so, and since it has been announced that discussion on the matter would take place 'during October,' your Committee believes that indicates that it will be co-incidental with the meeting of the coming Convention of the A. F. of L. in Toronto, Canada, we therefore recommend that this Convention adopt the resolve of Proposition No. 6 as its position in the matter, which is as follows:

"Resolved, That this Convention go on record as endorsing whole-heartedly the proposals of the American Federation of Labor to the C. I. O. to make a serious and sincere effort to achieve organic unity between the two organizations."

"The Committee further recommends that a letter be prepared to be sent to the coming Convention of the A. F. of L. in Toronto, notifying the A. F. of L. that the Labor movement in California congratulates the President and the Executive Council of the A. F. of L. for the sincerity and earnestness with which they have worked, first to prevent the secession, and later to bring about reconciliations, and that this Federation earnestly hopes that the efforts put forth by the A. F. of L. on this subject will be successful."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 60—"Synthetic Rubber."

The Committee's report:

"This resolution assumes that the log jam in the production of synthetic rubber is located all within the rubber manufacturing industry. According to all the information

the public has, this is not the case, inasmuch as Congressional investigations have brought out that the petroleum industry is involved in it, too, as is the distillery industry.

"Your Committee therefore believes that this Federation should go on record as demanding of both the Federal and the State Governments that they at once go into the manufacture of synthetic rubber, and that if the various large interests such as are implied by the terms 'petroleum industry,' 'distilling industry,' and 'rubber industry,' cannot or will not immediately go into this type of production, that the United States Government do it on its own in the factories to which it has supplied the money in a number of these industries mentioned, and we recommend such action by this Convention."

The Committee recommended concurrence.

The recommendation was adopted.

Resolutions Nos. 89 and 228—"Support Labor's Candidates in Coming Election."

The Committee's report:

"The Forty-second Annual Convention in San Francisco last year unqualifiedly endorsed Culbert L. Olson as Governor of the State of California, and since that time has endorsed Ellis Patterson for Lieutenant Governor and Robert Kenny for Attorney General, and Paul Peek for Secretary of State.

"All of these candidates have qualified in the Primary elections and their names will appear upon the ballot in the General election on November 3, and your Committee recommends a wholehearted re-affirmation of these endorsements.

"Your Committee heartily concurs in the closing 'Resolved' of this proposition. Too much stress cannot be laid upon the subject of an energetic campaign. We believe that this is not a question of electing certain persons, but rather that the fortunes of the Labor movement are tied up in these campaigns in such a manner that the fate of the entire Labor movement will be favorably or adversely affected by the results of the election.

"Your Committee recommends the adoption of this report in lieu of these resolutions on this subject."

The Committee recommended concurrence.

The recommendation was adopted.

Resolutions Nos. 74 and 247—"Fair Employment Practice."

The Committee's report:

"The California State Federation of Labor has spoken upon the subject matter of this resolution on many occasions in a plain, unequivocal manner, and the A. F. of L. has done likewise. Both these Federations recognize the right of every International Union to make its own laws and regulations, and therefore we believe that it is unwise, and beyond the power of this Federation, to, in any way, order unions to take any action upon the subject of race discrimination. The Committee believes that this is an important matter, but that the condition complained of can only be remedied by constant educational work.

"Our experience shows us that a number of unions have, within the last two years, removed all objection to the acceptance of colored workers into membership, but we find that employers object to employing them. We find in other cases that because of the lack of education on the part of the membership, the acceptance of negroes is made very difficult. We also find that there are those who seem to be more interested in creating an issue out of certain instances than they are in accomplishing the purpose, placing negroes in employment, which makes the task of education much more difficult. Your Committee is thoroughly agreed that every American citizen should have equal right—the right to work, the right to learn trades, and the right to band together with his fellow workers for the advancement of the craft, and the conditions under which its members work.

"We believe that great progress is being made. The Committee would especially commend the work that is being done by James H. Anderson, the negro organizer referred to in the resolution, and the results in the Los Angeles district are proof of his capabilities and the tact with which he has approached a very difficult job. It also proves that it can be done.

"Your Committee recommends that the work this Federation is doing on this subject be continued, and that the Executive Council report to the next Convention the results thereof.

"Your Committee further recommends wholehearted approval of the President's Fair Practices Executive Order on this subject.

"We further recommend that this statement be adopted by the Convention in lieu of both resolutions."

The Committee recommended concurrence.
The recommendation was adopted.

Resolutions Nos. 68 and 180—"Fullest Cooperation with President Roosevelt."

The Committee recommended concurrence.
The recommendation was adopted.

Resolutions Nos. 123, 151, 152 and 246—"President Roosevelt's Seven-Point Program."

The Committee's report:

"In addition to this resolution, (No. 123), there are three other resolutions on the same subject, Nos. 151, 152 and 246. Your Committee believes that the statements set forth

in Resolution No. 123 quite adequately and clearly express the opinion of the Labor movement upon this subject. We do not agree, however, with the language in the fourth point of the 'Resolved,' and we recommend the following substitute for it: 'We heartily condemn the program now being advanced by the so-called Congressional farm bloc.'

"With that amendment to the resolution your Committee recommends that No. 123 be adopted, and that the rest herein mentioned, be filed."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 95—"Endorsing Hollywood Canteen."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 75—"Food for Victory Campaign."

The Committee recommended concurrence.
The recommendation was adopted.

Telegrams and Messages

The following telegrams and messages were received by the officers of the Federation:

"San Francisco, Calif.

"Congratulations to you and President Haggerty on your re-election.

"Frank Lynch."

"Portland, Ore.

"Demands on my time which you can appreciate prevent my acceptance of invitation to attend your convention, which I regret exceedingly. May your meeting be successful in meeting the many problems before you.

"D. E. Nickerson,

"Executive Secretary,

"Oregon State Federation of Labor."

"Washington, D. C.

"Am keenly interested in legislation granting wage increase to postal employees and all federal workers. In my opinion, committee will shortly develop and recommend bill satisfactory to all, and I will do everything I can. Regards.

"Sheridan Downey."

At 5 p. m. the Convention adjourned to meet again at 9:30 a. m., Friday.

FIFTH DAY**Friday, September 25, 1942****MORNING SESSION**

The meeting was called to order by President Haggerty at 9:50 a. m.

Invocation

The following invocation for the day was given by the chaplain of the Federation, Very Reverend Monsignor Martin C. Keating:

"Almighty Father, our Creator, Thou hast made us, all men, in Thy image. Thou hast give us a mind to know Thy Truth, a will to obey Thy Commandments. Thou hast made it possible for all men to love and serve Thee here and be happy with Thee forever in Heaven.

"Almighty Father, Thou hast given us Thy Divine Son, truly God and truly man, to raise us up to Thee. He has deigned to stoop to our nature and has calloused His Holy Hands with the tools of a carpenter; He has eaten the bread of the poor; Christ, the worker, our Leader, the Leader of Capital as well as Labor.

"Almighty Father, Thou hast given us in America the protection of the Declaration of Independence and the Constitution of the United States. By Thy benign Providence the Founding Fathers were guided in their acknowledgment of Thee, our Creator, as the source of the people's rights to life, liberty, and happiness.

"They knew that man, made in Thy image, cannot be made in the image of the State; still less can the worker, brother of Christ the Worker, be made in the image of greedy Capital or the image of irreligious Labor. In Thy Holy Bible they found this wondrous secret of all social justice. To establish justice and to promote general welfare they made collective bargaining, through the medium of State and National Legislature, the right and the duty of all American citizens. Because their concept of the brotherhood of man was the fruit of their concept of the Fatherhood of God, they protected man against discrimination on the basis of his race, creed, or social condition.

"Mindful of the charity of Thy Divine Son, who prayed for the unity of His followers—'Ut Omnes Unum Sint' (That they all may be one)—the Founding Fathers, in order to promote human solidarity, adopted the slogan 'E Pluribus Unum' (From many we are one).

"Almighty Father, Thou has been witness to our sins as a nation. We have not walked humbly in the faith of the Founding Fathers. We, the men and women of Labor, have sinned with the men and women of Capital in planning without Thee. We forgot that the first step towards social justice must be the recognition of Thy rights. We followed the strategy of irreligious Capital, trusting primarily to means entirely secular and political.

"So, America must wait a century and a half to legalize collective bargaining through the medium of a craft union.

"Almighty Father, we thank Thee that the soul of America is still worthy of our supreme sacrifice. Protect our brothers and sisters who have rallied to the defense of freedom on the battle fronts of the world. Help us in our tasks at home so that charity may be the inspiration of our service and a better world for all the peoples of the earth the reward of our mutual sacrifices.

"Thy Kingdom come, a Kingdom of Justice and Peace. Amen."

The chairman of the local Committee on Arrangements, James Blackburn, thanked the delegates for their splendid cooperation during the convention period. The Convention expressed their appreciation for the effort of the Committee with a well-deserved round of applause.

State Senator Robert Kenny

President Haggerty introduced State Senator Robert Kenny and outlined the most important assistance rendered by him to officers of the Federation during the last session of the Legislature.

Senator Kenny responded in part:

"I am glad to welcome you here to my native county of Los Angeles. I hope you have had a pleasant stay and some rest. You are certainly going to need that rest in the next thirty days.

"You are going to see the opening of a second front, not on the battlefields, but right here in California and against Organized Labor. It will require all of the energy which you are storing up to meet the task to come.

"I feel confident that before the month is out that you will see our enemies putting horns and a tail on President Haggerty and the rest of Organized Labor and anyone else who has spoken up for Organized Labor.

"I think the people are with us. I think they realize the great responsibilities which we have in this war. The working man and the working leaders are interested in seeing that men are kept at work. This is the greatest asset any state can have. That is the thing which has been done for California by our Commander-in-Chief, President Roosevelt.

"I had hoped that this second front on Labor would not have to be opened up and we would not have to be treated to a peacetime luxury of that kind at this time, but apparently that will not be possible.

"I am confident that with the leadership we have within the Nation and within the State we will win the fight. I wish you all success and hope that you will come through the battle with as few scars as possible."

Convention Song

President Haggerty stated that a group of artists who had appeared in the Tuesday evening entertainment feature, "You Can Defend America," had prepared a special Convention song. Thereupon, the group was presented to the Convention and rendered the following verses:

"Here's a song of tribute
To the women and the men
Who show true Western spirit
As they pioneer again.
True to every standard
In the Labor Movement plan,
They'll build a brand-new world
To suit the ordinary man.

"So first a cheer for delegates
From right across the State,
And Vandeleur the one
Who helps to lead and legislate,
Blackburn and Jack Shelley,
Buzz Buzzell, the fighting three.
And then a special chorus
For our president, Neil Haggerty.

"They're the men,
The very men,
They're the men who make the wheels go round.
They're the fellows everybody know,
Who keep things humming everywhere they go.

"They're the men,
They're the apple of a million eyes,
They're the gas, the oil, the dynamo,
The thing-ma-gigger that makes it go.

"The men—the fellows—the guys—the gents
The Patriots—
That's the name we meant,
The men who make the wheels go round."

Frank C. MacDonald

President Haggerty introduced to the Convention Frank C. MacDonald, President of the State Building and Construction Trades Council, who delivered the following address:

"Lest we forget, may I repeat that war found America utterly unprepared, that upon Labor of America was thrust the burden and responsibility of turning out the material which would make possible the winning of the war. Labor has not yet attained its full stride. We know now that Russian men and women—heroic, brave, gallant, courageous—are holding the lines for the Allies of the world. (Applause.)

"We know that as soon as the war's tempo increases, your sons, your brothers, must join with those paying this terrific and appalling price. Back home to us will come the death list, will come the maimed and crippled. We of industry are now paying a terrific price in the largest number of killed and maimed men and women turning out war material.

"No one can tell how long this terrible fight will go on. We hope that the terrific conflict

that will occur during the coming year will make possible victory by at least 1944, but may I urge upon you and through you to your fellows, that we must increase our efforts, we must decrease friction within our ranks and with our employers. We must unite as never before.

"The greater the production now, the sooner this terrible war will be over. Industry is being dislocated. We, of the building industries, have transferred over to shipbuilding, to the metal trades and to munition and tank manufacture.

"When this war has ceased, if within a year or two, we believe we can return to the normal lines of industry in America. If it goes beyond that, no one will say what the chaos and discord will bring to us.

"There is an urge that inspires every true laboring man. Every true American knows that it is up to him to do his full share in industry. Let us terminate discord within the ranks of Labor, and let it be said that Labor led the way to victory for the free men of the world." (Applause.)

Report of Committee on Resolutions (Resumed)

Resolution No. 138—"Local Housing Authorities."

The Committee's report:

"This resolution carries three or four apparent objectives.

"Obviously, it is to place the influence of this Federation behind the local Housing Authorities; to increase their authority, and to make more liquid their available supply of funds, and to allow a wider discretion by them as to what will be required to fill the needs of so-called war housing. With this, your Committee is in accord.

"However, we cannot help but notice that the resolution in its preamble and 'Whereases' explicitly and specifically gives endorsement to the plan of using so-called temporary portable or prefabricated type of construction in housing projects.

"Your Committee is convinced by the experience of its members with building trades organizations and Building Trades Councils that there is no need to resort to this type of cheap construction, and we are further convinced that to do so would lead to the elimination of a number of Building Trades Crafts from war-housing projects.

"The Committee is fully cognizant of the necessity for speed and for the saving of material in all of our efforts, but we also are convinced that in some ways these can both be overstretched, and we think that the use of so-called temporary, portable, prefabricated housing is one of them, and, therefore, your Committee recommends the adoption of the following as a substitute for Proposition No. 138, and that Proposition No. 138 be not adopted.

"Whereas, One of the points of production that is absolutely essential to the successful carrying out of the production of war ma-

chinery in America is the quick establishment of housing facilities for war workers in sufficient quantity and quality, and located close to the war plants; and

"Whereas, The plan for the construction of such housing is under the supervision of the Federal Housing Authority and National Housing Agency, jointly, creating cumbersome machinery and sometimes operating in opposite directions; and

"Whereas, Local housing authorities have been set up in various cities and are of limited authority; and

"Whereas, It is believed that if these local housing authorities had a greater scope of authority and discretion, the problem of war housing would be facilitated very materially; therefore, be it

"Resolved, That the Forty-third Annual Convention of the California State Federation of Labor recommend to the proper authorities that the local housing authorities be vested with the democratic right to determine the needs of their respective localities; be designated the sole agency for determination of such need; be granted the power of development of a reasonable and equitable method for securing without undue delay, from the Federal Government, the necessary funds to plan, construct, and manage war-housing projects with the highest coördination of skills; to the objective that American workers will be fittingly housed to produce to their greatest capacity in the service of our ultimate victory; and be it finally

"Resolved, That a copy of this resolution be sent to the coming Convention of the American Federation of Labor; and be it further

"Resolved, That the President of the Federation be instructed to appoint an appropriate committee to consult and work with the Housing Authorities in the State."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 163—"United Seamen's Service, Inc."

The Committee recommended concurrence.

Harry Lundeberg, Sailors Union of the Pacific, spoke in behalf of the resolution and introduced Russell P. Combs, a fellow delegate from the same union, who outlined his personal experiences as a member of the Merchant Marine, engaged in wartime activities.

The recommendation of the Committee for concurrence was adopted.

Resolution No. 257—"American Federation of Musicians."

The Committee's report:

"The subject matter of this resolution is an extremely important one because it involves the right of an International Union to take such steps as in the judgment of its members seem to be best in order to protect the craft of its membership.

"The American Federation of Labor and particularly the Central Labor Councils in California have become acutely aware of the

problem that canned music is presenting to musicians, and of the constant squeezing that it creates that is resulting in the separation of a large part of the membership of the American Federation of Musicians from their jobs.

"We do not agree with the theory now being advanced by representatives of the Department of Justice and expressed editorially and otherwise in the press of the country and on the floor of the Senate, that the action of the American Federation of Musicians is one that attempts to stop progress and the development of the modern methods, nor that it is or can be in violation of the principles of American freedom of enterprise.

"We express further opinion that the action of the American Federation of Musicians and its president is fully justified under the circumstances, and your Committee recommends the adoption of the resolution, together with this statement concerning it."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 236, 250, and 270—"Tires for Union Business Agents."

The Committee's report:

"This Federation, the American Federation of Labor, and all of our affiliated local unions have publicly pledged themselves to wholeheartedly support the National Administration in the conduct of the war, including the program to regulate the flow of commodities and rationing of such commodities where scarcities exist, or where the available supply is necessary for the conduct of the war. Your Committee, therefore, is of the opinion that it would be entirely inconsistent for this Federation to go on record asking for special favors for any specific class of people.

"There is one part of the resolution, however, that declares for a unification of Rationing Board policies in California. Your Committee, without much inquiry, has sufficient evidence to convince it that there is great need for such a unification. We, therefore, recommend that the Convention go on record demanding that such a unification policy be achieved for all classes of people, and call upon the proper authorities to immediately implement it.

"We further recommend that the resolution, as printed, be filed."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 238—"National Charter for Motor Vehicle Employees."

The Committee's report:

"Your Committee recommends that in lieu of the resolution, because of the possibility of a jurisdictional matter, that we recommend to the American Federation of Labor that every effort be made to bring all working employees of the Postal Department into the American Federation of Labor, and that this Federation, in letter form, transmit this viewpoint to the Executive Council of the American Federa-

tion of Labor during the coming convention in Toronto."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 9, 34, 111, 126, 157, and 249—"American-Anglo Soviet Trade Union Unity."

The Committee's report:

"Early in this year the British Trade Union movement sent Sir Walter Citrine to America, where he appeared before a meeting of the Executive Council of the American Federation of Labor on this subject, and at that time the Executive Council of the American Federation of Labor declined to enter into a triple alliance agreement, but the Executive Council did make an agreement with Sir Walter Citrine, cementing the alliance between the British Trade Union Congress and the American Federation of Labor and a working policy concerning the Soviet Unions through and by which the British Trade Union Congress was to act as a liaison agent between the American and Soviet Union movements. This agreement was taken back to England by Citrine and was approved by the British Trade Union Congress, and it is now in operation.

"One of these resolution, No. 111, on page 11, part 2, of the first day's proceedings, makes a direct misstatement in the fourth 'Whereas' as follows: 'Whereas, The British Trade Union Congress has rejected the American Federation of Labor Executive Council counter-proposal to join only the British section of the Anglo-Soviet Trade Union Commission with the British Trade Union Congress to act as liaison agent between the Soviet and American Trade Unions.' That statement should not be allowed to stand in the records of this Federation.

"Your Committee believes that this is a matter that can best be handled by the American Federation of Labor, where it already is, and, therefore, since the resolutions only deal with the question of a triple alliance of trade unions in the three countries named that the resolutions, all five of them, be not concurred in."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 1 and 79—"Federation to Endorse Candidates for State-Wide Positions."

The Committee's report:

"The Committee disapproves both these resolutions. First, because we believe that the Executive Council of this Federation is the machinery through which it operates between conventions; we believe that there should gradually be built up a policy of placing the responsibility on the Executive Council to endorse and make recommendations for the endorsement of candidates for state-wide offices only; and your Committee believes that it would be good judgment for the local movements in the various cities of the State to follow the lead of the Executive Council of the California State Federation of Labor in that regard—but we do not believe that they

can or should be arbitrarily bound to do so.

"Your Committee is of the opinion, however, that the Executive Council of the California State Federation of Labor should be instructed not to make any endorsements of candidates that are to be elected in certain localities of the State, but allow that to be done by the local movement having jurisdiction over the territory represented by the office in question, and so recommends.

"Your Committee is thoroughly opposed to the plan set forth in Proposition No. 1, not alone because of its thorough impracticability, but because it takes away from the local Labor Movement in the various cities of the State the autonomous right they now have, and will continue to have.

"In addition to these reasons, the Committee points out that the probabilities are that there never could be a uniformity of action on political matters under such a rule as this resolution proposes.

"We are in accord with the theory that the California State Federation of Labor should notify the Labor Movement all over the State as to the records and attitude of various members of the Legislature, and other State offices as is now and has been done for many years.

"Your Committee recommends non-concurrence in both these resolutions."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 26—"Exclusion of Japanese from American Citizenship."

The Committee's report:

"In conformity with the action of the Convention upon a similar resolution reported upon by the Committee on Legislation, your Committee recommends that this resolution be filed. We have this to point out, however, concerning it, which we believe should be done for the purpose of the record. This resolution would give to the Native Sons of the Golden West credit for the opposition that has been created in California against Oriental immigration.

"Your Committee has no desire to detract any credit from that organization, but the true credit for the agitation against Oriental immigration should go where it belongs—to the pioneers of the trade-union movement in San Francisco, Dennis Kearney, Frank Rooney, John O. Walsh, John I. Nolan, and many others of that day who in and out of season preached the gospel of exclusion of Orientals."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 22—"Unity of Purpose and Action by A. F. of L."

The Committee's report:

"Inasmuch as this resolution proposes to deal with jurisdictional matters between International Unions and the organic functioning of the Executive Council of the American Federation of Labor, your Committee recommends that the resolution be filed."

The Committee recommended concurrence. The recommendation was defeated.

On motion the resolution was adopted.

Resolution No. 216—"Every Union Man and Woman Must Vote on November 3."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 182—"Vote 'No' on Proposition No. 3."

The Committee recommended that the resolution be referred to the Legislative Committee.

The recommendation was adopted.

Resolution No. 223—"Labor Press Conference."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 226—"Recognition of War Service of Merchant Seamen."

The Committee recommended concurrence. The recommendation was adopted.

Motion was made by C. F. May, Masters, Mates and Pilots No. 90, San Francisco, that the Secretary of the Federation be instructed to circularize all unions throughout the State of California in behalf of securing funds for United Seamen's Service, Inc.

The motion was adopted unanimously.

Report of Election Committee

Aubrey Blair, Retail Clerks No. 770, Los Angeles, Chairman of the Election Committee, submitted the following report in behalf of the Committee:

"September 25, 1942.

"To the Forty-third Annual Convention of the California State Federation of Labor:

"In accordance with the provisions of the Constitution of the California State Federation of Labor, as outlined in Article IV, Section 6, your Election Board Committee submits herewith the following report:

"(a) The ballots prepared for the election were carefully reviewed by the Committee and found to comply in all respects with constitutional provisions.

"(b) A total of 727 ballots were issued to the regularly elected delegates of the Convention, by roll call, and forty-four ballots were cancelled and replaced by the Committee because of defective marking, previous to the close of the polls, making a total of 771 ballots distributed.

"(c) All of the ballots deposited were carefully examined and your Committee has rejected twenty-five ballots because of irregularities. Your Committee wishes to mention particularly that the majority of ballots rejected were marked with an "X" instead of with the number of votes accredited to the delegate.

"(d) The ballots were tabulated, and we submit herewith the following results:

Vice-President, District No. 1
K. G. Bitter.....154,019
H. C. Brown.....99,152
Edward F. Pierce.....25,385

Vice-President, District No. 3
E. L. Brown.....167,596
Joseph T. DeSilva.....135,200
Charles C. King.....128,399
C. T. Lehmann.....233,162
C. C. Liles.....137,496
Thomas L. Pitts.....182,375
H. C. Rohrbach.....185,249
Pat Somerset.....127,391
Mae Stoneman.....173,726
D. T. Wayne.....143,637

Vice-President, District No. 6
F. M. Engle.....214,818
W. T. O'Rear.....61,957

Vice-President, District No. 9
George Kelly.....257,635
Harry Lundeborg.....203,081
C. F. May.....253,510
Anthony L. Noriega.....197,971
Victor S. Swanson.....169,949

Vice-President, District No. 10
John P. Peregoy.....110,925
Charles W. Real.....141,711

Vice-President, District No. 12
F. C. Chesebro.....198,651
Joseph Killeen.....79,756

Vice-President, District No. 15
T. E. McShane.....71,187
Earl Miller.....206,627

Convention City
Sacramento.....24,359
San Francisco.....233,154

Respectfully submitted,

Aubrey Blair, Chairman
Charles F. Daley
L. C. Helm
Peggy Katzer
Paul W. Hansen
Harry Squillante
Olan G. Willis
Walter Jones
C. H. Jinkerson
Charles W. Savage
L. L. Sylvaine
Wallace Elliott."

On motion, the report of the Committee was adopted and the Committee was discharged with a vote of thanks from the Convention.

For tabulation by unions of the above vote, see pages 244 to 277, inclusive.

The Convention recessed at 12 noon, to reconvene at 1:45 p. m.

AFTERNOON SESSION

Preceding the calling of the Convention to order, the local Committee on Arrangements presented a movie, "The Battle of Midway."

The Convention responded to the showing

with great enthusiasm for the thoughtfulness of the local committee in preparing this feature.

Secretary Vandeleur read the following two

telegrams, which the Convention adopted unanimously, and instructed be forwarded in behalf of the Federation.

"To Ambassador Stanley

"United States Embassy in Moscow

"Russia

"Please send this message to the defenders of Stalingrad.

"We, the delegates to the Forty-third Convention of the California State Federation of Labor are deeply stirred by the superhuman fight you are putting up against the Nazi hordes at the gates of Stalingrad. Your heroic resistance has kept Hitler's cut-throats at bay for thirty-one days. Your fight is an inspiration to us and will spur us on to do all in our power to produce more for the armed forces of democracy for the speedy destruction of the Axis.

"California State Federation of Labor."

"To General Douglas MacArthur

"U. S. Army Headquarters

"Australia

"The Forty-third Convention of the California State Federation of Labor extends its deep, heartfelt congratulations to the determined defenders of the United Nations in the Pacific war fronts, operating under the wise and courageous leadership of you, our own General MacArthur.

"And we, 1,800 delegates assembled, pledge once again our willingness to make every sacrifice necessary to crush the enemy in the quickest possible time.

"California State Federation of Labor."

Committee on Resolutions

(Resumed)

Resolutions Nos. 168 and 229—"Ten Per Cent of Wages for War Bonds."

The Committee's report:

"Propositions No. 168 and No. 229, both simply propose endorsement, and approval of the campaign to purchase war bonds and savings stamps by the members of the Labor Movement. Your Committee would go further. We call attention to the fact that modern warfare imposes upon a nation the greatest financial burden in the history of civilization, and the money paid for it can be had nowhere except from the people, which means the national income.

"Your Committee declares that it is a privilege to live in a country, the Government of which, in the midst of a life and death war, says to its people, 'Loan your Government the money to finance this war for your own protection, and the Government will pay it back to you again when the war is over, and with interest,' instead of living under governments such as most of those in the world are, that pay all of the bills of the war by direct taxation, that is taking the money away from its people and never paying it back, or even offering to.

"The United States has called upon its people to pledge at least 10 per cent of their income, steadily, for investment in war bonds and savings stamps, and in order to assure that it be universal, it is now promulgating a plan to sell these bonds through pay-roll deductions. There are many employers who hesitate to coöperate in such a plan, because of the work involved in it, and the expense of carrying it out. But your Committee believes that the Labor Movement should, first, insist upon its membership complying with the program, and then insisting upon the employers coöperating to make it a success. Your Committee believes, too, that now is an opportune time to say to everyone that—"You should not necessarily limit, nor does it entirely discharge your obligations to invest only 10 per cent of your income in war bonds and stamps if your circumstances permit a greater investment."

"Your Committee calls attention to the fact that the United States Government needs money in heretofore unheard of volume: that it is giving the American people the opportunity to voluntarily invest their money in their own country, but that it is quite evident, and should be, that if the people will not voluntarily invest their money under the rates and conditions as provided for in war bonds a compulsory savings program will of necessity be inaugurated and the conditions of the compulsory made loans will not be as favorable to the lender, which is the average citizen, as they are now under the voluntary plan.

"We, therefore, urge with the utmost sincerity and emphasis the necessity of every local union to whole-heartedly go into this program.

"The Committee recommends the adoption of this statement in lieu of the resolution."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 85—"Adjusting Our National Economy."

The Committee's report:

"This resolution is in line with the pronouncement of this Federation at its convention last year, and it is here recommended that that pronouncement, as it was adopted at that time, be reaffirmed with the addition of a proviso which is lacking both in this resolution and in that pronouncement, that a Labor policy compatible with the standard of living at the close of the war be set up and that in the consideration of industries and parts of industries to be subsidized during the period of reconstruction from war to peace that they be required to comply with that Labor policy as one of the prerequisites of qualification for such subsidy.

"The subject referred to in this resolution is of far more importance than any other that this Convention could give attention to, and we believe that the initiation of a sound program, both social and economic, can only come from Labor.

"Labor still has ringing in its ears the cry that came after the last World War, 'Deflate

Labor.' The demand for the deflation of Labor came from employers and the public generally throughout the country, because at that time wages had risen to the highest level that America had ever seen, and, as in this instance, most of the industry of America had been transformed from peacetime occupations and production to war needs.

"It was impossible for those industries to revert to their normal activities for several reasons: first, most of them had to be retooled; second, the market for their products had been destroyed and required rebuilding; and third, there was no provision made by anyone to take care of the millions of workers who were thus unemployed and, by the very reason of their unemployment, took away from the national income the amounts of money that would be required to help industry restore its markets.

"In the World War, as is now the case, hundreds of shipyards were built, and hundreds of thousands of men were drawn into shipbuilding work, and in one day all of the shipbuilding program was stopped and the vast army of shipyard workers was turned loose with nowhere to go. Automobile factories not only had to retool back to normal production, but since war means reckless spending of money and requires an unlimited amount of production even though the war may end before the materials are used up, the United States found itself with thousands of trucks and automobiles for which it had no use, and was faced with the necessity of choosing whether to sell them for public use or to destroy them. In that case, most of them were sold, and, as a result, automobile and truck factories had no one to sell to.

"War and the preparations for war not only disjoint all of the industrial and economic life of the nation, but saddles on the people a tremendous tax burden, which, naturally, the people and the Government are anxious to lift. It seems to your Committee, however, that if all the activity and the diversion of public and industrial welfare to the defense of the nation is justified, it is equally the duty of the Government to protect industry and Labor after the war is over.

"The inauguration of relief programs, either as direct dole or on the basis and according to the philosophy that was developed under the WPA will not serve to relieve the depressing conditions that are sure to come. First, it must be borne in mind that, in addition to all of the hundreds of thousands of people that must necessarily be employed when war industries cease, there will be returned to private life at least eight million men from the armed forces.

"It is an easy thing to say when the Army is being filled with men that they will be returned to their places in industry when they come out of the Army; but it is an entirely different thing to carry out that promise.

"In the first place, the jobs which these men left will no longer exist; and for the future jobs that will exist there will be a vast

army of civilian workers out of employment and looking for them.

"It seems advisable, therefore, to capitalize upon the experience of the postwar days of the last World War, and upon the experience of the American Government in attempting to meet and overcome the depression that began in 1930 and continued until 1939.

"We urge, therefore, that the Congress of the United States be called upon now to enact the necessary legislation that will continue in effect the full tax burden that is in effect at the close of the war, for a period of at least two years. This, in our judgment, should be done in order to provide national revenue to enable the Federal Government to subsidize the industries of America so that they may continue to operate upon a full-time financial basis, even though markets and fiscal circumstances only warrant part-time productive operation. Such an arrangement would make it possible for industry to go through what may prove to be a long period of retooling and readjusting of business; by advertising and other selling operations, recreate markets and public demand for consumers' goods of all kinds. It would also provide the opportunity for private industry to engage in research work for the purpose of developing new industries to supply to the American people, and perhaps to the world markets, substitutes for materials to take the place of those the supply of which may be exhausted or destroyed in the war.

"Such a plan would also prevent a gap in earning ability of the mass of workers in this country between the time of the stoppage of war activity, and the resumption of normal production by industry.

"Labor should insist that when drafting legislation to enable the subsidizing of industry to bridge the gap of reconstruction from war activity to peace activity, that the Congress should include in that legislation specific provisions requiring industries, before the subsidy would be available to them, to offer substantial proof that the industry in question was in a position and willing to guarantee a continuation of the high standard of living to its employees; and that it stands ready and willing to recognize and to engage in the practice of collective bargaining with its employees through bona fide labor organizations of their own choosing, and a willingness to restore back into the industry all of the overtime regulations, short work week, and short work-day, that existed prior to the giving up of them (if they have been given up during the war), and to otherwise assure the United States Government, the industry's own employees, and the American people that the money of the people would not be used to beat down nor attempt to deflate Labor.

"It must be borne in mind that, in spite of the fact that wages may go to high levels during the war, the average worker cannot and does not accumulate or save enough to last over a prolonged period of unemployment. The average family of this country becomes

penniless and destitute at the end of three months without work.

"The last depression should demonstrate fully that it would cost no more, or but little more, to subsidize industry over a period of depression or change such as is bound to come than it would cost to carry on the tremendous amount of relief work that was paid for by public taxation in the nine years preceding 1940, and which in itself brought no lasting benefit to any portion of American society.

"Next, we believe that Labor should initiate legislation to provide for the economic security of the men and women who are being returned to private life from the armed forces. The payment of bonuses that come as a result of pressure movements, such as we saw during the past ten or twelve years, is not the answer to the rehabilitation into private life of soldiers, sailors, etc., and there is no compensating value by such methods, from the disjointment that comes to the economic life of the country by sudden and excessive tax burdens to pay them, nor from the sudden turning loose of vast amounts of money which, although equally spread over the country, are soon gone and dissipated.

"We, therefore, believe that adequate payment to returned men should be planned in advance of their return, and that a plan should be devised to balance that payment with employment opportunity, with the purpose in mind of providing such returned men an opportunity to live properly and without begging from either the public or the Government. Adequate and scientific training should be provided for those who become disabled in the service, so that they may fit into industry in accordance with their capabilities and without harm to those already in industry.

"This, in turn, presents another view that must be taken, *i. e.*, the retraining of civilians to their normal occupations, which is going to prove a most difficult task.

"We have in mind the hundreds of thousands of men who are being drafted from industries and occupations for which they have been trained and to which they are accustomed. They are being inducted into new industries and are being given special training and, in many cases, trained to jobs that are normal peacetime occupations but at which they can make higher wages than they were accustomed to make at their original occupations.

"We also have in mind the protection of such trades as tool and die makers, pattern makers, draftsmen, machinists, and building trades mechanics of all kinds. There is, under normal circumstances, a demand for workers in these types of trades that does not begin to meet the demand under present circumstances, and it is almost an impossibility to expect men who have suddenly been inducted into higher paid trades to return to the lower paid occupations at which they worked before the emergency arose.

"But unless something is done to bring about this return on an equitable basis, the

men in the nation who followed the trades that are now at their peak will either have to take a lowering of their wages and a lengthening of their hours, to compete with those who desire to stay in the trades that they have lately acquired, unless those lower paid trades are brought up to a higher level, and this is going to be difficult, because many of these trades have ceased to operate under the abnormal conditions now existing.

"We believe, too, that the Federal Government should continue its so-called "long range" plan of public improvements as a means of creating employment as well as bringing about public improvement, but we again refer to the method of so doing. Labor should fight to establish an unchangeable policy that there should be no program of relief labor such as we have accustomed ourselves to.

"Public improvements that would be a part of such an employment program should be conducted upon the same basis as though they were private enterprises. In other words, all such public improvements should be done by private contractors, with the Government exercising regulatory surveillance of the work to prevent the destruction of any of the high standards of Labor that have been accomplished, or to take away from Labor any of its rights or privileges that it has established for itself, and particularly the right to organize and to collectively bargain.

"There are many reasons that can be given in support of such a policy. The first is that Labor should not be compelled to work directly for the Federal Government, except upon direct work that the Government would have done for itself under normal conditions. If Labor is employed by private employers—even though working on public work, it is then free to exercise its rights and to use its strength in order to maintain what it has acquired and to secure added improvements without attacking the Government itself; whereas, if all these public improvements are done directly by governmental agencies, then Labor is automatically deprived of its power to use its strength, and, instead of being in the position of going to employers with its grievances, it must go to Congress and other legislative bodies. And in the end, if it is not satisfied, it cannot strike nor cease to perform its work, because to do so would be striking against the Government itself, which no American citizen desires to do.

"We call attention also to an injustice that came as a result of the operation of the WPA, namely, that municipalities and other public subdivisions of Government acquire necessary public improvements at little or no cost to themselves, because the Federal Government was anxious to use the WPA system of practically giving public improvements to political subdivisions, and this was partly made possible because the WPA used poorly paid labor and, in addition, a type of labor that did not have to compete on a productive and efficiency basis with non-relief labor. Necessary

improvements by municipalities and other political subdivisions should be paid for, so far as the labor costs are concerned, on a basis comparable to the highest standards set for the type of work and workers required to construct or build or make such public improvements.

"The American Federation of Labor believes that the most sound governmental philosophy is based upon the so-called Capitalistic System—in other words, the right of private enterprise to engage in and to develop the industries of the country, and that the Government should engage in industry to a very limited degree, and that only in the field of the manufacture of commodities that are required by the Government itself. But we are convinced that the Capitalistic System in America will not survive another period of widespread depression that comes either as a result of or as the cause of mass unemployment, misery and want by the people of this country.

"The American people have earned the right to expect for themselves the possession of opportunity for culture, education and development—the right to anticipate that their children in this generation will enter upon the task of self-support with a better opportunity than the generation preceding, and that they, in turn, will have the chance to create conditions that will give to their children better opportunities still. Labor has a right to demand that it be given an opportunity to earn these things and not to have them given to it, either by the Government or through any other agency.

"We reiterate that we believe the initiative for the planning and safeguarding of the welfare of the human race depends upon Labor. In conclusion, we suggest and recommend that the thoughts set forth herein be referred to the incoming Executive Council of this Federation for further development, and, in turn, for presentation to the American Federation of Labor at its Convention in Toronto. In addition thereto we suggest and recommend that the formulation of such legislative measures as may be deemed necessary and feasible be introduced at the California Legislature at its next session for enactment, so far as the State Government is concerned, and for the additional purpose of having the California State Government call upon the Federal Government in the same regard.

"We also recommend that as a part of its political campaign work, this Federation insist that representatives to Congress from the State of California be unequivocally pledged to support such a program in the Congress of the United States.

"We would further recommend that this statement be adopted at this Convention, and presented in resolution form to the American Federation of Labor at its coming Convention in Toronto."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 207—"Support National Legislation Against Subversive Persons and Organizations."

The Committee's report:

"Your Committee has given this resolution very careful thought and consideration, and we are very mindful of the fact that the trade union movement should express itself thereon with the utmost care, and thought.

"First, your Committee believes that the trade-union movement in America joins with all the rest of the civilized world in its admiration for the fight that is being made by the Russian people against the would-be world conquering Axis forces, and we are confident that we express the opinion of all Americans when we urge the Federation to pledge its full support and sympathy with every move that will give aid to the Russian people in the war, in money, material, and men.

"Your Committee believes that the people of every nation have a right to adopt any kind of government that they want, but at the same time we are thoroughly of the opinion that no nation of people has a right to try to force their theory of government upon the people of another nation. As a matter of fact, it seems to us that resistance to that theory is the very basis upon which the United Nations are now fighting the Axis powers.

"We are convinced that not only the Communist Party, but various types of bund organizations, silver shirts, and secret societies, exist in America, and are attempting to infiltrate into the body politic of the American nation for the purpose of trying to capture this country away from the American people and the American tradition of democratic government. In addition, we are convinced, too, that there are organizations of business interests that would help a Fascist or a dictator type of government in America, and your Committee would class them all as enemies of America and of democracy.

"The Committee also believes that the insidious, undercover enemy, who works by intrigue and treachery, is far more dangerous than an open enemy, met in an open battlefield.

"We recommend, therefore, that this Federation call these dangers to the attention of the membership of our movement and to the American people generally, and we urge the Labor Movement and the authorities of the Federal Government that they be ever vigilant and watchful of the activities of such groups as are named above, and that proper safeguards be set up against the efforts of these people to spread a governmental philosophy which is completely foreign to our American idea of government among the American people during the period of the war, or of the reconstruction after the war.

"Your Committee recommends the adoption of the above statement in lieu of the resolution."

The Committee recommended concurrence. On motion the report was tabled.

Resolution No. 241—"Revision of Initiation Fee Requirements in Going from One Craft to the Other."

The Committee's report:

"The laws governing initiation fees are entirely the prerogative of the International Unions, and while we recognize that the present war condition is forcing men to go from one trade to another, and we recognize that problems arise because of it, your Committee is convinced that this Federation is not the proper authority to attempt to interfere in this matter."

"However, during this war this matter is causing many injustices, and we believe that unions should adopt reciprocal methods of induction of workers from one union to another."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 211—"Poll Tax."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 206—"Protection of Civil Service Status of Union Representatives."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 240—"Memorial Day for Labor's War Holiday in California."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 191—"Government Contracts to Comply With Local Labor Agreements."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 141—"Financial Support for Fight Against Proposition No. 1."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 266—"Publicity of Labor News."

The Committee's report:

"The Committee agrees with the theory put forth in this resolution and recommends the carrying on of educational work as suggested but as to the methods suggested in the resolution, the Committee is unaware of any manner by which it can recommend an adequate financing plan as well as taking care of other physical phases of it."

"Therefore, your Committee recommends it be referred to the Executive Council for study and report."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 276—"Union Watchmen."

The Committee's report:

"The Committee agrees with the principles set forth in the resolution and recommends that the Federation cooperate with the local movement in the various cities to accomplish its purposes."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 277—"Coöperation with the United States Employment Service in the

Recruiting of War Production Workers."

The Committee's report:

"Your Committee cannot believe that the resolution as written by the author could possibly be considered by him to be finished. It is all well enough, and the Labor movement is in accord with it, that men be drawn from non-essential industries, either into the armed forces or into essential industries for the duration of the war, and that obviously means the substitution of women, but your Committee would not go so far as to say that it favors the immediate replacement of men engaged in work not essential to the war effort by women wherever possible, and then let it go at that."

"We recognize the problem that induction of women into industries hitherto unknown to them is going to be a serious one when the war is over, but we believe that unions should provide in their contracts that men so drawn shall be given guarantees that they will be returned to their jobs when the war is over, and when the war industries to which they have been recruited no longer need them."

"We believe this guarantee to workers drawn from non-war to war industries is just as essential and as much justified as is the guarantee to men who are drawn into the armed forces through the Selective Service Act."

"We recommend the adoption of this declaration in addition to the adoption of the resolution."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 225—"Public Relations Campaign by Federation."

The Committee recommended the resolution be referred to the incoming Executive Council for study and report.

The recommendation was adopted.

Resolution No. 265—"Regional Meeting of Labor-Management Committees."

The Committee's report:

"Your Committee believes that inasmuch as all the Labor Movement has gone on record in favor of Donald Nelson's plan of labor-management committees, that it is not within the province of this Federation to attempt to guide the conduct of them as is proposed in this resolution."

"We believe that problems arising in individual industries such as shipbuilding, for instance, will create the necessity, if there be such a necessity, for an exchange of views between local unions, and between labor-management committees of different yards or plants. Under those circumstances such regional meetings might be advantageous."

"We believe that the working out of the problems can best be done by the labor-management committee in various institutions under the guidance of their local labor unions."

The Committee recommended non-concurrence in the resolution.

The recommendation was adopted.

Resolution No. 260—"Admittance of Business Representatives to National Defense War Industry Plants and Projects."

The Committee's report:

"Your Committee agrees with the theory expressed in this resolution but we feel it is a matter of local action. According to our information, in most cases where contracts provide for access to a plant by business agents, Army and Navy permits and passes are available.

"We recommend that Building Trades, Metal Trades Councils and Central Labor Councils watch this and where the right is being denied, when it can be shown that it has not been abused, the Central Labor Councils be urged to use their influence to have the prohibitory orders modified so as to accomplish the purpose of the resolution.

The Committee recommended concurrence. The recommendation was defeated.

On motion, the resolution was adopted.

Resolution No. 255—"Labor Daily Press."

The Committee's report:

"Your Committee agrees with the theory expressed in this resolution but believes it impractical of accomplishment. However, your Committee recommends that it be referred to the incoming Executive Council for study and report."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 254—"Council-State Federation Affiliation."

The Committee's report:

"Your Committee believes that the intent of this resolution is a laudable one, but impractical to carry out in a group of voluntary associations. If anything of that nature could be done, the committee believes that it should be reversed, and the Federation should not accept affiliations from local unions that are not affiliated with their Central Labor Councils, and their local Department Councils.

"We therefore recommend that the Federation urge all of its affiliated local unions to affiliate with their local Central Labor Councils and Department Councils and to call upon both the Central Labor Councils and Department Councils to work in cooperation with the vice-presidents of the Federation to secure the complete affiliation of all the unions with the Federation."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 274 and 278—"Standardization of Wages before Stabilization."

The Committee's report:

"Propositions Nos. 274 and 278 deal with much the same subject; the latter stating it bluntly, and the first in some detail. The Committee recommends the adoption of Resolution No. 274 and the filing of Resolution No. 278."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 224—"Thanksgiving Day Bombers for Berlin Fund."

The Committee's report:

"The Committee believes that the spirit of this resolution is well intended, but the providing of an air force is not a proposition of a few ships, but thousands of them, and we refer to our recommendation concerning the purchase of War Bonds, and urged the people of America to contribute the money, and let the United States Government build ships constantly, and in increasing numbers.

"We recommend this statement be adopted in lieu of the resolution."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 186—"Merchant Marine Training Schools."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 280—"Surrendering the Right of Organized Labor."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 272—"Proof of Citizenship by Native-Born Citizens."

The Committee recommended the resolution be referred to the incoming Executive Council for investigation.

The recommendation was adopted.

Committee on Labels and Boycotts

Chairman Balsz, in behalf of the Committee, submitted the following report:

Resolutions Nos. 65 and 208—"Barker Bros. Unfair."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 209—"Unfair Radio Stations."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 214—"Radio Stations KFI-KECA Unfair."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 235—"Kern County Land Company and Kern County Canal and Water Company Unfair."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 271—"Buy Union Label from Union Clerks."

The Committee recommended concurrence. The recommendation was adopted.

The Committee chairman stated:

"This concludes the report of your Committee and it has been signed by all members.

"Edward M. Balsz, Chairman

"E. E. Mecham

"Edna Burke

"J. B. Bunch

"Elmer Doran

"Leonard Graham

"Otto E. Sargent,

"Committee on Labels and Boycotts."

On motion, the report of the Committee was adopted as a whole and the Committee was discharged with thanks.

Committee on Constitution (Resumed)

Resolution No. 210—"Correct Numbering of Alameda County Vice-Presidential District."

The Committee recommended that the resolution be filed.

The recommendation was adopted.

Resolution No. 212—"Additional Vice-President for Alameda County."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolution No. 217—"Identification of Delegates Traveling to Convention."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 234—"Training of Women and Minors."

The Committee recommended that the resolution be referred to the incoming Executive Council.

The recommendation was adopted.

Change in Constitution

The Committee recommended the following change be made in the election procedure of this Federation:

"After the word 'ballot' at the end of Section 3, of Article IV, page 11 of the Constitution, the following be added:

"provided, however, where there is more than one office to be filled in any Vice-Presidential District the candidates receiving the highest plurality of votes cast shall be elected."

On motion, duly made and seconded, the foregoing change in the Constitution was adopted unanimously.

The Committee chairman stated:

"This concludes the report of your Committee and it has been signed by all members.

"M. B. Kunz, Chairman

"Alvin L. Holt

"Mae Stoneman

"Edward L. Brown

"R. S. Murphy

"Robert E. Noonan

"W. T. O'Rear

"R. E. Wing,

"Committee on Constitution."

On motion, the report of the Committee was adopted as a whole and the Committee was discharged with thanks.

Report of Committee on Legislation (Resumed)

Resolutions Nos. 7 and 20—"Revision of State Old Age Aid Legislation."

The Committee's report:

"After meeting with the sponsors of the two resolutions on this subject your Committee offers as a substitute the following resolution:

"Whereas, The California State Federation of Labor has consistently supported the effort of the aged to obtain adequate pensions so as to enable them to live in decency and health; and

"Whereas, The present Old Age Assistance of \$40 a month is wholly inadequate to meet the need of the aged; and

"Whereas, The California Old Age Assistance laws should be revised to eliminate many evils inherent in said laws and to prevent abuses in its administration; and

"Whereas, The California Joint Welfare Committee, after many months of study and investigation, recorded that certain amendments be enacted to said laws; and

"Whereas, It is the desire of the California State Federation of Labor to fully coöperate with said California Joint Welfare Committee and all other responsible organizations devoted to the cause of more liberal benefits to our senior citizens; now, therefore, be it

"Resolved, By the Forty-third Annual Convention of the California State Federation of Labor that the secretary and legislative representative of the Federation be, and he is hereby, instructed to continue to give full coöperation and assistance to the efforts of the California Joint Welfare Committee to bring about the enactment of amendments to the California Old Age Pension laws, which will liberalize its provisions and give to our senior citizens higher pensions and eliminate the many abuses in the administration of said laws."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 94—"Establishment of Total Disability."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 99—"Minimum Wage of \$25 for Women and Minors."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 100—"Unemployment Insurance for Agricultural Workers."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 117—"Representative of Labor on University of California Board of Regents."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 119—"Paid Overtime for State Employees."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 120—"Labor Code to Include Public Employees."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 121—"Classification of Employees in Department of Institutions."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 124—"Citizenship of Natural-Born Americans."

The Committee recommended concurrence.

An amendment was moved to refer the

resolution to the incoming Executive Council.
The amendment was adopted.

Resolution No. 125—"Retirement Pensions."
The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 102—"Revision of State Income Tax Structure and Sales Tax Levy."
The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 103—"Schools for Cosmetology."
The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 105—"Apprenticeship Program in Hair Dressing and Cosmetology."
The Committee recommended that the words "or its equivalent" be added to subparagraph (c) in the "Resolved" and recommended concurrence.

The recommendation was adopted.

Resolution No. 106—"Manager-Operator Licenses for Cosmetologists."
The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 107—"Reimbursement for Members of State Cosmetology Board."
The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 108—"Minimum Price Schedules for Beauty Services."
The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 128—"Bonus for War Veterans."

The Committee recommended that, inasmuch as the subject matter in this resolution had been acted upon by the Convention, the resolution be filed. (See Resolution No. 27.)

The recommendation was adopted.

Resolutions Nos. 129, 171, 175, 177, and 178—"Increasing Rate of Workmen's Compensation."

The Committee recommended the following be substituted in place of subsections 2 to 5, inclusive:

"2. Increase to \$15 the minimum weekly disability payments.

"3. Increase to \$40 per week the maximum disability payments.

"4. Provide for computation on basis of 65 per cent of weekly wage rate instead of 65 per cent of 95 per cent of such earnings as at present.

"5. Increase burial allowance to \$350 from \$150."

The recommendation was adopted.

Resolution No. 130—"Paycheck Deductions."

The Committee stated the subject matter was covered by Resolution No. 23 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 131—"Improved Conditions for Railroad Employees."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 132—"No Agents or Salesmen During Lunch Periods."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolution No. 133—"Affirmative Defenses in Disability Cases."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 134—"Collection of Death Benefits."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 135—"Speeding Administrative and Judicial Processes in Industrial Injury Cases."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 136—"Increase of Length of Time Allowed for Filing Disability Claim."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 137—"Unpaid Compensation."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 142—"Financial Support for the State Department of Industrial Relations."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 143—"Unemployment Insurance for Members of Armed Forces."

The Committee stated the subject matter was covered by Resolution No. 41 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 148—"Pay Raise for Postal Employees."

The Committee stated the subject matter was covered by Resolution No. 30 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 149—"Appointment of Substitute Clerks to Regular Clerkships in the Postal Service."

The Committee recommended in the first "Resolved" the words "the San Francisco post office" be stricken out and the words "all post offices" be substituted, and recommended concurrence.

The recommendation was adopted.

Resolution No. 252—"Pay Increase for State Employees."

The Committee recommended concurrence.

The recommendation was adopted.

Resolution No. 158—"Prevailing Wage Provisions for Public Printing."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 187—"Protect and Strengthen State Unemployment Insurance Act."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 188—"Retirement System for County and Municipal Employees."

The Committee recommended concurrence. A motion was made to refer the resolution to the incoming Executive Council.

The motion was adopted.

Resolution No. 189—"Fair Labor Standards Act for California."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 190—"Overtime Pay for State, County, and Municipal Workers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 192—"Attorney Fees to be Paid by Insurance Carriers or Employers."

The Committee stated the subject matter was covered by Resolution No. 82, and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 159—"Enforcement of Employers' Liability for Workmen's Compensation."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 161—"Paycheck Deductions."

The Committee stated the subject matter was covered by Resolution No. 23 and recommended this resolution be filed.

The recommendation was adopted.

Telegrams and Messages

"San Francisco, Calif.

"Edward Vandeleur,

"Secretary-Treasurer,

"California State Federation of Labor.

"Once again allow me to congratulate you on your reelection to the post of secretary-

treasurer of the State Federation of Labor. You have always been a champion of the fair and honest principles for which the Federation stands. Your reelection by this unanimous vote certainly proves the confidence by which you are held by members of the organization. Kindest personal regards.

"Angelo J. Rossi."

"San Francisco, Calif.

"C. J. Haggerty, President,

"California State Federation of Labor.

"Congratulations on the occasion of your election to the presidency for the fifth successive term. Your continued return to office is certainly indicative of the confidence of the people of Labor have in you, and I am certain you will be as successful during this term as you have been in the past.

"Angelo J. Rossi."

"San Francisco, Calif.

"Edward Vandeleur,

"State Federation Headquarters.

"Congratulations on your reelection.

"Mickey McHugh

"Bill Butler."

"Oakland, Calif.

"Edward Vandeleur,

"California State Federation of Labor.

"Congratulations. Wish I were there to help make it unanimous.

"Red Tibbes."

"San Francisco, Calif.

"Edward D. Vandeleur, Secretary,

"California Federation of Labor.

"Again our sincere congratulations upon your reelection by acclamation. Our best wishes for your continued success.

"Jack and Agnes Ryan."

The Convention recessed at 5 p. m., to reconvene at 7 p. m.

EVENING SESSION

The Convention was called to order at 7:10 p. m. by President Haggerty.

Report of Committee on Legislation

(Resumed)

Resolution No. 96—"National Federation of the Blind."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 164—"Semi-Monthly Payment of all Public Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 165—"Include Cemetery Workers in National Social Security Act."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 166—"Civil Service for all

National Memorial Property Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 170—"Petition for Writ of Review in Accident Cases to be Filed in 15 Days."

The Committee stated the subject matter was covered by Resolution No. 135 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 172—"Discontinuance of Compensation Payments by Employers."

The Committee stated the subject matter was covered by Resolution No. 88 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 173—"Discontinuance of Compensation Payments by Employers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 174—"Enlarge Statute of Limitations for Filing Compensation Claims."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 176—"Employers or Insurance Carriers to Pay Attorneys' Fees."

The Committee stated the subject matter was covered by Resolution No. 82 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 179—"No Deduction of Disability Indemnity for Death Benefits."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 181—"Opposing National Sales Tax."

The Committee stated the subject matter was covered by Resolution No. 12 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 185—"File Petition for Rehearing in Accident Cases in Ten Days."

The Committee stated the subject matter was covered by Resolution No. 135 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 193—"State Printing Office to Print all Text Books."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 194—"Unemployment Insurance Act to Include Employers of One or More Workers."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 195—"To Raise Maximum Weekly Unemployment Benefit."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 196—"Eliminate Experience-Rating Provisions from Unemployment Insurance Act."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 197—"Unemployment Insurance for Agricultural Workers."

The Committee stated the subject matter was covered by Resolution No. 100 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 198—"Post-War Return of Employment Services to State Department of Employment."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 199—"Health Insurance."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 200—"Revision of Workmen's Compensation Laws."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 202—"Partial Permanent Disability."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 203—"Compliance by Insurance Carriers with Accident Commission Awards."

The Committee stated the subject matter was covered by Resolution No. 73 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 204—"Liberalize Provisions of Unemployment Insurance Act."

The Committee stated the subject matter was covered by Resolution No. 199 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 205—"Scaffolding and Inspection."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 215—"Collective Bargaining for Municipal Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 127, 182 and 184—"Endorsing Propositions Nos. 9, 3 and 5."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 218—"Exclude all Persons of Japanese Ancestry from American Citizenship."

The Committee stated the subject matter was covered by Resolution No. 64 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 219—"Telephone Employees."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 220—"Provisions for Household Employees in Labor Code."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 268—"Adequate Care of Children in Wartime."

The Committee stated the subject matter was covered by Resolution No. 221 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 221—"Day Nurseries."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 231—"State Plumbing and Heating Code."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 232—"Elimination of Delay in Payment of Compensation Benefits."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 233—"Right to Vote of Residents of Trailer and Government Camps."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 251—"Salaries for One-Night Stands and Casual Dates."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 262—"Compensation for Sheep Shearers."

The Committee's report:

"Your Committee on Legislation believes that all workers should be protected by the Workmen's Compensation Act, the Unemployment Insurance Act and all other laws of the State of California enacted for the benefit of workers and recommends that the legislative representative of the Federation be instructed to support legislation designed to accomplish this purpose."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 263—"Fair Labor Standards Act for California."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 264—"San Diego Office of Industrial Accident Commission."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 267—"Unemployment Insurance for Returning War Veterans."

The Committee stated the subject matter was covered by Resolution No. 143 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 273—"Overtime Pay for State Employees."

The Committee stated the subject matter was covered by Resolution No. 119 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 275—"Self-Insured Employers."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 279—"Labor Representative on Fire Marshal's Examining Board."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 281—"Deduction from Pay Checks."

The Committee stated the subject matter was covered by Resolution No. 23 and recommended this resolution be filed.

The recommendation was adopted.

Resolution No. 282—"Rehabilitation of Military Service Men and Women."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 115—"Poll-Tax Repeal."

The Committee recommended that in the first "Resolved" the words "from California" be inserted between the words "Congressman" and "urging" and recommended concurrence.

The recommendation was adopted.

Resolution No. 283—"Clarification of State Insurance Laws."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 43—"Old Age Benefits for Engineers in Dried Fruit Packing Plants."

The Committee recommended concurrence.
The recommendation was adopted.

Chairman Mulkey stated:

"This completes the report of your Committee on Legislation and it is signed by all members of the Committee."

"George A. Mulkey, Chairman

"Harry Sherman

"James Waugh

"Bee Tumber

"C. F. May

"E. L. Lynch

"Jack Reynolds

"E. V. Blackwell

"W. J. Phillips

"C. Ed Lentz

"A. R. Copeland

"John Wagner

"John C. Lyons,

"Committee on Legislation."

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.

Committee on Resolutions (Resumed)

Resolution No. 156—"Vote for Labor-Endorsed Candidates."

The Committee recommended that inasmuch as the subject matter in this resolution had been acted upon by the Convention, the resolution be filed. (See Resolution No. 228.)

The recommendation was adopted.

Resolution No. 162—"Commending Democratic Party's Stand Toward Labor."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 256—"Unity to Defeat Fascism."

The Committee recommended that inasmuch as the subject matter in this resolution had been acted upon by the Convention, the resolution be filed. (See Resolution No. 207.)

The recommendation was adopted.

Resolution No. 253—"All Support to President Roosevelt in the War."

The Committee recommended that inasmuch as the subject matter in this resolution had been acted upon by the Convention, the resolution be filed. (See Resolution No. 68.)

The recommendation was adopted.

Resolution No. 259—"Roosevelt's Seven-Point Program."

The Committee recommended that inasmuch as the subject matter in this resolution had been acted upon by the Convention, the resolution be filed. (See Resolution No. 123.)

The recommendation was adopted.

Resolution No. 258—"Sixth and Seventh Days to be Saturday and Sunday."

The Committee's report:

"The authors of this resolution request permission to withdraw the resolution, and have it eliminated from the final records of the Convention. Your Committee recommends this request be granted.

"The Committee submits the following resolution:

"Whereas, The President of the United States has recently issued an executive order to become effective October 1, 1942, whereby Saturday and Sunday as calendar days have been eliminated so far as overtime is concerned; and

"Whereas, This proclamation establishes a five-day week with two consecutive days off in the operation of all war industries where seven day week operation is practical to operate upon. The President's proclamation further provides that if workers in such industries are required to work on a sixth or seventh consecutive day, they should be paid time and one-half for the sixth day and double time for the seventh day.

"The A. F. of L. and its several departments have agreed to such a plan, which is in conformity with Organized Labor's pledge of support to the President; and

"Whereas, There are certain types of operation in war industries where certain trades are employed for short times only, even though the men themselves may work quite steadily, meaning that they may work for two or three contractors within a week or they may work on jobs where their craft would be only employed for eight or ten days, and in many cases the employer will insist that it is in keeping with the President's proclamation that Saturday and Sunday be worked for straight time. Under these circumstances, many building tradesmen are required to work more than five days in a week for continuous straight time, which in our judgment is in conflict with the principles set forth in the President's proclamation; and

"Whereas, The proclamation by the President is so concise that it leaves little room for interpretation, and it is the belief of this Convention that the proclamation ought to be amplified, or at least an interpretation given to it, that will provide opportunity for relief of the circumstances complained of herein, therefore, be it

"Resolved, By the California State Federation of Labor on its Forty-third Annual Convention that it support the Building Trades Unions in their contention as outlined in the 'whereases' of this resolution; and be it further

"Resolved, That the Executive Council be authorized to appoint a committee to interview the proper authorities and to present this case with a view of bringing about an interpretation of the President's proclamation as described, or the creation of an agency to which such cases as complained about herein can be appealed to for relief; and be it further

"Resolved, That this resolution be submitted

to the coming Convention of the American Federation of Labor in Toronto, and to the Metal Trades and Building Trades Department conventions in the same city."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 261—"Broaden Definition of Defense Worker for F. H. A. Housing."

The Committee recommended concurrence. The recommendation was adopted.

Resolution No. 244—"Labor-Management Committees."

The Committee's report:

"Your Committee recommends approval of this resolution but we would call attention to the fact that labor unions must carefully and jealously watch the development of labor-management committees to the end that these committees do not usurp the functions of labor unions upon matters affecting wages, hours or working conditions, or the negotiating functions of the unions."

The Committee recommended concurrence. The recommendation was adopted.

Resolutions Nos. 248 and 213—"November Elections."

The Committee's report:

"Resolution No. 248 in its preamble refers to a great many subjects, many of them apparently not pertinent to the resolves. These are more specific. The first proposes that this Convention go on record for the continuation and strengthening of participation in Labor's Unity for Victory Committees. Next, that the Federation extend and intensify its participation in the election campaign. Next, that the Federation use every resource at its command to see that every member of the California Federation of Labor take an active part in the election.

"Your Committee treats this resolution with a shorter one, No. 213. We treat No. 248 first.

"Your Committee's understanding of the purpose of the original so-called Unity for Victory Committee, that was formed in San Francisco, was to bring about a unified policy for labor organizations in the Bay District, in presentation of policy to governmental agencies and concerning negotiations therewith. According to reports before your Committee, it proved to be quite successful in that regard. Your Committee believes that such a purpose should be followed by the Labor Movement wherever it can be practically worked out by the movement in those localities. This would, of course, embrace a joint program by all bona fide labor organizations. However, that Committee in the Bay District has not been used for political action nor has it attempted to usurp the functions of the Central Labor bodies or any portion of the Labor Movement.

"The other two purposes of the resolution concern participation in political campaigns;—your Committee has already treated that subject, and the Convention has spoken upon it.

"Proposition No. 213 resolves that this Federation initiate the setting up of a Joint Cam-

paign Committee 'including A. F. of L., C. I. O., and bona fide independent unions, to coördinate campaign work.' Your Committee believes that every effort should be put forth to reach agreement between the labor organizations mentioned in this resolution to agree upon candidates to be endorsed, and we further believe that all labor organizations should collaborate all campaign efforts on behalf of Labor's program. However, your Committee has information before it that indicates that where actual organization for this purpose has been tried, that it has not worked out to the best advantage.

"We therefore recommend that it be the policy of this Federation that the A. F. of L. unions handle their campaigns in their own manner, and that the C. I. O. and other labor organizations do likewise, with a liaison between them for the purpose of securing the best possible results for Labor's program."

The Committee recommended concurrence.

The recommendation was adopted.

Chairman Buzzell stated:

"This concludes the report of your Committee on Resolutions and it is signed by all members of the Committee.

"J. W. Buzzell, Chairman

"Geo. C. Bentson

"Jack Leonard

"Robert L. Ennis

"Harry E. Reynolds

"Walter Cowan

"J. Earl Cook

"John F. Shelley

"George Jenott,

"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 Grievances (Resumed)

Resolution No. 48—"War Planning."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 50—"Labor Representation on all Peace Deliberations."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 57—"Refusal of Union Membership to Scabs."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 67—"The Union Shop."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 69—"Labor-Management Committees."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 70—"Maintenance of Collective Bargaining Agreements."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 71—"Training Within Plant."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 80—"Time Off for Voting."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolutions Nos. 83 and 154—"Job Freezing."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 90—"Regional Conferences of Labor Representatives on Labor-Management Committees."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 91—"Greater Participation by Labor in War Economy."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 97—"Include Material for Safety Measures to Workers under Priorities."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 98—"Gas Rationing."

The Committee recommended non-concurrence.

The recommendation was adopted.

Resolution No. 101—"Oregon - Nevada Unions Overstepping Boundaries."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 109—"No Union Discrimination Against Women."

The Committee recommended concurrence.

An amendment was offered to add the words 'for the duration' at the end of the last "Resolved."

On a vote being taken the amendment was defeated and the recommendation of the Committee was adopted.

Resolution No. 116—"Rugg Text Books."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 118—"Labor History in Public Schools."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolutions Nos. 122, 139, 145 and 169—"Eliminate Discrimination Against Negro Workers."

The Committee recommended concurrence in the principles of the resolution.

An amendment was offered to substitute Resolution No. 139 as the report of the Committee.

On a vote being taken the amendment was defeated and the recommendation of the Committee was adopted.

Resolution No. 144—"Elimination of Venereal Disease."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 146—"Record of Bond Purchases by Unions."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 147—"Labor Participation in the November Election."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 222—"Ray Mathewson."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 227—"Civil Service Leaves of Absence for Seamen."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 230—"Automatic Sprinkling System for San Francisco Harbor Piers."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 239—"Black-out of Mail Car Windows."

The Committee recommended the resolution be filed.

The recommendation was defeated.

On motion the original resolution was adopted.

Resolution No. 237—"To Combat C. I. O. Organizing Drive Among Postal Employees."

The Committee recommended referral of the resolution to the incoming Executive Council.

The recommendation was adopted.

Resolution No. 160—"Gasoline and Tire Rationing for California."

The Committee recommended concurrence.
The recommendation was adopted.

Resolution No. 155—"Labor-Management Committees."

The Committee stated the subject matter was covered by Resolution No. 69 and recommended this resolution be filed.

The recommendation was adopted.

John A. St. Peter of the Committee stated: "This completes the report of your Committee on Grievances, and it is signed by all members of the Committee."

"Joseph De Silva, Chairman

"John A. St. Peter

"Freda Roberts

"Fred Melville

"W. L. Lieby

"K. G. Bitter

"Everett E. Johnston

"John MacFarlane

"R. R. Corrie,

"Committee on Grievances."

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.

Introduction of Resolutions by Unanimous Consent

Secretary Vandeleur requested the privilege of submitting to the Convention a request for unanimous consent to introduce two resolutions at this time, (For text, see Resolutions Nos. 284 and 285, page 200.)

The resolutions were unanimously received and adopted by the Convention.

Report of Committee on Union Label Investigation

Chairman Rotell of the Committee, read the following report:

"Whereas, It has been the procedure of the California State Federation of Labor in the past several conventions to have the Union Label Investigating Committee pass upon the delegates as to their conformity with the regulations of the California State Federation of Labor regarding having five Union Labels on their wearing apparel or person. In this regard, your Committee had in its possession 1,568 credentials that were submitted to this Forty-third Annual Convention. We find that all credentials were not properly filled out and certified to, as to the amount of labels the delegates had on their person.

"We wish to request the Credentials Committee to be more alert in accepting delegates' credentials that are not filled out properly or signed. The records show that at this Convention the delegates are very lax in this respect.

"Your Committee wishes to commend delegate Edward Balsz of Newspaper Pressmen's Union No. 18, Los Angeles, who appeared before the Committee for investigation, for having the most Union Labels—eleven in number—on his clothes.

"In order to further the education of union members into labor unions, your Committee recommends that all members be required to show, on their person, five Union Labels before being seated in Central Labor Councils or being accepted for membership in labor unions.

"We do not feel it necessary to remind the delegates here assembled as to the importance of this duty, because it should be obvious to them all.

"We conclude by asking that this be concurred in to remedy a lasting defect, which will be accomplished by favorable action on our recommendation.

"Respectfully submitted,

"Thomas A. Rotell,

"Chairman

"Irene Burgoon

"Nellie Casey

"Chas. Shields

"John Dunn

"Harry C. Gilmore

"Geo. Wishnak,

"Committee on Label Investigation."

The report was concurred in as a whole, and the Committee was discharged with thanks.

Harry Lundeberg, Sailors' Union of the Pacific, outlined to the Convention the educational program which the Sailors' Union had established in the San Francisco Bay Area. This program was instituted to teach the rudiments of seamanship to young men who are desirous of joining the Merchant Marine.

Installation of Officers

The following officers were administered the oath of office for the year 1942-1943:

President—C. J. Haggerty, Lathers' Union, Local 42, Los Angeles.

Vice-Presidents:

District No. 1—K. G. Bitter, Carpenters No. 1358, La Jolla.

District No. 2—James Blackburn, Painters No. 256, Long Beach.

District No. 3—E. L. Brown, Electrical Workers No. B-11, Los Angeles; C. T. Lehmann, Carpenters No. 25, Los Angeles; Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles; H. C. Rohrbach, Studio Utility Employees No. 724, Hollywood; Mae Stoneman, Waitresses No. 639, Los Angeles; and D. T. Wayne, Machinists No. 1185, Hollywood.

District No. 4—James Waugh, Cannery Workers' Union of the Pacific, Terminal Island.

District No. 5—Loleta Grande, Culinary Alliance No. 498, Santa Barbara.

District No. 6—F. M. Engle, Painters No. 314, Bakersfield.

District No. 7—C. A. Green, Hod Carriers No. 1130, Modesto.

District No. 8—Thomas A. Small, Bartenders No. 340, San Mateo.

District No. 9—George Kelly, Chauffeurs No. 265, San Francisco; Harry Lundeberg, Sailors' Union of the Pacific, San Francisco; C. F. May, Masters, Mates and Pilots No. 90, San Francisco; and Anthony L. Noriega, Moving Picture Projectionists No. 162, San Francisco.

District No. 10—Charles W. Real, Teamsters No. 70, Oakland.

District No. 11—Paul E. Burg, Teamsters No. 315, Martinez.

District No. 12—F. C. Chesebro, Teamsters No. 490, Vallejo.

District No. 13—A. E. Bilger, Cannery Workers No. 20324, Sacramento.

District No. 14—Albin J. Gruhn, Laborers No. 181, Eureka.

District No. 15—Earl Miller, Lumber and Sawmill Workers No. 2836, Westwood.

Secretary-Treasurer—Edward D. Vande-
leur, Street Carmen No. 1004, San Francisco.

There being no further business before the Convention, President Haggerty declared the 1942 Convention adjourned sine die.

Fraternally submitted,

HAROLD MITCHELL,
Assistant Secretary.

Edward D. Vandeleur
Secretary.

CONVENTION CITIES



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

1st—1901, San Francisco	23rd—1922, Long Beach
2nd—1902, Vallejo	24th—1923, Stockton
3rd—1903, Los Angeles	25th—1924, Santa Barbara
4th—1904, Fresno	26th—1925, San Diego
5th—1905, Sacramento	27th—1926, Oakland
6th—1906, Oakland	28th—1927, San Bernardino
7th—1907, Stockton	29th—1928, Sacramento
8th—1908, Vallejo	30th—1929, Long Beach
9th—1908, San Jose	31st—1930, Marysville
10th—1909, San Rafael	32nd—1931, Santa Barbara
11th—1910, Los Angeles	33rd—1932, Modesto
12th—1911, Bakersfield	34th—1933, Monterey
13th—1912, San Diego	35th—1934, Pasadena
14th—1913, Fresno	36th—1935, San Diego
15th—1914, Stockton	37th—1936, Sacramento
16th—1915, Santa Rosa	38th—1937, Long Beach
17th—1916, Eureka	39th—1938, Santa Barbara
18th—1917, Sacramento	40th—1939, Oakland
19th—1918, San Diego	41st—1940, Santa Monica
20th—1919, Bakersfield	42nd—1941, San Francisco
21st—1920, Fresno	43rd—1942, Long Beach
22nd—1921, San Jose	

TABULATION OF VOTE—ELECTION HELD

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
ALAMEDA													
Carpenters No. 194 (135) S. A. E. Hansen.....	135	....	....	135	....	135	135	....	135	135	....	135	....
Fire Fighters No. 501 (26) M. J. Terry.....	26	....	....	26	26	....	26	....	26	26	....	....	26
Fire Fighters No. 689 (11) I. D. Bond.....	11	....	....	11	11	....	11	11	11	11	....	....	....
ANAHEIM													
Carpenters No. 2203 (138) W. H. Aupperle..... R. C. Ewing.....	.... 69 69	69 ....	.... ....	69 69	.... ....	69 69	.... 69	.... ....	69 69	.... 69	.... ....	69 69	69
ANTIOCH													
Cannery Workers No. 21582 (247) Mary L. Jenkins.....	247	....	....	247	....	....	247	247	....	....	247	247	247
ARCATA													
Lumber & Sawmill Workers No. 2808 (737) Robert F. Caughey..... Stanley Jordan.....	369 368	.... ....	.... ....	.... 368	369 ....	.... ....	369 368	.... ....	369 368	369 368	.... ....	369 368	369 368
AVENAL													
Construction & General Laborers No. 1241 (78) Ralph O. Averett.....	78	....	....	78	....	78	78	....	78	78	....	78	....
BAKERSFIELD													
Bartenders No. 378 (130) H. A. Porter.....	....	130	....	130	....	130	....	....	....	130	....	130	130
Carpenters No. 743 (332) T. W. Marsh.....	332	....	....	332	....	332	332	....	332	332	332	....	....
Chauffeurs-Teamsters No. 87 (1455) K. R. Hoshaw.....	1455	....	....	1455	1455	....	1455	1455	1455	1455	....	....	....
Cooks & Waiters No. 550 (343) Fred West.....	....	343	....	343	....	343	....	....	....	343	....	343	343
Hod Carriers No. 220 (265) John L. Hogeboom..... John L. Hogeboom..... W. A. Starr.....	67 66 66	.... .... ....	.... .... ....	67 66 66	.... .... ....	67 66 66	67 66 66	.... .... ....	67 66 66	67 66 66	.... .... ....	67 66 66	............
BANNING													
Carpenters No. 2134 (11) W. H. Wolcott.....	11	....	....	11	....	11	11	....	11	11	....	11	....
BELL													
Los Angeles County Fire Protection District Employees No. 434 (28) Jas. H. Thompson.....	28	....	....	28	28	28	....	....	28	28	28	....	....
BERKELEY													
Carpenters No. 1158 (180) Geo. A. Hess.....	180	....	....	180	....	180	180	....	180	180	....	180	....
BEVERLY HILLS													
Screen Set Designers No. 1421 (57) Edw. Mussa.....	57	....	....	....	57	....	57	57	....	57	57	....	57
BURBANK													
Aeronautical Machinists No. 727 (6420) Harry Adrian..... Ben King..... Dale O. Reed.....	.... .... .... ....	2140 2140 2140	.... .... ....	.... .... .... ....	2140 2140 2140	.... .... ....	2140 2140 2140	2140 2140 2140	.... .... ....	.... .... ....	2140 2140 2140	2140 2140 2140	2140 2140 2140
Culinary Workers & Bartenders No. 694 (300) Fred Klaiber..... Dick Lacy.....	.... .... ....	150 150	.... ....	150 150	.... ....	150 150	.... ....	.... ....	.... 150	150 150	.... ....	150 150	150 150
CHICO													
Bartenders & Culinary Workers No. 658 (148) L. S. Gillen.....	....	148	....	148	....	148	....	....	....	148	....	148	148
CHULA VISTA													
Aeronautical Machinists No. 755 (482) W. F. O'Neal.....	....	482	....	....	482	....	482	482	....	....	482	482	482
COLTON													
United Cement, Lime & Gypsum Workers No. 89 (390) Willis T. Butler.....	390	....	....	....	....	....	390	....	390	390	390	390	390

THURSDAY, SEPTEMBER 24, 1942

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
135	....	135	....	135	135	135	135	....	135	....	....	135	....	135
26	....	26	....	26	26	26	....	26	26	....	....	26	....	26
11	....	11	....	....	....	....	....	11	11	....	....	11	....	11
69	....	....	69	69	69	69	69	....	....	69	....	69	....	69
69	....	....	69	69	69	69	69	....	....	69	....	69	....	69
247	....	....	247	247	247	247	....	247	247	....	....	247	247	....
....	369	369	369	369	....	369	369	....	....	369	....	369	....	369
....	368	368	368	368	....	368	368	....	....	368	....	368	....	368
....	78	78	78	....	78	78	78	....	78	....	....	78	....	78
130	....	130	130	130	130	....	....	130	....	130	....	130	....	130
332	....	332	....	332	332	332	332	....	332	....	....	332	332	....
1455	....	1455	1455	1455	....	1455	....	1455	1455	....	....	1455	....	1455
343	....	343	343	343	343	....	....	343	....	343	....	343	....	343
67	....	....	....	67	67	67	67	....	67	....	....	67	....	67
66	....	....	....	66	66	66	66	....	66	....	....	66	....	66
66	....	....	....	66	66	66	66	....	66	....	....	66	....	66
11	....	11	....	11	11	11	11	....	11	....	....	11	....	11
28	....	28	....	....	....	....	....	28	28	....	....	28	....	28
180	....	180	....	180	180	180	180	....	180	....	....	180	....	180
57	....	57	....	57	57	57	57	....	57	....	....	57	....	57
....	2140	2140	2140	2140	2140	....	2140	....	....	2140	2140	....	....	2140
....	2140	2140	2140	2140	2140	....	....	....	....	2140	2140	....	....	2140
....	2140	2140	2140	2140	2140	....	....	....	....	2140	2140	....	....	2140
150	....	150	150	150	150	....	....	150	....	150	....	150	....	150
150	....	150	150	150	150	....	150	....	....	150	....	150	....	150
148	....	148	148	148	148	....	....	148	....	148	....	148	....	148
....	482	482	482	482	482	....	482	....	....	482	482	....	....	482
390	....	390	390	390	390	....	....	390	....	390	....	390	390	....

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
CORONA													
Citrus Warehouse Workers & Helpers No. 979 (91)													
Jarrold Royster	91	....	....	91	91	....	91	91	91	91	....	....	....
CROCKETT													
Sugar Refinery Employees No. 20037 (1177)													
Mike Hargadon .....	....	1177	....	1177	1177	....	1177	....	1177	....	1177	1177	....
EL CENTRO													
Central Labor Council (2)													
R. W. Barrigan .....	....	1	....	....	....	....	1	1	1	....	1	1	1
Construction & General Laborers No. 1119 (280)													
Wm. Marcus Coons	70	....	....	70	....	70	70	....	70	70	....	70	....
Jess Hembree	70	....	....	70	70	....	70	....	70	70	....	70	....
Walter E. Schulze	70	....	....	70	....	70	70	....	70	70	....	70	....
Walter I. Weiden	70	....	....	70	....	70	70	....	70	70	....	70	....
Theatrical Stage Employees No. 656 (33)													
R. W. Barrigan .....	....	33	....	....	....	....	33	33	33	....	33	33	33
EL MONTE													
Carpenters No. 1507 (124)													
Walter F. Klemp	124	....	....	124	....	124	124	....	124	124	124	....	....
EUREKA													
Central Labor Council (2)													
Robert F. Caughey	1	....	....	....	1	....	1	....	1	1	....	1	1
Albin J. Gruhn	1	....	....	....	1	....	1	....	1	1	1	....	1
Fire Fighters No. 652 (24)													
Robert B. McGillivrey	24	....	....	24	24	....	24	24	24	24	....	....	....
Laborers No. 181 (98)													
Albin J. Gruhn	98	....	....	98	98	98	98	....	98	98	....	....	....
Motion Picture Operators No. 430 (33)													
Ernest Gossett .....	....	33	....	....	....	....	33	33	33	....	33	33	33
FRESNO													
Automobile Maintenance No. 1309 (149)													
C. H. Cary .....	....	149	....	....	149	....	149	149	....	....	149	149	149
Bakers No. 43 (191)													
Peter A. Fries .....	....	191	....	....	191	191	....	191	191	....	....	191	191
California State Conference of Painters (2)													
W. R. Morris	1	....	....	1	....	1	1	....	1	1	....	1	....
Otto E. Sargent	1	....	....	1	....	1	1	....	1	1	....	....	1
Central Labor Council (2)													
W. T. O'Rear .....	....	1	....	....	1	1	....	1	1	....	....	1	1
Jas. E. Weiden .....	....	1	....	....	1	1	....	1	1	....	....	1	1
General Teamsters No. 431 (1842)													
Y. B. Fernandes	1842	....	....	1842	1842	....	1842	1842	1842	1842	....	....	....
Hod Carriers No. 294 (1032)													
Chas. Robinson	258	....	....	258	....	258	258	....	258	258	....	....	258
George Pylman	258	....	....	258	....	258	258	....	258	258	....	258	....
Laundry Workers No. 86 (176)													
Norman W. Smith	176	....	....	176	....	....	176	176	....	176	176	176	....
Machinists No. 653 (198)													
N. A. Gruhler .....	....	198	....	....	198	....	198	198	....	....	198	198	198
Motor Coach Operators No. 1027 (58)													
Barney Mayes	58	....	....	....	58	....	58	....	58	58	58	....	58
GILROY													
Painters No. 1157 (15)													
David Daugherty	15	....	....	15	....	15	15	....	15	15	....	....	15
GLENDALE													
Carpenters No. 563 (393)													
Ralph R. Reichman	393	....	....	....	....	....	....	393	393	....	393	....	393
Central Labor Council (2)													
Everett E. Johnston	1	....	....	1	1	1	1	....	1	....	....	....	1
Frank L. Johnston	1	....	....	1	1	1	1	....	1	....	....	....	1
Culinary Workers & Bartenders No. 324 (200)													
Frank L. Johnston .....	....	200	....	200	200	....	200	....	....	200	....	200	200
Operative Plasterers No. 739 (29)													
W. W. Parisia	29	....	....	29	29	....	....	29	29	....	29	....	29
Painters No. 713 (80)													
Lyle Shrader	80	....	....	80	....	80	80	80	....	....	80	....	80
Retail Clerks, Glendale Div. No. 770 (128)													
Henry Allmand .....	....	....	128	....	128	....	128	....	128	128	128	....	128
HAYWARD													
Cannery Workers No. 20843 (1173)													
Harry Rizzo	1173	....	....	1173	1173	....	1173	1173	1173	1173	....	....	....
Culinary Workers & Bartenders No. 823 (28)													
Ruby Hall	28	....	....	28	....	28	....	....	....	28	28	28	28

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundeberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
91	....	91	91	91	....	91	....	91	91	....	....	91	....	91
1177	....	1177	....	1177	1177	1177	1177	....	....	1177	....	1177	....	1177
1	....	....	1	1	1	1	1	....	1	....	1	....	....	1
70	....	70	....	70	70	70	70	....	70	....	....	70	....	70
70	....	70	....	70	70	70	70	....	70	....	....	70	....	70
70	....	70	....	70	70	70	70	....	70	....	....	70	....	70
33	....	....	33	33	33	33	....	33	33	....	33	....	....	33
124	....	124	124	....	124	124	124	....	124	....	....	124	....	124
....	1	1	1	1	....	1	1	....	....	1	....	1	....	1
1	....	1	1	1	1	....	1	....	1	....	....	1	....	1
24	....	24	24	24	....	24	....	24	24	....	....	24	....	24
98	....	98	....	98	98	98	98	....	98	....	....	98	....	98
33	....	....	33	33	33	33	....	33	33	....	33	....	33	....
....	149	149	149	149	149	....	....	....	....	149	149	....	....	149
....	191	191	191	....	191	191	191	....	191	....	191	....	....	191
1	....	1	....	1	1	1	....	1	1	....	....	1	1	....
1	....	1	....	1	1	1	....	1	1	....	....	1	....	1
....	1	1	1	....	1	1	1	....	....	1	1	....	....	1
....	1	1	1	....	1	1	1	....	1	....	1	....	....	1
1842	....	1842	1842	1842	....	1842	....	1842	1842	....	....	1842	....	1842
....	258	258	....	258	258	258	258	....	258	....	....	258	258	....
258	....	258	258	258	258	....	258	....	258	....	....	258	....	258
....	176	176	176	....	176	176	176	....	....	176	176	....	....	176
....	198	198	198	198	198	....	....	....	....	198	198	....	....	198
58	....	58	58	58	58	....	....	58	58	....	....	58	....	58
15	....	15	....	15	15	15	....	15	15	....	....	15	....	15
393	....	....	....	....	....	393	393	....	393	....	....	393	....	393
1	....	1	1	1	1	....	1	....	1	....	....	1	....	1
1	....	1	1	1	1	....	1	....	1	....	....	1	....	1
200	....	200	200	200	200	....	....	200	....	200	....	200	....	200
29	....	29	....	29	29	29	29	....	29	....	....	29	....	29
80	....	80	....	80	80	80	80	....	80	....	....	80	80	....
....	128	128	128	128	....	128	128	....	128	....	128	....	....	128
1173	....	1173	1173	1173	....	1173	....	1173	1173	....	....	1173	....	1173
28	....	28	28	28	28	....	....	28	....	28	....	28	....	28

	Vice-Pres. for Dist. No. 1—			Vice-Presidents for District No. 3—									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
HOLLYWOOD													
Affiliated Property Craftsmen No. 44 (217)													
W. A. Dailey.....	217						217	217	217		217	217	217
Film Technicians No. 683 (1175)													
Wm. Geo. Shaw.....		294					294	294			294	294	294
Norval D. Crutcher.....		294					294	294			294	294	294
Harry Squillante.....		294					294	294	294		294	294	294
Melvin G. Young.....		293					293	293			293	293	293
Hollywood Painters No. 5 (371)													
A. H. Reed.....	371			371		371	371		371	371			371
Machinists No. 1185 (521)													
Stanley N. Moore.....		521			521		521	521			521	521	521
Motion Picture Studio Laborers No. 727 (217)													
Albert B. Watrous.....		217					217	217	217		217	217	217
Moving Picture Painters No. 644 (886)													
Herbert K. Sorrell.....	443				443		443	443		443	443		443
E. Carl Head.....	443				443		443	443		443	443		443
Moving Picture Studio Electrical Technicians No. 728 (1083)													
Duncan M. Ferguson.....		1083					1083				1083	1083	1083
Moving Picture Studio Projectionists No. 165 (276)													
Jack T. Payne.....		276					276	276	276		276	276	276
Screen Actors Guild (5000)													
Noel Madison.....		5000			5000		5000	5000			5000	5000	5000
Screen Cartoonists No. 852 (203)													
Wm. Pomerance.....	203				203		203	203		203	203		203
Screen Office Employees Guild No. 1391 (503)													
Glenn A. Pratt.....	251				251		251	251	251		251		251
Min Selvin.....	252				252		252	252		252	252		252
Studio Carpenters No. 946 (2155)													
J. W. Vance.....	2155			2155		2155	2155		2155	2155	2155		
Studio Electricians No. 40 (613)													
E. W. Parsons.....	613			613		613	613		613	613		613	
Studio Grips No. 80 (192)													
W. C. Barrett.....		192					192	192		192	192	192	
Studio Transportation Drivers No. 399 (750)													
Joseph P. Tuohy.....	750			750	750		750	750	750	750			
Studio Utility Employees No. 724 (393)													
Samuel Sadler.....	393			393		393	393		393	393		393	
HUNTINGTON PARK													
Glass Bottle Blowers No. 114 (118)													
Wm. Gable.....	118				118		118		118	118			118
Glass Bottle Blowers No. 146 (159)													
Jim McDonald.....	80			80	80		80	80	80	80			
Thos. Spencer.....	79			79	79		79	79	79	79			
Meat Cutters No. 563 (758)													
R. S. Graham.....	758				758	758	758		758			758	758
IDRIA													
Quicksilver Workers No. 21966 (179)													
Lewis H. Snow.....	179				179	179			179		179	179	
INGLEWOOD													
Painters No. 1346 (79)													
C. L. Seaman.....	79			79		79	79		79	79			79
KINGSBURG													
Cannery Workers No. 20889 (28)													
Theresa De Costa.....	28						28	28	28		28	28	28
LA JOLLA													
Carpenters No. 1358 (150)													
Kenneth G. Bitter.....	150				150		150		150	150			150
LONG BEACH													
Auto Mechanics No. 1126 (185)													
H. W. Magro.....		185			185		185	185			185	185	185
Bakers No. 31 (150)													
Virgil Coburn.....			150		150	150				150	150	150	150
Barbers No. 622 (110)													
Chas. E. Loop.....	110				110		110		110		110	110	110
Bartenders No. 686 (200)													
E. W. Weaver.....		200		200		200				200		200	200
Beauticians Union No. 622-A (38)													
Esther Davis.....		38		38		38		38	38		38		38
Bricklayers No. 13 (33)													
W. E. Wade.....	33			33		33	33		33	33		33	
Building & Construction Trades Council(2)													
Paul R. Rieth.....	2			2		2	2		2	2			2
Building Service Employees No. 166 (130)													
Geo. N. Sophy.....			130			130	130	130	130		130	130	

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundeberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Feregoy	Charles W. Rea	F. C. Chesbro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
217	217	217	217	217	....	217	217	....	217	....	...	217
294	294	294	294	294	....	294	294	....	294	....	....	294
294	294	294	294	294	....	294	294	....	294	....	....	294
294	294	294	294	294	....	294	294	....	294	....	....	294
293	293	293	293	293	....	293	293	....	293	....	....	293
371	371	....	371	371	371	....	371	371	....	....	371	....	371
....	521	521	521	521	521	....	....	....	....	521	521	....	....	521
217	217	217	217	217	....	217	217	....	217	....	....	217
443	443	....	443	443	443	443	....	443	....	....	443	....	443
443	443	....	443	443	443	443	....	443	....	....	443	....	443
1083	1083	1083	1083	....	1083	1083	....	1083	....	....	1083
276	276	276	276	276	....	276	276	....	276	....	276	....
5000	5000	5000	5000	5000	5000	....	5000	....	5000	....	....	5000
203	203	....	203	203	203	203	....	203	....	....	203	....	203
251	251	....	251	251	251	251	....	251	....	....	251	....	251
252	252	....	252	252	252	252	....	252	....	....	252	....	252
2155	2155	....	2155	2155	2155	2155	....	2155	....	....	2155	....	2155
613	613	....	613	613	613	613	....	613	....	....	613	....	613
192	192	....	....	192	192	....	192	....	....	192
750	750	750	750	....	750	....	750	750	....	....	750	....	750
393	393	....	393	393	393	393	....	393	....	....	393	....	393
118	118	118	118	118	....	118	....	118	....	....	118	118	....
80	80	80	80	....	80	....	80	80	....	....	80	....	80
79	79	79	79	....	79	....	79	79	....	....	79	....	79
758	758	758	758	758	....	....	758	758	....	....	758	758	....
....	179	179	....	....	179	....	179	....	....	179	179	....	179	....
79	79	....	79	79	79	....	79	79	....	....	79	....	79
28	28	....	28	28	....	....	28	28	....	....	28	28	....
150	150	150	150	150	....	....	150	150	....	....	150	....	150
....	185	185	185	185	185	....	....	....	....	185	185	....	....	185
....	150	150	150	150	150	....	150	....	150	....	150	....	....	150
110	110	110	110	110	....	....	110	110	....	....	110	....	110
200	200	200	200	220	....	....	200	....	200	....	200	....	200
38	38	38	38	38	....	38	38	....	....	38	....	38
33	33	....	33	33	33	33	....	33	....	....	33	....	33
2	2	....	2	2	2	2	....	2	....	....	2	....	2
....	130	130	130	....	130	130	....	130	130	....	130	....	....	130

LONG BEACH (Cont'd)	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
Bus Drivers No. 1254 (194)													
A. W. Rauh.....	64	.....	.....	64	64	.....	64	64	64	64	.....	.....	.....
R. A. Meyers.....	65	.....	.....	65	65	.....	65	65	65	65	.....	.....	.....
C. V. Bastien.....	65	.....	.....	65	65	.....	65	65	65	65	.....	.....	.....
Carpenters No. 710 (1134)													
Wm. A. Reese.....	1134	.....	.....	.....	1134	.....	1134	1134	1134	.....	1134	.....	1134
Cement Finishers No. 791 (58)													
H. L. Hansen.....	58	.....	.....	58	58	.....	58	58	58	.....	.....	58	.....
Central Labor Council (2)													
G. A. Lahlum.....	.....	1	.....	1	.....	.....	1	1	1	.....	1	.....	1
Jas. M. Litteral.....	.....	1	.....	1	.....	1	1	.....	.....	.....	1	1	1
Chauffeurs-Sales Drivers No. 572 (583)													
Allen E. Brooks.....	583	.....	.....	583	583	.....	583	583	583	583	.....	.....	.....
Cleaning & Dye House Workers No. 36 (200)													
Richard D. Myers.....	.....	.....	200	200	200	200	.....	.....	200	200	200	.....	.....
Culinary Alliance No. 681 (2599)													
Kathryn Arnold.....	.....	2599	.....	2599	.....	2599	.....	.....	.....	2599	.....	2599	2599
Fire Fighters No. 372 (71)													
W. R. Mendenhall.....	71	.....	.....	71	71	.....	71	71	71	71	.....	.....	.....
General School Employees No. 326 (75)													
Wm. A. McLean.....	75	.....	.....	75	.....	75	75	.....	75	75	.....	75	.....
Glass Workers No. 714 (50)													
Paul Rioth.....	50	.....	.....	50	.....	50	50	.....	50	50	.....	.....	50
Hod Carriers No. 507 (500)													
E. M. Mueller.....	500	.....	.....	500	.....	500	500	.....	500	500	.....	500	.....
Lathers No. 172 (78)													
W. R. Moore.....	78	.....	.....	78	78	.....	.....	78	78	78	.....	78	.....
Machinists No. 1235 (1473)													
Cleave C. Caldwell.....	.....	1473	.....	.....	1473	.....	1473	1473	.....	.....	1473	1473	1473
Machinists No. 1577 (19)													
E. L. Lynch.....	.....	19	.....	.....	19	.....	19	19	.....	.....	19	19	19
Moving Picture Projectionists No. 521 (33)													
Alonso S. Bennett.....	.....	17	.....	.....	.....	.....	17	17	17	.....	17	17	17
Ward R. LaBar.....	.....	16	.....	.....	.....	.....	16	16	16	.....	16	16	16
Painters No. 256 (408)													
Wayne Hull.....	408	.....	.....	408	.....	.....	408	408	408	408	.....	.....	408
Retail Clerks, Long Beach Division No. 770 (128)													
Robert Scott.....	.....	.....	128	.....	128	.....	128	.....	128	128	128	.....	128
Rock Products Workers No. 21643 (119)													
John H. Rowley.....	119	.....	.....	119	.....	119	119	.....	119	119	.....	119	.....
Soap & Edible Oil Workers No. 18409 (182)													
Drew Taylor.....	182	.....	.....	182	.....	182	182	.....	182	182	182	.....	.....
Stereotypers No. 161 (11)													
H. A. Fredrich.....	11	.....	.....	.....	11	.....	11	11	11	.....	11	.....	11
Theatrical Employees No. B-108 (67)													
G. A. Lahlum.....	.....	34	.....	.....	.....	.....	34	34	34	.....	34	34	34
Medora Bense.....	.....	33	.....	.....	.....	.....	33	33	33	.....	33	33	33
United Garment Workers No. 56 (169)													
Margaret Green.....	.....	.....	57	.....	57	.....	57	57	57	.....	.....	57	57
Myrtle Powell.....	.....	.....	56	.....	56	.....	56	56	56	.....	.....	56	56
Madge Torrence.....	.....	.....	56	.....	56	.....	56	56	56	.....	.....	56	56
LOS ANGELES													
American Guild of Variety Artists (129)													
Florine Bale.....	86	.....	.....	.....	86	.....	86	86	.....	86	86	.....	86
Frank Yaconelli.....	43	.....	.....	.....	43	.....	43	43	.....	43	43	.....	43
Bakers No. 37 (1995)													
Raymond C. Gulick.....	.....	.....	1995	.....	1995	.....	1995	1995	1995	.....	.....	1995	1995
Bakers No. 453 (105)													
Chas. D. Shields.....	.....	.....	105	.....	105	.....	105	105	105	105	.....	105	.....
Barbers No. 295 (100)													
Alvin L. Holt.....	100	.....	.....	.....	100	.....	100	.....	100	.....	100	100	100
Bartenders No. 284 (579)													
Earl Hyatt.....	.....	579	.....	579	.....	.....	579	.....	.....	579	.....	579	579
Bill Posters & Billers No. 32 (87)													
C. C. Garnett.....	.....	87	.....	.....	87	.....	87	87	.....	.....	87	87	87
Boilermakers No. 92 (847)													
Ralph E. Allen.....	.....	847	.....	847	.....	.....	847	847	847	.....	847	.....	847
Bricklayers No. 2 (125)													
J. V. McGinnis.....	125	.....	.....	125	.....	125	125	.....	125	125	.....	125	.....
Building Material & Truck Drivers No. 420 (1852)													
Fred Hunziker.....	1852	.....	.....	1852	1852	.....	1852	1852	1852	1852	.....	.....	.....
Building Service Employees No. 99 (319)													
S. J. Ward.....	.....	.....	319	.....	.....	319	319	319	319	.....	.....	319	319
Carpenters No. 25 (1417)													
Harry McGee.....	1417	.....	.....	1417	.....	1417	1417	.....	1417	1417	1417	.....	.....
Carpenters No. 634 (946)													
L. H. Pattison.....	946	.....	.....	.....	.....	946	946	.....	946	946	946	.....	946
Central Labor Council (2)													
Lew C. G. Blix.....	.....	.....	1	.....	1	.....	1	1	.....	1	1	1	.....
Harry Sherman.....	.....	1	.....	.....	1	.....	1	.....	1	1	1	.....	1
Cooks No. 468 (1000)													
Clarence J. Henderson.....	.....	1000	.....	1000	.....	1000	.....	1000	.....	1000	.....	1000	1000
Dining Car Employees No. 582 (105)													
Paul M. Grant.....	.....	105	.....	105	.....	105	.....	.....	.....	105	.....	105	105

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Norrega	Victor S. Swanson	John P. Peregoy	Charles W. Real	F. C. Chesbro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
64 65 65	.... .... ....	64 65 65	64 65 65	64 65 65	64 65 65	.... .... ....	.... .... ....	64 65 65	64 65 65	.... .... ....	.... .... ....	64 65 65	.... .... ....	64 65 65
....	....	1134	1134	1134	1134	....	....	....	1134	....	....	1134	1134	....
58	....	58	58	58	....	58	....	58	58	....	....	58	....	58
1 ....	.... 1	.... 1	1 1	1 1	1 1	1 ....	.... Dist.	1 1	1 ....	.... 1	1 1	.... ....	.... ....	1 1
583	....	583	583	583	....	583	....	583	583	....	....	583	....	583
....	200	200	200	200	....	200	200	....	200	....	200	....	....	200
2599	....	2599	2599	2599	2599	....	....	2599	....	2599	....	2599	....	2599
71	....	71	71	71	....	71	....	71	71	....	....	71	....	71
75	....	75	....	75	75	75	75	....	75	....	....	75	75	....
50	....	50	....	50	50	50	50	....	50	....	....	50	....	50
500	....	500	....	500	500	500	500	....	500	....	....	500	....	500
78	....	78	....	78	78	78	78	....	78	....	....	78	....	78
....	1473	1473	1473	1473	1473	....	....	....	....	1473	1473	....	....	1473
....	19	19	19	19	19	....	....	....	....	19	19	....	....	19
17 16	.... ....	.... ....	17 16	17 16	17 16	17 16	.... ....	17 16	17 16	.... ....	17 16	.... ....	.... ....	17 16
408	....	408	....	408	408	408	....	408	408	....	....	408	....	408
....	128	128	128	128	....	128	128	....	128	....	128	....	....	128
119	....	119	119	119	119	....	119	....	119	....	....	119	....	119
182	....	182	....	182	182	182	182	....	....	182	....	182	....	182
11	....	11	11	11	11	....	....	11	11	....	....	11	....	11
34 33	.... ....	.... ....	34 33	34 33	34 33	34 33	.... ....	34 33	34 33	.... ....	34 33	.... ....	.... ....	34 33
57 56 56	.... .... ....	57 56 56	57 56 56	57 56 56	57 56 56	.... .... ....	57 56 ....	.... .... 56	57 56 56	.... .... ....	.... .... ....	57 56 56	57 56 ....	.... .... 56
86 43	.... ....	86 43	86 43	86 43	86 43	.... ....	.... ....	86 43	86 43	.... ....	.... ....	86 43	.... ....	86 43
....	1995	....	1995	1995	1995	1995	1995	....	1995	....	1995	....	....	1995
....	105	105	105	105	105	....	105	....	105	....	....	105	105	....
100	....	100	100	100	100	....	....	100	100	....	....	100	....	100
579	....	579	579	579	579	....	....	579	....	579	....	579	579	....
87	....	....	87	87	87	87	....	87	87	....	87	....	....	87
....	847	847	847	847	....	847	847	....	847	....	....	847	847	....
125	....	125	....	125	125	125	125	....	125	....	....	125	....	125
1852	....	1852	1852	1852	....	1852	....	1852	1852	....	....	1852	....	1852
....	319	319	319	....	319	319	....	319	319	....	319	....	....	319
1417	....	1417	1417	1417	1417	....	1417	....	1417	....	....	1417	....	1417
946	....	946	946	946	....	946	946	....	946	....	....	946	946	....
.... 1	1 ....	.... 1	1 1	1 1	1 1	1 ....	.... Dist.	1 1	1 1	.... ....	.... ....	1 1	1 ....	.... 1
1000	....	1000	1000	1000	1000	....	....	1000	....	1000	....	1000	....	1000
105	....	105	105	105	105	....	....	105	....	105	....	105	....	105

LOS ANGELES (Cont'd)	Vice-Pres. for Dist. No. 1—			Vice-Presidents for District No. 3—									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
District Council of Brick & Clay Workers No. 11 (2)													
Wm. I. Van Patten.....	1			1		1	1		1	1	1		
District Council of Painters No. 36 (2)													
Roy J. MacDuff.....	2			2		2	2		2	2			2
Electrical Workers No. B-11 (1275)													
E. L. Brown.....	1275			1275		1275	1275		1275	1275		1275	
Electrical Workers No. B-18 (600)													
F. W. Bartholomew.....	600			600		600	600		600	600		600	
Electrotypers No. 137 (33)													
Oliver E. Burns.....			33		33		33	33	33	33			33
Hod Carriers No. 300 (2625)													
Frank Greene.....	2625			2625		2625	2625		2625	2625		2625	
Hotel & Service Employees No. 765 (98)													
Margaret Cowan.....		98		98		98				98		98	98
House Building & General Movers No. 923 (63)													
H. Yancey.....	63			63		63	63		63	63		63	
Lady Garment Workers No. 84 (542)													
Jacob Haas.....		542		542	542		542	542				542	
Lady Garment Workers No. 96 (500)													
Geo. Wishnak.....			250		250		250	250	250		250	250	
Lady Garment Workers No. 384 (111)													
Susan D. Adams.....		56			56		56	56	56		56	56	
Ruth Lavalleur.....		55			55		55	55	55		55	55	
Lathers No. 42-A (58)													
A. E. Kidwell.....	58			58		58		58	58	58		58	
Los Angeles Building & Construction Trades Council (2)													
Leo Vie.....	2			2		2	2		2	2		2	
Los Angeles County Office Employees No. 187 (3)													
J. J. Morgan.....			3		3	3		3	3	3	3		
Los Angeles Editorial Association No. 1 (126)													
Harvey E. Garman.....	63				63		63	63		63	63		63
Ben Gordon.....	63					63	63		63	63	63	63	
Lumber & Sawmill Workers No. 2288 (1488)													
John T. Smith.....	1488			1488		1488	1488	1488	1488	1488			
Machinists No. 1186 (522)													
John R. Hurd.....		522			522		522	522			522	522	522
Machinists No. 311 (900)													
Harry Lea.....		900			900		900	900			900	900	900
Meat Cutters No. 421 (2478)													
Stephen H. Horn.....	2478				2478		2478		2478	2478		2478	2478
Meat & Provision Drivers No. 626 (521)													
A. J. Menard.....	521			521	521		521	521	521	521			
Milk Drivers No. 93 (4236)													
Mark S. Whiting.....	4236			4236	4236		4236	4236	4236	4236			
Millinery Workers No. 41 (36)													
Helen S. Costello.....		36			36		36	36	36		36	36	
Miscellaneous Employees No. 440 (897)													
Herbert Brons.....		897		897		897		897		897		897	897
Miscellaneous Foremen & Public Work Superintendents No. 413 (92)													
O. H. Wolff.....		92		92	92		92		92	92		92	
Molders No. 374 (19)													
Reginald Prime.....		19			19		19	19			19	19	19
Moving Picture Projectionists No. 150 (492)													
Morton J. Sands.....		492					492	492	492		492	492	492
Musicians No. 47 (2167)													
John M. Boyd.....		2167			2167		2167	2167			2167	2167	2167
Newspaper Pressmen No. 18 (253)													
Fred L. Pfister.....		126				126	126	126	126		126	126	
Office Employees No. 20798 (487)													
Elma L. Goodwin.....			487			487	487	487		487		487	487
Operating Engineers No. 12 (4025)													
W. C. Willis.....	4025			4025		4025	4025		4025	4025		4025	
Painters No. 116 (280)													
D. F. Richards.....	280			280	280		280	280	280				280
Painters No. 1037 (20)													
Roy J. MacDuff.....	20			20		20	20		20	20			20
Painters No. 1348 (119)													
Sam Adel.....	119							119	119		119		119
Paper Makers No. 208 (145)													
Vernon C. Berg.....		49				49	49		49	49		49	49
Thos. K. Egeland.....		48				48	48		48	48		48	48
Clifford Wright.....		48		48			48		48	48	48	48	
Pattern Makers Association (87)													
W. F. Jebe.....		43		43		43	43	43				43	43
J. W. Buzzell.....	44				44	44	44	44		44			44
Plasters No. 2 (172)													
John C. Lyons.....	172			172		172	172	172		172			172
Plumbers No. 78 (229)													
Herbert E. Pearson.....	229			229		229	229		229	229		229	
Post Office Clerks No. 64 (400)													
Frank D. Raggio.....			400		400		400			400	400	400	

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Rea	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
1	1	1	1	....	1	1	....	1	....	....	1	1	....
2	2	....	2	2	2	....	2	2	....	....	2	....	2
1275	1275	....	1275	1275	1275	1275	....	1275	....	....	1275	....	1275
600	600	....	600	600	600	600	....	600	....	....	600	....	600
33	33	33	33	33	....	....	33	33	....	....	33	....	33
2625	2625	....	2625	2625	2625	2625	....	2625	....	....	2625	....	2625
98	98	98	98	98	....	....	98	....	98	....	98	....	98
63	63	....	63	63	63	63	....	63	....	....	63	....	63
542	542	542	542	542	542	....	542	....	542	....	....	542
250	250	250	250	....	250	250	....	250	....	....	....	250	....
....	56	56	56	56	....	56	56	....	....	56	56	....	56	....
....	55	55	55	55	....	55	55	....	....	55	55	....	55	....
58	58	....	58	58	58	58	....	58	....	....	58	....	58
2	2	....	2	2	2	2	....	2	....	....	2	....	2
....	3	3	3	....	3	3	....	3	....	3	....	3	....	3
63	63	63	63	63	....	....	63	63	....	....	63	....	63
63	63	63	63	63	....	63	....	63	....	63	....	....	63
....	1488	1488	1488	1488	....	1488	1488	....	....	1488	....	1488	....	1488
....	522	522	522	522	522	....	522	....	....	522	522	....	....	522
....	900	900	900	900	900	....	900	....	....	900	900	....	....	900
2478	2478	2478	2478	2478	....	....	2478	2478	....	....	2478	2478	....
521	521	521	521	521	....	....	521	521	....	....	521	521	....
4236	4236	4236	4236	....	4236	....	4236	4236	....	....	4236	....	4236
....	36	36	....	36	36	36	36	....	36	....	36	....	....	36
897	897	897	897	897	....	....	897	....	897	....	897	....	897
92	92	92	92	92	....	92	92	....	....	92	92	....
....	19	19	19	19	....	19	19	....	....	19	19	....	19	....
492	492	492	492	492	....	492	492	....	492	....	....	492
2167	2167	....	2167	2167	2167	2167	....	2167	....	....	2167	....	2167
126	126	126	126	....	126	....	126	126	....	....	126	....	126
....	487	487	487	487	....	487	487	....	....	487	....	487
4025	4025	4025	....	....	4025	....	4025	4025	....	....	4025	....	4025
280	280	....	280	280	280	....	280	280	....	....	280	....	280
20	20	....	20	20	20	....	20	20	....	....	20	....	20
119	119	119	....	....	....	119	....	....	119
49	49	49	49	49	....	49	....	....	49	....	49	49	....
48	48	....	48	48	48	48	....	....	48	....	48	48	....
48	48	48	48	....	48	48	....	....	48	48	....	48	....
43	43	43	43	43	....	....	43	43	....	43	....	....	43
44	44	44	44	44	....	....	44	44	....	....	44	....	44
172	172	172	172	172	....	172	172	....	....	172	....	172
229	229	....	229	229	229	229	....	229	....	....	229	229	....
400	400	400	400	400	....	....	400	400	....	....	400	....	400

	Vice-Pres. for —Dist. No. 1—			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
LOS ANGELES (Cont'd)													
Printing Pressmen No. 78 (307)													
Clarence R. Gittings.....			154		154		154	154	154			154	154
Chas. S. Hall.....	153				153		153	153	153			153	153
Printing Specialties & Paper Converters No. 388 (125)													
Walter J. Turner.....		125			125		125	125	125		125		125
Printing Trades Council (2)													
W. J. Bassett.....		2			2		2	2	2		2		2
Railway Carmen No. 414 (369)													
R. S. Roberts.....		369			369		369	369			369	369	369
Railway Carmen No. 601 (228)													
Paul E. Sipes.....		228			228		228	228			228	228	228
Retail Clerks No. 770 (3434)													
Joseph T. DeSilva.....			3434		3434		3434		3434	3434	3434		3434
Retail Clerks, Drug Div. No. 770 (128)													
Ethel Baldwin.....			128		128		128		128	128	128		128
Retail Clerks, Textile Division No. 770 (53)													
Judy Payson.....			53		53		53		53	53	53		53
Sheet Metal Workers No. 108 (848)													
Leonard T. Graham.....	848			848		848	848	848	848	848			
Southern California District Council of Laborers (2)													
Albert Smith.....	1			1		1	1		1	1		1	
H. C. Rohrbach.....	1			1		1	1		1	1		1	
Sprinkler Fitters No. 669 (74)													
W. O. Reynolds.....	74			74			74	74	74	74		74	
Stage Employees No. 33 (204)													
Edw. Noerteman.....		204					204	204	204		204	204	204
Stationary Engineers No. 63 (379)													
Elmer Wagner.....	379			379		379	379		379	379		379	
Stereotypers No. 58 (130)													
John P. O' Malley.....		65			65		65	65	65		65		65
C. C. Liles.....		65			65		65	65	65		65		65
Stove Mounters No. 68 (111)													
Kenneth Petro.....	111				111		111	111	111		111		111
Truck Drivers No. 208 (5053)													
Clinton Marvel.....	5053			5053	5053		5053	5053	5053	5053			
United Garment Workers No. 94 (31)													
Frank Peluso.....			15		15		15	15	15			15	15
Kenneth C. Boyden.....			16		16		16	16	16			16	16
United Garment Workers No. 125 (612)													
Anne Peterson.....			204		204		204	204	204			204	204
Bessie L. Bernheisel.....			204		204		204	204	204			204	204
Evelyn Nolan.....			204		204		204	204	204			204	204
Waiters No. 17 (2036)													
J. W. Van Hook.....		2036		2036		2036				2036		2036	2036
Waitresses No. 639 (1500)													
Marie O'Keefe.....		1500		1500		1500				1500		1500	1500
Wholesale Delivery Drivers No. 848 (1549)													
Thos. L. Pitts.....	1549			1549	1549		1549	1549	1549	1549			
Wholesale Grocery Warehousemen No. 595 (216)													
L. L. Sylvaine.....	216			216	216		216	216	216	216			
Window Cleaners No. 101 (146)													
Paul Doyle.....			146		146		146	146	146		146		146
Women's Union Label League No. 36 (2)													
Iren Burgoon.....	2				2	2	2			2	2	2	

LOYALTON

Lumber & Sawmill Workers No. 2695 (225)													
L. A. Mitchell.....	225			225	225	225				225	225	225	

MARTINEZ

Construction & General Laborers No. 324 (688)													
Lamar G. Peat.....	688			688		688	688		688	688		688	
Machinists No. 1173 (109)													
Felix J. Dumond.....		109			109		109	109			109	109	109
Plumbers No. 159 (256)													
F. E. Schmitt.....	256			256		256			256	256		256	
Teamsters No. 315 (1317)													
Paul E. Burg.....	1317			1317	1317		1317	1317	1317	1317			

MARYSVILLE

Central Labor Council (2)													
Everett M. Fairchild.....	1				1	1	1	1	1				1
Ed Doran.....	1			1		1	1		1	1		1	
Musicians No. 158 (28)													
Everett M. Fairchild.....	28				28	28	28	28	28				28

MAYWOOD

Glass Bottle Blowers No. 148 (60)													
James B. Vanhook.....	60			60	60		60	60	60	60			

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Real	F. C. Chesbro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
.... 153	154	154 153	154 153	154 153	.... 153	154	154 ....	.... 153	.... 153	154	154 153	.... ....	.... ....	154 153
....	125	125	125	125	....	125	125	....	125	....	125	....	....	125
....	2	2	2	2	....	2	2	....	2	....	2	....	....	2
....	369	....	369	369	369	369	369	....	....	369	369	....	369	....
....	228	....	228	228	228	228	228	....	228	....	228	....	....	228
....	3434	3434	3434	3434	....	3434	3434	....	3434	....	3434	....	....	3434
....	128	128	128	128	....	128	128	....	128	....	128	....	....	128
....	53	53	53	53	....	53	53	....	53	....	53	....	....	53
848	....	848	....	848	848	848	848	....	848	....	....	848	....	848
1 1	.... ....	.... 1	.... ....	1 1	.... 1	1 1	1 1	.... ....	1 1	.... ....	.... ....	1 1	.... ....	1 1
74	....	74	....	74	74	74	74	....	74	....	....	74	....	74
204	....	....	204	204	204	204	....	204	204	....	204	....	204	....
379	....	379	379	....	....	379	....	379	379	....	....	379	....	379
65 65	.... ....	65 65	65 65	65 65	.... ....	65 65	.... ....	65 65	65 65	.... ....	.... 65	65 ....	.... ....	65 65
111	....	111	111	111	111	....	....	111	111	....	....	111	....	111
5053	....	5053	5053	5053	....	5053	....	5053	5053	....	....	5053	....	5053
15 16	.... ....	15 16	15 16	15 16	15 16	.... ....	.... ....	15 16	15 16	.... ....	.... ....	15 16	.... 16	15
204 204 204	.... .... ....	204 204 204	204 204 204	204 204 204	204 204 204	.... .... ....	.... 204 204	204	204 204 204	.... .... ....	.... 204 204	.... .... ....	.... .... ....	204 204 204
2036	....	2036	2036	2036	2036	....	....	2036	....	2036	....	2036	....	2036
1500	....	1500	1500	1500	1500	....	....	1500	....	1500	....	1500	....	1500
1549	....	1549	1549	1549	....	1549	....	1549	1549	....	....	1549	....	1549
216	....	216	216	216	....	216	....	216	216	....	....	216	....	216
....	146	....	146	146	146	146	146	....	146	....	....	146	....	146
2	....	2	2	....	2	2	....	2	2	....	2	....	....	2
225	....	225	225	....	225	225	225	....	....	225	....	225	....	225
688	....	688	....	688	688	688	688	....	688	....	....	688	....	688
....	109	109	109	109	109	....	109	....	....	109	109	....	....	....
256	....	256	....	256	256	256	256	....	256	....	....	256	256	....
1317	....	1317	1317	1317	....	1317	....	1317	1317	....	....	1317	....	1317
1 1	.... ....	1 1	.... 1	1	1	1 1	1 ....	.... 1	1 1	.... ....	.... ....	1 1	1 ....	.... 1
28	....	28	....	28	28	28	28	....	28	....	....	28	28	....
60	....	60	60	60	....	60	....	60	60	....	....	60	....	60

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
MERCED													
Carpenters No. 1202 (130)													
A. C. Allen.....	130	....	....	130	130	130	....	....	130	130	....	130	....
MODESTO													
Butchers No. 108 (181)													
Richard Fernandes.....	181	....	....	....	....	....	181	....	181	181	181	181	181
Cannery Workers No. 22382 (1261)													
Carmen Jones.....	1261	....	....	....	....	1261	1261	1261	1261	....	1261	....	1261
Carpenters No. 1235 (139)													
C. L. Elliott.....	139	....	....	139	....	139	139	....	139	139	139	....	....
Central Labor Council (2)													
H. F. Blanchard.....	1	....	....	1	1	....	1	1	1	1	....	....	....
Hod Carriers No. 1130 (129)													
C. A. Green.....	129	....	....	....	....	129	129	....	129	129	....	129	129
Operating Engineers No. 734 (49)													
R. E. Van Orman.....	49	....	....	49	....	49	49	....	49	49	....	49	....
Teamsters No. 386 (1117)													
H. F. Blanchard.....	280	....	....	280	280	....	280	280	280	280	....	....	....
Earl N. Flint.....	279	....	....	279	279	....	279	279	279	279	....	....	....
R. G. O'Neel.....	279	....	....	279	279	....	279	279	279	279	....	....	....
W. C. Walker.....	279	....	....	279	279	....	279	279	279	279	....	....	....
MONTEREY													
Bartenders & Culinary Workers No. 483 (253)													
Pearl Bennett.....	....	127	....	127	....	127	127	....	....	127	....	127	127
Nellie P. White.....	....	126	....	126	....	126	126	....	....	126	....	126	126
Carpenters No. 1323 (394)													
D. L. Ward.....	394	....	....	394	....	394	394	....	394	394	....	394	....
Fish Cannery Workers of the Pacific (1710)													
Marion Caveny.....	1710	....	....	....	1710	....	1710	....	1710	....	1710	1710	1710
Seine & Line Fishermen (500)													
Vito B. Alioto.....	....	....	500	....	500	....	500	500	....	....	500	500	500
NAPA													
Central Labor Council (2)													
Anna Eldridge.....	....	....	1	....	1	....	1	1	....	1	....	1	1
Hod Carriers No. 371 (194)													
Louis A. Buck.....	....	65	....	65	....	65	65	....	65	65	....	65	....
Chas. A. Forrester.....	65	....	....	65	....	65	65	....	65	65	....	65	....
John W. Hein.....	64	....	....	64	....	....	....	....	....	....	....	....	....
Machinists No. 1419 (150)													
M. Vols.....	....	150	....	....	150	....	150	150	....	....	150	150	150
United Garment Workers No. 137 (179)													
Anna Eldridge.....	....	....	179	....	179	....	179	179	....	179	....	179	179
United Garment Workers No. 197 (221)													
Christina McEuen.....	....	....	221	....	....	221	221	221	....	221	....	221	221
NEWARK													
Stove Mounters No. 61 (174)													
Joseph Lewis.....	....	174	....	....	174	....	174	174	174	174	....	....	174
NILES													
Blacksmiths, Drop Forgers & Helpers No. 591 (62)													
Ed. Mara.....	....	62	....	....	62	....	62	62	....	62	....	62	62
OAKLAND													
Alameda County Building Trades Council (2)													
J. H. Quinn.....	....	....	....	....	....	....	1	....	....	....	1	....	1
Auto Mechanics No. 1546 (2200)													
A. J. Hayes.....	....	2200	....	....	....	....	2200	2200	....	....	2200	2200	2200
Bakers No. 119 (250)													
Wm. Wagner.....	....	250	....	....	250	250	....	250	250	....	....	250	....
Bakery Wagon Drivers No. 432 (400)													
Lester Benham.....	....	400	....	....	400	400	....	400	....	400	400	....	....
Barbers No. 134 (404)													
A. Ruyle.....	....	....	404	....	....	....	404	404	404	....	404	404	404
Bartenders No. 52 (948)													
Roy Lester.....	....	948	....	948	....	948	....	....	....	948	948	948	....
Beauticians No. 134-A (33)													
Grace Fowler.....	....	33	....	....	33	....	33	....	33	33	....	....	33
Blacksmiths No. 171 (69)													
A. Triplett.....	....	69	....	....	69	....	69	69	....	69	69	....	69
Cannery Workers No. 20905 (2045)													
Rose Sanders.....	....	682	....	....	682	682	....	682	682	....	....	682	....
Frank M. Terra.....	....	682	....	....	682	682	....	682	682	....	....	682	....
Dorothy Whitmarsh.....	....	681	....	....	681	681	....	681	....	681	....	681	....
Carpenters No. 36 (1737)													
C. R. Bartalini.....	1737	....	....	1737	....	1737	1737	....	1737	1737	1737	....	....
Carpenters No. 1473 (365)													
John Fraser.....	183	....	....	183	....	183	183	....	183	183	....	183	....
Ed McGuire.....	182	....	....	182	182	....	182	....	182	182	....	182	....

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Hear	George Kelly	Harry Lundeberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Feregoy	Charles W. Rea	F. C. Chesbro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
130	130	....	130	130	130	130	....	130	....	....	130	....	130
181	181	181	181	181	....	181	....	181	....	....	181	....	181
1261	1261	....	1261	1261	1261	1261	....	1261	....	....	1261	....	1261
139	139	....	139	139	139	139	....	139	....	....	139	139	....
1	1	1	1	....	1	....	1	1	....	....	1	....	1
129	129	129	....	....	129	....	....	129	....	....	129	129	....
49	49	49	49	....	49	....	49	49	....	....	49	....	49
280	280	280	280	....	280	....	280	280	....	....	280	....	280
279	279	279	279	....	279	....	279	279	....	....	279	....	279
279	279	279	279	....	279	....	279	279	....	....	279	....	279
279	279	279	279	....	279	....	279	279	....	....	279	....	279
127	127	127	127	127	....	....	127	....	127	....	127	....	127
126	126	126	126	126	....	....	126	....	126	....	126	....	126
394	394	394	394	394	....	394	394	....	....	394	....	394
1710	1710	1710	1710	1710	....	....	1710	1710	....	....	1710	....	1710
500	500	500	500	500	....	....	500	500	....	....	500	....	500
1	1	1	1	1	....	1	....	1	....	....	1	....	1
65	65	....	65	65	65	65	....	....	65	....	65	....	65
65	65	65	....	65	65	65	....	....	65	....	65	....	65
64	64	....	64	64	64	64	....	....	64	....	64	....	64
....	150	150	150	150	150	....	150	....	....	150	150	....	....	150
179	179	179	179	179	....	179	....	179	....	....	179	....	179
221	221	221	221	221	....	221	....	221	....	....	221	....	221
174	174	174	174	174	....	174	....	174	....	....	174	....	174
....	62	62	62	62	....	62	62	....	....	62	62	....	....	62
1	1	1	1	1	....	1	1	....	....	....	1	....
....	2200	2200	2200	2200	2200	....	....	....	....	2200	2200	....	....	2200
....	250	250	250	....	250	250	....	250	250	....	....	250	....	250
400	400	400	400	....	400	....	400	400	....	....	400	....	400
404	404	404	404	404	....	404	404	....	404	....	....	404
948	948	948	948	948	....	....	948	....	948	....	948	....	948
33	33	33	33	33	....	....	33	33	....	....	33	....	33
....	69	69	69	69	....	69	69	....	....	69	69	....	....	69
682	682	682	682	682	....	....	682	682	....	682	....	....	682
682	682	682	682	682	....	....	682	682	....	....	682	....	682
681	681	681	681	681	....	....	681	681	....	681	....	....	681
1737	1737	....	1737	1737	1737	1737	....	1737	....	....	1737	....	1737
183	183	....	183	183	183	183	....	183	....	....	183	....	183
182	182	....	182	182	182	....	....	182	....	....	182	....	182

OAKLAND (Cont'd)	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Bumor	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
Cemetery Employees No. 20372 (92) Jim Symes.....		92			92		92		92	92		92	92
Central Labor Council (2) Fred Irvin.....	1			1	1		1	1	1	1			
Walter East.....			1				1		1	1	1	1	1
Construction & General Laborers No. 304 (2000) Dave Allen.....	2000			2000		2000	2000		2000	2000		2000	
Cooks No. 228 (983) H. J. Badger.....		983		983		983				983		983	983
Culinary Alliance No. 31 (1444) Jas. D'Arcy.....		1444		1444		1444				1444		1444	1444
Dining Car Cooks & Waiters No. 456 (119) Clarence E. Brown.....		119		119		119				119		119	119
Drydock, Marine Waysmen No. 2116 (1083) B. L. Baisden.....	181			181		181	181		181	181	181		
A. J. Probert.....	181					181	181		181	181		181	181
N. E. Schindler.....	181			181		181	181		181	181	181		
J. Smith.....	180			180		180	180		180	180	180		
Stanley Wilkinson.....	180			180		180	180		180	180	180		
O. G. Willis.....	180			180		180	180		180	180	180		
Electrical Workers No. 595 (583) J. R. Johnston.....	583			583		583	583		583	583		583	
Fire Fighters No. 55 (104) A. Copeland.....			104			104	104	104	104		104	104	
Garage Employees No. 78 (514) Robert S. Ash.....	514			514	514		514	514	514	514			
General Warehousemen No. 853 (589) Carl O. Dierman.....	295			295	295		295	295	295	295			
W. D. Nicholas.....	294			294	294		294	294	294	294			
Glass Bottle Blowers No. 2 (92) Wm. Smallwood.....	92			92		92	92		92	92		92	
Glass Bottle Blowers No. 141 (163) Don Witt.....	163			163		163	163		163	163		163	
Lathers No. 88 (117) Rex B. Pritchard.....	117			117	117		117	117	117	117			
Laundry Drivers No. 209 (355) Brownlee Shirek.....	355			355	355		355	355	355	355			
Laundry Workers No. 2 (300) Laura Fontanella.....			150				150		150	150	150	150	150
Eddie Maney.....			150				150		150	150	150	150	150
Machinists No. 284 (1027) Robert N. Dwinell.....		1027			1027		1027	1027			1027	1027	1027
Milk Wagon Drivers No. 302 (650) R. K. Zellers.....	650			650	650		650	650	650	650			
Moving Picture Projectionists No. 169 (75) Irving S. Cohn.....			75		75		75		75	75	75		75
Newspaper & Periodical Drivers No. 96 (131) A. H. Dorinson.....	131			131	131		131	131	131	131			
Oakland Production Workers No. 1518 (217) Thos. McManus.....		217			217		217	217			217	217	217
Office Workers No. 20744 (415) Jas. McCafferty.....			415	415	415		415	415	415	415			
Operating Engineers No. 507 (200) R. R. Corrie.....	200					200	200			200		200	
Painters No. 127 (558) Francis Dunn.....	558			558		558	558		558	558	558		
Paint Makers No. 1101 (218) Jack Kopke.....	218			218		218	218		218	218		218	
Plumbers No. 444 (229) Samuel J. Donohue.....	229			229		229	229		229	229		229	
Post Office Clerks No. 78 (140) Jack B. Collins.....			140		140		140			140	140	140	
Printing Specialties & Paper Converters No. 382 (550) Harry C. Gilmore.....	550			550	550		550	550	550	550			
Retail Delivery Drivers No. 588 (458) Fred V. Irvin.....	458			458	458		458	458	458	458			
Street Carmen No. 192 (494) H. Reed.....	494			494	494		494	494	494	494			
Teamsters No. 70 (3592) Chas. W. Real.....	3592			3592	3592		3592	3592	3592	3592			
Technical Engineers No. 89 (49) John A. Johnson.....	49			49		49	49		49	49	49		
Theatrical Employees No. B-82 (82) Jack Lubkert.....			82				82	82	82		82	82	82
Theatrical Janitors No. 121 (63) Frank L. Figone.....			31				31	31	31		31	31	31
Chas. D. Clark.....			32				32	32	32		32	32	32
Theatrical Stage Employees No. 107 (42) Wm. Daul.....			42				42	42	42		42	42	42
Welders & Burners No. 681 (253) A. J. Legnon.....		127		127			127		127		127	127	127
Walter E. Winkler.....		126		126			126		126		126	126	126

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Perego	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
92	....	92	92	92	....	92	....	92	92	....	92	....	....	92
1	1	1	1	1	1	1	....	1	1	....	....	1	....	1
2000	....	2000	....	2000	2000	2000	2000	....	2000	....	2000	....	....	2000
983	....	983	983	983	983	....	....	983	....	983	....	983	....	983
1444	....	1444	1444	1444	1444	....	....	1444	....	1444	....	1444	....	1444
119	....	119	119	119	119	....	....	119	....	119	....	119	....	119
181	....	181	....	181	181	181	181	....	181	....	....	181	181	....
181	....	181	181	181	....	181	....	181	181	....	....	181	181	....
181	....	181	....	181	181	181	181	....	181	....	....	181	181	....
180	....	180	....	180	180	180	180	....	180	....	....	180	....	180
180	....	180	....	180	180	180	180	....	180	....	....	180	180	....
180	....	180	....	180	180	180	180	....	180	....	....	180	180	....
583	....	583	....	583	583	583	583	....	583	....	....	583	....	583
....	104	104	104	104	104	....	104	....	104	....	....	104	104	....
514	....	514	514	514	....	514	....	514	514	....	....	514	....	514
295	....	295	295	295	....	295	....	295	295	....	....	295	....	295
294	....	294	294	294	....	294	....	294	294	....	....	294	....	294
92	....	92	....	92	92	92	....	92	92	....	....	92	92	....
163	....	163	....	163	163	163	....	163	163	....	....	163	163	....
117	....	117	117	117	....	117	....	117	117	....	....	117	....	117
355	....	355	355	355	....	355	....	355	355	....	....	355	....	355
....	150	150	150	150	150	....	....	150	150	....	....	150	....	150
....	150	150	150	150	150	....	....	150	150	....	....	150	....	150
....	1027	1027	1027	1027	1027	....	1027	....	....	1027	1027	....	....	1027
650	....	650	650	650	....	650	....	650	650	....	....	650	....	650
75	....	75	75	75	75	....	....	75	75	....	....	75	....	75
131	....	131	131	131	....	131	....	131	131	....	....	131	....	131
....	217	217	217	217	217	....	....	217	....	217	217	....	....	217
415	....	415	415	415	415	....	....	415	....	415	....	415	....	415
200	....	200	200	200	....	200	....	200	200	....	....	200	....	....
558	....	558	....	558	558	558	558	....	558	....	....	558	....	558
218	....	....	218	218	218	218	....	218	....	218	....	218	218	....
229	....	229	....	229	229	229	....	229	....	....	....	229	....	229
140	....	....	140	140	140	140	....	140	140	....	....	140	....	140
550	....	550	550	550	....	550	....	550	550	....	....	550	....	550
458	....	458	458	458	....	458	....	458	458	....	....	458	....	458
494	....	494	....	494	494	494	....	494	494	....	....	494	....	494
3592	....	3592	3592	3592	....	3592	....	3592	3592	....	....	3592	....	3592
49	....	49	....	49	49	49	49	....	49	....	....	49	....	49
82	....	....	82	82	82	82	....	82	82	....	82	....	....	82
31	....	....	31	31	31	31	....	31	31	....	31	....	....	31
....	32	32	32	....	32	32	....	32	32	....	32	....	....	32
....	42	....	42	42	42	42	....	42	42	....	42	....	....	42
....	127	127	127	127	....	127	127	....	127	....	....	127	....	127
....	126	126	126	126	....	126	126	....	126	....	....	126	....	126

	Vice-Pres. for Dist. No. 1				Vice-Presidents for District No. 3								
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
OROVILLE													
Cannery Workers No. 21634 (326)													
Walter Jones.....	326	....	....	....	....	326	326	326	326	....	326	....	326
Central Labor Council (2)													
Gladys Hull.....	....	1	....	1	....	1	....	....	....	1	....	1	1
PALO ALTO													
Carpenters No. 668 (186)													
Roy W. Sturtevant	186	....	....	186	....	186	186	186	....	186	....	186	....
PASADENA													
Central Labor Council (2)													
E. E. Mecham.....	1	....	....	1	....	1	1	....	1	1	....	1	....
Culinary Workers & Bartenders No. 531 (392)													
John Stanuga.....	....	392	....	....	392	392	....	....	392	392	....	392	392
Hod Carriers No. 439 (157)													
Geo. J. Mannschreck.....	157	....	....	157	....	157	157	....	157	157	....	157	....
Meat Cutters No. 439 (315)													
Lee Johnson.....	315	....	....	....	315	....	315	....	315	315	....	315	315
Retail Clerks, Pasadena Div. No. 770 (128)													
H. J. McGovern.....	....	....	128	....	128	....	128	....	128	128	....	....	128
PETALUMA													
Bartenders & Culinary Workers No. 271 (126)													
Earl P. Byars.....	....	126	....	126	....	126	....	....	....	126	126	126	126
Carpenters No. 981 (92)													
E. A. Brown.....	92	....	....	92	....	92	92	....	92	92	92	....	....
Central Labor Council (2)													
E. A. Brown.....	1	....	....	1	....	1	1	....	1	1	1	....	....
Earl Byars.....	....	1	....	1	....	1	....	....	....	1	....	1	1
PITTSBURG													
Bartenders & Culinary Workers No. 822 (265)													
Benny Wagner .....	....	265	....	265	....	265	....	....	....	265	....	265	265
Chemical Workers No. 20280 (266)													
E. A. Hemmingway.....	....	89	....	89	89	....	89	....	89	....	89	89	....
Melvin E. Hoar.....	....	89	....	89	89	....	89	....	89	....	89	89	....
Chas. W. Savage.....	88	....	....	88	....	88	88	....	88	88	....	88	....
POMONA													
Central Labor Council (2)													
Louis G. Willits.....	2	....	....	....	2	2	2	....	2	2	....	2	....
REDDING													
Bartenders No. 549 (31)													
Nels Carlson.....	....	31	....	31	....	31	....	....	....	31	....	31	31
Central Labor Council (2)													
Chas. R. McDermott.....	....	1	....	1	....	1	....	....	....	1	....	1	1
T. E. McShane.....	....	1	....	....	1	....	1	1	....	....	1	1	1
Culinary Workers No. 470 (350)													
Chas. R. McDermott.....	....	350	....	350	....	350	....	....	....	350	....	350	350
Machinists No. 1397 (348)													
T. E. McShane.....	....	348	....	....	348	....	348	348	....	....	348	348	348
RICHMOND													
Bartenders & Culinary Workers No. 595 (586)													
Bernice Andrade.....	....	147	....	147	....	147	....	....	....	147	....	147	147
Lou A. Korth.....	....	147	....	147	....	147	....	....	....	147	....	147	147
Jack F. Luther.....	....	146	....	146	....	146	....	....	....	146	....	146	146
D. E. Robinette.....	....	146	....	146	....	146	....	....	....	146	....	146	146
Carpenters No. 642 (882)													
Geo. R. Myers.....	882	....	....	882	....	882	882	....	882	882	882	....	....
Central Labor Council (2)													
Chas. W. Savage.....	1	....	....	1	....	1	1	....	1	1	....	1	....
Contra Costa Building Trades Council (2)													
Howard Reed.....	1	....	....	1	1	1	1	....	1	....	1	....	....
Electrical Workers No. 302 (325)													
Harry D. Gates.....	109	....	....	109	....	109	109	....	109	109	....	109	....
Joe Giovannini.....	108	....	....	108	....	108	108	....	108	108	....	108	....
E. A. Lawrence.....	108	....	....	108	....	108	108	....	108	108	....	108	....
Fire Fighters No. 188 (28)													
Edward Barron.....	28	....	....	28	....	....	....	....	....	....	....	....	....
Fish Cannery Workers of the Pacific (149)													
Norma Perry.....	149	....	....	....	149	....	149	....	149	....	149	149	149
Machinists No. 824 (416)													
Charles E. Radisky.....	....	416	....	....	416	....	416	416	....	....	416	416	416
Moving Picture Projectionists No. 560 (33)													
W. E. Horton.....	....	33	....	....	....	....	33	33	33	....	33	33	33

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. N. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Perego	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
326	326	....	326	326	326	326	....	326	....	....	326	....	326
1	1	1	1	1	....	....	1	....	1	....	1	....	1
186	186	....	186	186	186	186	....	....	186	....	186	....	186
1	1	....	1	1	1	1	....	1	....	....	1	....	1
392	392	392	392	392	....	....	392	....	392	....	392	....	392
157	157	....	157	157	157	157	....	157	....	....	157	....	157
315	315	315	315	315	....	....	315	315	....	....	315	....	315
....	128	128	128	128	....	128	128	....	128	....	128	....	....	128
126	126	....	126	126	126	....	126	....	126	....	126	....	126
92	92	....	92	92	92	92	....	....	92	....	92	....	92
1	1	....	1	1	1	1	....	....	1	....	1	....	1
1	1	....	1	1	1	....	1	....	1	....	1	....	1
265	265	265	265	265	....	....	265	....	265	....	265	....	265
89	89	89	89	89	....	....	89	....	89	....	89	89	....
89	89	....	89	89	89	89	....	....	89	....	89	....	89
88	88	....	88	88	88	88	....	88	....	88	....	88	....
2	2	2	2	2	....	....	2	2	....	....	2	....	2
31	31	31	31	31	....	....	31	....	31	....	31	....	31
1	1	1	1	1	....	....	1	....	1	....	1	1	....
....	1	1	1	1	1	....	....	....	....	1	1	....	....	1
350	350	350	350	350	....	....	350	....	350	....	350	350	....
....	348	348	348	348	348	....	....	....	....	348	348	....	....	348
147	147	147	147	147	....	....	147	....	147	....	147	....	147
147	147	147	147	147	....	....	147	....	147	....	147	....	147
146	146	146	146	146	....	....	146	....	146	....	146	....	146
146	146	146	146	146	....	....	146	....	146	....	146	....	146
882	882	....	882	882	882	882	....	882	....	....	882	....	882
1	1	....	1	1	1	1	....	1	....	1	....	1	....
1	1	....	1	1	1	....	1	1	....	....	1	....	1
109	109	....	109	109	109	109	....	109	....	....	109	....	109
108	108	....	108	108	108	108	....	108	....	....	108	....	108
108	108	....	108	108	108	108	....	108	....	....	108	....	108
28	28	....	28	....	28	....	28	....	28
149	149	149	149	149	....	....	149	149	....	....	149	149	....
....	416	416	416	416	416	....	416	....	....	416	416	....	....	416
33	33	33	33	33	....	33	33	....	33	....	33	....

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
RICHMOND (Cont'd)													
Painters No. 560 (153) Pierre Allinio.....	153	....	....	153	....	153	153	....	153	153	....	153	....
Retail Clerks No. 1179 (623) Eather Tomlinson.....	....	....	623	....	623	....	623	....	623	623	623	....	623
RIVERSIDE													
Building & Construction Trades Council (2) Elmer J. Doran.....	1	....	....	1	....	....	1	....	1	1	....	1	....
Carpenters No. 235 (538) L. A. Bigler..... D. A. Bitner..... C. W. Mitchell.....	180 179 179	.... .... ....	.... .... ....	180 179 179	.... .... ....	180 179 179	180 179 179	.... .... ....	180 179 179	180 179 179	.... .... ....	180 179 179	............
Central Labor Council (2) C. W. Mitchell.....	1	....	....	1	....	1	1	....	1	1	....	1	....
Hod Carriers No. 1184 (587) Rosco Grosvenor.....	587	....	....	587	....	587	587	....	587	587	....	587	....
Retail Clerks, Tri-County Division, No. 770 (103) Ed Greenwald.....	....	....	....	....	103	....	103	....	103	103	103	....	103
SACRAMENTO													
Bakers No. 85 (459) Wm. E. Fleck.....	....	459	....	....	459	....	459	459	....	....	....	459	459
Bartenders No. 600 (330) N. R. Patterson.....	....	330	....	330	....	330	....	....	....	330	....	330	330
Beauticians No. 112-A (69) Dorothy Hess.....	....	....	69	....	....	....	69	....	....	....	....	....	....
Building & Construction Trades Council (2) Michael B. Kunz.....	1	....	....	1	....	1	1	....	1	1	....	1	....
Cannery Workers No. 20324 (1887) Russell Meredith.....	1887	....	....	....	....	....	1887	1887	1887	....	1887	1887	1887
Chauffeurs-Teamsters No. 150 (2419) John Mitchell.....	....	2419	....	....	2419	....	2419	2419	2419	2419	....	....	2419
Construction & General Laborers No. 185 (458) Thomas J. Carrico.....	458	....	....	458	....	458	....	....	458	458	....	458	....
Electrical Workers No. 340 (166) W. C. Stringer.....	166	....	....	166	....	166	....	....	166	166	....	166	....
Fire Fighters No. 522 (28) Geo. Coughlin.....	28	....	....	28	28	....	28	28	28	28	....	....	....
Machinists No. 33 (717) Harry Foster.....	....	717	....	....	717	....	717	717	....	....	717	717	717
Miscellaneous Employees No. 393 (312) Herman Selditch.....	....	312	....	312	....	312	....	....	....	312	....	312	312
Painters No. 487 (180) Walter R. Morris.....	180	....	....	180	....	180	180	....	180	180	....	180	....
Plumbers & Steamfitters No. 447 (163) M. B. Kunz.....	163	....	....	163	....	163	163	....	163	163	....	163	....
Printing Pressmen No. 60 (88) G. C. Merwin.....	....	88	....	....	88	88	88	88	88	....	88	....	....
Railway Carmen No. 1344 (23) C. T. Sanderson.....	....	23	....	....	23	....	23	23	....	....	23	23	23
Waiters & Waitresses No. 561 (475) J. E. Wellington.....	....	475	....	475	....	475	....	....	....	475	475	475	475
SALINAS													
Central Labor Council (2) Dorothy Johns.....	....	1	....	1	....	1	....	....	....	1	....	1	1
Culinary Alliance No. 467 (213) Dorothy Johns..... Jessie King.....	.... 107 106	.... .... 106	.... .... ....	107 106	.... .... ....	107 106	107 106	.... .... ....	.... .... ....	107 106	.... .... ....	107 106	107 106
SAN BERNARDINO													
Carpenters No. 944 (527) J. Ernest Hood.....	527	....	....	527	....	....	527	....	527	527	527	527	....
Central Labor Council (2) Earl Wilson.....	....	1	....	....	1	1	1	....	1	1	....	1	....
Culinary Workers & Bartenders No. 535 (92) Harry E. Griffin..... Alice Griffin.....	.... 46 46	.... 46 46	.... .... ....	46 46	46 46	46 46	.... .... ....	.... .... ....	.... 46 46	.... .... ....	.... .... ....	46 46 46	46 46 46
Moving Picture Machine Operators No. 577 (33) Carl R. Douglas.....	....	33	....	....	....	33	33	33	....	....	33	33	33
Stage Employees No. 614 (28) Earl Wilson.....	....	28	....	....	28	28	28	....	28	28	....	28	....
SAN DIEGO													
Aeronautical Mechanics No. 1125 (8214) M. W. Duston.....	....	8214	....	....	8214	....	8214	8214	....	....	8214	8214	8214
Barbers No. 256 (99) C. F. Bliss.....	99	....	....	....	99	....	99	99	....	99	....	99	99
Building & Construction Trades Council (2) C. O. Taylor.....	2	....	....	2	....	2	2	....	2	2	2	....	....
Building Service Employees No. 102 (159) Edward F. Pierce.....	....	....	159	....	159	159	159	....	159	....	159	159	....
Butchers No. 229 (611) Max J. Osslo..... Ralph H. Rocks.....	306 305	.... .... ....	.... .... ....	306 305	.... .... ....	306 305	306 305	.... .... ....	306 305	306 305	306 305	............	............

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundeberg	C. F. May	Anthony L Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
153	....	153	....	153	153	153	153	....	153	....	....	153	153	....
....	623	623	623	623	....	623	623	....	623	....	623	....	....	623
1	....	1	....	1	1	1	1	....	1	....	....	1	....	1
180	....	180	....	180	180	180	180	....	180	....	....	180	....	180
179	....	179	....	179	179	179	179	....	179	....	....	179	....	179
179	....	179	....	179	179	179	179	....	179	....	....	179	....	179
1	....	1	....	1	1	1	1	....	1	....	....	1	....	1
587	....	587	....	587	587	587	587	....	587	....	....	587	....	587
....	103	103	103	103	....	103	103	....	103	....	103	....	....	103
....	459	459	459	459	....	459	459	....	459	....	459	....	....	459
330	....	330	330	330	330	....	....	330	....	330	....	330	330	....
....	69	69	....	....	....	....	69	....	69	....	....	69	....	69
1	....	1	....	1	1	1	....	1	1	....	....	1	1	....
1887	....	1887	1887	1887	1887	....	....	1887	1887	....	....	1887	1887	....
....	2419	2419	....	....	....	2419	2419	....	2419	....	....	2419	2419	....
458	....	458	458	458	....	458	458	....	458	....	458	....	458	....
166	....	166	....	166	166	166	166	....	166	....	....	166	166	....
28	....	28	28	28	....	28	....	28	28	....	....	28	....	28
....	717	717	717	717	717	....	717	....	....	717	717	....	....	717
312	....	312	312	312	312	....	....	312	....	312	....	312	....	312
180	....	180	....	180	180	180	....	180	180	....	....	180	180	....
163	....	163	....	163	163	163	....	163	163	....	....	163	....	163
88	....	88	88	88	....	88	88	....	88	....	....	88	88	....
....	23	....	23	23	23	23	23	....	....	23	23	....	23	....
475	....	475	475	475	475	....	....	475	....	475	....	475	....	475
1	....	1	1	1	1	....	1	....	....	1	....	1	....	1
107	....	107	107	107	107	....	107	....	....	107	....	107	....	107
106	....	106	106	106	106	....	106	....	....	106	....	106	....	106
527	....	527	....	527	527	527	527	....	527	....	....	527	527	....
1	....	....	1	1	1	1	1	....	1	....	....	1	....	1
46	....	46	46	46	46	....	....	46	....	46	....	46	....	46
46	....	46	46	46	46	....	....	46	....	46	....	46	....	46
33	....	33	33	33	....	33	....	33	....	33	33	....	....	33
28	....	....	28	28	28	28	28	....	28	....	....	28	....	28
....	8214	8214	8214	8214	8214	....	....	....	....	8214	8214	....	....	8214
....	99	99	99	99	99	....	....	99	99	....	....	99	....	99
2	....	2	....	2	2	2	2	....	2	....	....	2	2	....
159	....	159	159	....	159	159	....	159	159	....	....	159	....	159
306	....	306	306	306	306	....	....	306	306	....	....	306	306	....
305	....	305	305	305	305	....	....	305	305	....	....	305	305	....

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
SAN DIEGO (Cont'd)													
Carpenters No. 1296 (1796)													
L. R. Aldrich.....	898	.....	.....	898	.....	898	898	.....	898	898	898	.....	.....
Carl M. Barnes.....	898	.....	.....	898	.....	898	898	.....	898	898	898	.....	.....
Electrical Workers No. B-569 (525)													
K. B. Kennedy.....	525	.....	.....	525	.....	525	525	.....	525	525	.....	525	.....
Federated Trades Council (2)													
Robt. E. Noonan.....	1	.....	.....	1	.....	1	1	.....	1	1	1	.....	.....
Fire Fighters No. 145 (87)													
S. H. Shawver.....	87	.....	.....	87	87	.....	87	.....	87	87	.....	87	.....
Fish Cannery Workers of the Pacific (642)													
Marie Baugh.....	.....	.....	642	.....	642	.....	642	.....	642	.....	642	642	642
Hod Carriers, Building & Construction													
Laborers No. 89 (1024)													
Perry L. Nolan.....	512	.....	.....	512	.....	512	512	.....	512	512	512	.....	.....
Louis F. Mehl.....	512	.....	.....	512	.....	512	512	.....	512	512	512	.....	.....
Hook, Line & Bait Boat Fishermen (417)													
Jack Casper.....	417	.....	.....	.....	417	.....	417	.....	417	.....	417	417	417
Lathers No. 260 (149)													
R. A. Drum.....	149	.....	.....	149	.....	149	149	.....	149	149	149	.....	.....
Machinists No. 389 (258)													
Harry Vorhauer.....	.....	258	.....	.....	258	.....	258	258	.....	.....	258	258	258
Machinists, Naval Aircraft No. 726 (54)													
H. C. Brown.....	.....	54	.....	.....	54	.....	54	54	.....	.....	54	54	54
Machinists No. 1370 (120)													
George J. Solimine.....	.....	120	.....	.....	120	.....	120	120	.....	.....	120	120	120
Moving Picture Projectionists No. 297 (81)													
E. H. Dowell.....	.....	.....	.....	.....	.....	.....	41	41	.....	.....	41	41	41
Earl F. Nelson.....	.....	40	.....	.....	.....	.....	40	40	40	.....	40	40	40
Operating Engineers No. 526 (84)													
James A. Thompson.....	84	.....	.....	84	.....	84	84	.....	84	84	.....	84	.....
Painters No. 333 (250)													
David W. Buchanan.....	125	.....	.....	.....	.....	.....	.....	125	.....	.....	125	.....	125
Harry Hunt.....	125	.....	.....	125	.....	125	125	125	125	.....	125	.....	.....
Teamsters-Chauffeurs No. 542 (1250)													
John Quimby.....	625	.....	.....	625	625	.....	625	625	625	625	.....	.....	.....
Lester J. Coombes.....	625	.....	.....	625	625	.....	625	625	625	625	.....	.....	.....
Waiters & Bartenders No. 500 (114)													
Peter N. George.....	.....	114	.....	114	.....	114	.....	.....	.....	114	.....	114	114

SAN FRANCISCO

American Guild of Variety Artists (172)													
Mary Horton.....	.....	172	.....	.....	.....	.....	172	172	172	.....	172	172	172
Apartment House Employees No. 14 (650)													
Harry W. Giese.....	.....	.....	650	.....	.....	650	650	650	650	.....	650	650	.....
Auto Mechanics No. 1305 (2406)													
John MacFarlane.....	.....	401	.....	.....	401	.....	401	401	.....	.....	401	401	401
Rollie M. Carr.....	.....	401	.....	.....	401	.....	401	401	.....	.....	401	401	401
Carl Hoppe.....	.....	401	.....	.....	401	.....	401	401	.....	.....	401	401	401
P. D. Lane.....	.....	401	.....	.....	104	.....	401	401	.....	.....	401	401	401
Wm. I. Madigan.....	.....	401	.....	.....	401	.....	401	401	.....	.....	401	401	401
Fritz Mey.....	.....	401	.....	.....	401	.....	401	401	.....	.....	401	401	401
Automotive Warehousemen No. 241 (229)													
Gerald Cruise.....	229	.....	.....	229	229	.....	229	229	229	229	.....	.....	.....
Bakers No. 24 (1500)													
Jas. R. Grisham.....	.....	.....	750	750	750	.....	.....	750	750	750	.....	.....	750
Theodore Thesing.....	.....	.....	750	.....	750	.....	.....	750	.....	.....	.....	.....	750
Bakery Wagon Drivers No. 484 (773)													
James J. Ward.....	.....	773	.....	.....	773	.....	.....	773	773	.....	773	.....	773
Barbers No. 148 (500)													
I. D. Hester.....	.....	167	.....	167	167	167	167	.....	.....	.....	167	.....	167
Ludwig Keller.....	.....	166	.....	166	166	166	166	.....	.....	.....	166	.....	.....
Bartenders No. 41 (2276)													
Art Dougherty.....	.....	2276	.....	2276	.....	2276	.....	.....	.....	2276	.....	2276	2276
Bill Posters & Billers No. 44 (48)													
G. Lea Phillips.....	.....	48	.....	.....	48	.....	48	.....	48	.....	48	48	48
Bookbinders & Bindery Women No. 31-125 (450)													
Fred Dettmering.....	.....	450	.....	.....	.....	.....	450	450	450	.....	450	450	450
Building Material Teamsters No. 216 (300)													
John E. Moore.....	300	.....	.....	300	300	.....	300	300	300	300	.....	.....	.....
Candy & Glace Fruit Workers No. 158 (700)													
David Dunham.....	.....	.....	700	.....	700	.....	700	700	700	700	.....	700	.....
Carpenters No. 22 (1789)													
J. C. Stuart.....	1789	.....	.....	1789	.....	1789	1789	.....	1789	1789	1789	.....	.....
Carpenters No. 483 (1014)													
Lewis F. Stone.....	1014	.....	.....	1014	.....	1014	1014	.....	1014	1014	1014	.....	.....
Carpenters No. 2164 (325)													
Alexander Watchman.....	325	.....	.....	325	.....	325	325	.....	325	325	325	.....	.....
Chauffeurs No. 265 (1333)													
Ernest Lotti.....	.....	1333	.....	.....	1333	.....	1333	1333	1333	1333	.....	1333	.....
Cleaning & Dye House Workers No. 7 (520)													
Albina Baker.....	260	.....	.....	.....	260	.....	260	.....	260	260	260	260	.....
Jerry Thompson.....	260	.....	.....	.....	260	.....	260	.....	260	260	260	260	.....
Commission Market Drivers No. 280 (300)													
Silvio Giannini.....	.....	300	.....	300	300	.....	300	300	300	300	.....	.....	.....

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundeberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregy	Charles W. Rea	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
898 898	.... ....	898 898	.... ....	898 898	898 898	898 898	898 898	.... ....	898 898	.... ....	.... ....	898 898	.... ....	898 898
525	....	525	....	525	525	525	525	....	525	....	....	525	....	525
1	....	1	....	1	1	1	1	....	1	....	....	1	....	1
87	....	87	87	87	....	87	....	87	....	87	....	87	....	87
642	....	642	642	642	642	....	....	642	642	....	....	642	....	642
512 512	.... ....	512 512	.... 512	512 512	512	512 512	512 512	.... ....	512 512	.... ....	.... ....	512 512	.... ....	512 512
417	....	417	417	417	417	....	....	417	417	....	....	417	417	....
149	....	149	....	149	149	149	149	....	149	....	....	149	149	....
....	258	258	258	258	258	....	258	....	....	258	258	....	....	258
....	54	54	54	54	54	....	54	....	....	54	54	....	....	54
....	120	120	120	120	120	....	....	....	....	120	120	....	....	120
41 40	.... ....	.... ....	41 40	41 40	41 40	41 40	.... ....	41 40	41 40	.... ....	41 40	.... ....	.... ....	41 40
84	....	84	84	....	....	84	....	84	84	....	....	84	....	84
125 125	.... ....	125 125	.... ....	125 125	125 125	125 125	125 125	.... ....	125 125	.... ....	.... ....	125 125	.... ....	125 125
625 625	.... ....	625 625	625 625	625 625	.... ....	625 625	.... ....	625 625	625 625	.... ....	.... ....	625 625	.... ....	625 625
114	....	114	114	114	114	....	....	114	....	114	....	114	....	114
172	....	....	172	172	172	172	....	172	172	....	172	....	172	....
....	650	650	650	....	650	650	....	650	650	....	650	....	650	....
....	401	401	401	401	401	....	401	....	....	401	401	....	....	401
....	401	401	401	401	401	....	....	....	....	401	401	....	....	401
....	401	401	401	401	401	....	....	....	....	401	401	....	....	401
....	401	401	401	401	401	....	....	....	....	401	401	....	....	401
....	401	401	401	401	401	....	....	....	....	401	401	....	....	401
....	401	401	401	401	401	....	....	....	....	401	401	....	....	401
229	....	229	229	229	....	229	....	229	229	....	....	229	....	229
....	750	750	750	750	....	750	750	....	750	....	750	....	....	750
....	750	750	750	....	....	....	....	750	750	....	750	....	....	750
....	773	773	....	....	....	773	773	....	773	....	773	....	....	773
....	167	167	....	167	167	167	....	167	....	167	167	....	167	....
166	....	166	....	166	166	166	166	....	166	....	....	166	....	166
2276	....	2276	2276	2276	2276	....	....	2276	....	2276	....	2276	....	2276
48	....	....	48	48	48	48	....	48	48	....	48	....	....	48
450	....	450	450	450	....	450	450	....	450	....	....	450	....	450
300	....	300	....	300	300	300	....	300	300	....	....	300	....	300
....	700	700	700	700	700	....	700	....	700	....	700	....	....	700
1789	....	1789	1789	....	1789	1789	1789	....	1789	....	....	1789	1789	....
1014	....	1014	1014	....	1014	1014	1014	....	1014	....	....	1014	....	1014
325	....	325	....	325	325	325	325	....	325	....	....	325	....	325
1333	....	1333	1333	1333	....	1333	....	1333	1333	....	....	1333	....	1333
260 260	.... ....	260 260	260 260	260 260	.... ....	260 260	260 260	.... ....	.... ....	260 260	.... ....	260 260	.... ....	260 260
300	....	300	300	300	....	300	....	300	300	....	....	300	....	300

SAN FRANCISCO (Cont'd)	Vice-Pres. for —Dist. No. 1—			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
Construction & General Laborers No. 261 (1500)													
Jack Leonard.....	1500	.....	.....	1500	.....	1500	1500	.....	1500	1500	.....	1500	.....
Cooks No. 44 (2574)													
Joe Bader.....	.....	515	.....	515	.....	515	.....	.....	.....	515	.....	515	515
Joe Belardi.....	.....	515	.....	515	.....	.....	.....	.....	.....	.....	.....	.....	.....
C. T. McDonough.....	.....	515	.....	515	.....	515	.....	.....	.....	515	.....	515	515
Max Meyer.....	.....	515	.....	515	.....	.....	.....	.....	.....	.....	.....	515	.....
John St. Peter.....	.....	514	.....	514	.....	514	.....	514	.....	514	.....	514	514
Cracker Bakers No. 125 (173)													
Henry Simpson.....	.....	.....	173	.....	173	.....	.....	.....	173	.....	.....	.....	173
Cracker Bakers Auxiliary No. 125 (440)													
Bertha Del Carlo.....	.....	440	.....	.....	440	.....	440	440	440	.....	.....	440	440
Dairy & Creamery Employees No. 304 (650)													
John I. Silva.....	650	.....	.....	650	650	.....	650	650	650	650	.....	.....	.....
Electrical Workers No. 6 (400)													
W. H. Diederichsen.....	400	.....	.....	400	.....	400	400	.....	400	400	.....	400	.....
Electrical Workers No. B-202 (733)													
J. L. Macdonald.....	733	.....	.....	733	.....	733	733	.....	733	733	.....	733	.....
Elevator Constructors No. 8 (163)													
Fred Thorpe.....	163	.....	.....	163	.....	163	163	.....	163	163	.....	163	.....
Elevator Operators & Starters No. 117 (565)													
Chas. Hardy.....	.....	.....	565	.....	.....	565	565	565	565	.....	565	565	.....
Fish Cannery Workers of the Pacific (119)													
Helen J. Sievers.....	119	.....	.....	.....	119	.....	119	.....	119	.....	119	119	119
Garage Employees No. 665 (1000)													
Bert Moss.....	1000	.....	.....	1000	1000	.....	1000	1000	1000	1000	.....	.....	.....
General Warehousemen No. 860 (1046)													
Harry W. Bishop.....	1046	.....	.....	1046	1046	.....	1046	1046	1046	1046	.....	.....	.....
Hospital & Institutional Workers No. 250 (200)													
Arthur Hare.....	.....	.....	200	.....	.....	200	.....	200	200	.....	200	200	200
Hotel Service Workers No. 283 (1864)													
Robert Armstrong.....	.....	622	.....	622	.....	622	.....	.....	.....	622	622	622	622
Sadie Burns.....	.....	621	.....	.....	.....	621	.....	.....	.....	621	.....	621	621
Forest Seitzinger.....	.....	621	.....	621	.....	621	.....	.....	.....	621	.....	621	621
Ice Wagon Drivers No. 519 (115)													
Louis Brunner.....	115	.....	.....	115	115	.....	115	115	115	115	.....	.....	.....
Jewelry Workers No. 36 (183)													
George F. Allen.....	.....	183	.....	183	.....	.....	183	183	183	183	.....	.....	183
Laundry Workers No. 26 (2100)													
Tillie Clifford.....	.....	.....	2100	.....	.....	2100	2100	.....	2100	.....	2100	2100	2100
Leather & Novelty Workers No. 31 (53)													
H. Mitchell.....	53	.....	.....	.....	53	.....	53	.....	53	53	53	.....	53
Lithographers No. 17 (650)													
Oscar Witthoft.....	.....	325	.....	.....	.....	.....	325	325	.....	325	325	325	325
Adam Vurek.....	.....	325	.....	.....	.....	.....	.....	325	.....	.....	.....	325	.....
Master Furniture Guild No. 1285 (234)													
John D. McKown.....	.....	.....	234	.....	.....	234	.....	234	234	.....	234	234	234
Masters, Mates & Pilots No. 40 (133)													
Geo. Harris.....	133	.....	.....	.....	133	133	133	.....	.....	.....	133	133	133
Masters, Mates & Pilots No. 90 (1083)													
C. F. May.....	1083	.....	.....	.....	.....	.....	1083	.....	1083	1083	1083	1083	1083
Milk Wagon Drivers No. 226 (1112)													
Fred J. Wettstein.....	1112	.....	.....	1112	1112	.....	1112	1112	1112	1112	.....	.....	.....
Miscellaneous Employees No. 110 (2330)													
Leo Prodromou.....	.....	2330	.....	2330	.....	2330	.....	.....	.....	2330	.....	2330	2330
Molders No. 164 (352)													
John Gibson.....	352	.....	.....	352	.....	352	352	.....	352	352	.....	352	.....
Motor Coach Employees No. 1225 (685)													
Charles W. Riley.....	685	.....	.....	.....	685	.....	685	.....	685	685	685	.....	685
Moving Picture Projectionists No. 162 (162)													
Anthony L. Noriega.....	.....	162	.....	.....	.....	.....	162	162	.....	.....	162	162	.....
Musicians No. 6 (958)													
Clarence H. King.....	.....	958	.....	958	.....	958	958	958	.....	.....	958	958	.....
Newspaper & Periodical Drivers No. 921 (295)													
J. Goldberger.....	147	.....	.....	147	147	.....	147	147	147	147	.....	.....	.....
F. S. Batchelder.....	148	.....	.....	148	148	.....	148	148	148	148	.....	.....	.....
Northern California District Council of Laborers (2)													
Lee Lalor.....	1	.....	.....	1	.....	1	1	.....	1	1	.....	1	.....
Paul Keith.....	1	.....	.....	1	.....	1	.....	.....	1	1	1	.....	.....
Office Employees No. 21320 (200)													
Charles J. Janigian.....	200	.....	.....	.....	200	.....	200	.....	200	200	200	.....	200
Operating Engineers No. 3 (4762)													
P. E. Vandewark.....	4762	.....	.....	4762	.....	4762	4762	.....	4762	4762	.....	4762	.....
Operating Engineers No. 64 (876)													
George Winter.....	876	.....	.....	.....	.....	876	876	.....	.....	876	.....	876	.....
Packers & Preserve Workers No. 20989 (100)													
James A. Caras.....	100	.....	.....	.....	.....	.....	100	.....	100	100	100	100	100
Painters No. 19 (883)													
W. D. Sutherland.....	883	.....	.....	883	.....	883	883	.....	883	883	.....	.....	883
Pile Drivers No. 34 (1083)													
Carl Davis.....	1083	.....	.....	1083	.....	1083	1083	.....	1083	1083	1083	.....	.....

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Hear	George Kelly	Harry Lundeborg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Perego	Charles W. Rea	F. C. Chesbro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
1500	1500	....	1500	1500	1500	1500	....	1500	....	....	1500	....	1500
515	515	....	515	515	....	....	....	....	515	....	515	....	515
515	515	....	515	515	....	....	....	....	515	....	515	....	515
515	515	515	515	515	....	....	515	....	515	....	515	....	515
515	515	515	515	515	....	....	515	....	515	....	515	515	....
514	514	514	514	514	....	....	514	....	514	....	514	....	514
....	173	173	173	....	173	173	....	173	173	....	173	....	....	173
....	440	440	440	440	440	....	440	....	440	....	440	....	....	440
650	650	....	....	650	650	....	650	650	....	....	650	....	650
400	400	....	400	400	400	400	....	400	....	....	400	400	....
733	733	....	733	733	733	733	....	733	....	....	733	....	733
163	163	....	163	163	163	163	....	163	....	....	163	....	163
....	565	565	565	....	565	565	....	565	565	....	565	....	....	565
119	119	119	119	119	....	....	119	119	....	....	119	....	119
1000	1000	1000	1000	1000	....	....	1000	1000	....	....	1000	....	1000
1046	1046	1046	1046	....	1046	....	1046	1046	....	....	1046	....	1046
....	200	200	200	....	200	200	....	200	200	....	200	....	....	200
622	622	622	622	622	....	....	622	....	622	....	622	622	....
621	621	....	621	....	....	621	....	621	....	621	621	....
621	621	....	621	621	....	....	....	....	621	....	621	621	....
115	115	115	115	....	115	....	115	115	....	....	115	....	115
183	183	183	183	....	183	183	....	183	....	....	183	183	....
....	2100	2100	2100	2100	2100	....	....	2100	2100	....	....	2100	2100	....
53	53	53	53	53	....	....	53	53	....	....	53	....	53
325	325	....	325	325	325	325	....	....	325	....	325	....	325
....	325	325	....	....	....	325	325	....	....	325	....	325	....	325
....	234	234	234	....	234	234	234	....	234	....	234	....	....	234
133	133	133	133	133	....	....	133	133	....	....	133	....	133
1083	1083	1083	1083	1083	....	....	1083	1083	....	1083	....	1083	....
1112	1112	....	1112	1112	1112	....	1112	1112	....	....	1112	....	1112
2330	2330	....	2330	2330	....	....	....	....	2330	....	2330	....	2330
352	352	352	352	....	352	352	....	....	352	....	352	352	....
685	685	685	685	....	685	....	685	685	....	....	685	....	685
162	162	162	162	162	....	162	162	....	162	....	162	....
958	958	958	958	....	....	958	958	....	958	....	....	958
147	147	147	147	....	147	....	147	147	....	....	147	....	147
148	148	148	148	....	148	....	148	148	....	....	148	....	148
1	1	....	1	1	1	1	....	1	....	....	1	....	1
1	1	....	....	1	1	1	....	1	....	....	1	....	1
200	200	200	200	200	....	....	200	200	....	....	200	....	200
4762	4762	4762	....	....	4762	....	4762	4762	....	....	4762	4762	....
876	876	876	876	....	876	....	876	876	....	....	876	....	876
100	100	....	100	100	100	....	100	100	....	....	100	....	100
883	883	....	883	883	883	....	883	883	....	....	883	....	883
1083	1083	....	1083	1083	1083	1083	....	1083	....	....	1083	....	1083

SAN FRANCISCO (Cont'd)	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
Plumbers No. 442 (542)													
George Kyne.....	542	....	....	542	....	542	542	....	542	542	....	542	....
Post Office Clerks No. 2 (688)													
Harold Hahn.....	....	....	688	....	688	....	688	....	....	688	688	688	....
Printing Pressmen No. 24 (642)													
Stephen P. Kane.....	....	642	....	....	....	642	642	642	642	....	642	642	....
Printing Specialties & Paper Converters No. 362 (128)													
Jack D. Maltester.....	....	128	....	....	....	....	128	128	128	....	128	128	128
Production Machine Operators No. 1327 (1667)													
Jessie L. Anderson.....	....	834	....	....	834	....	834	834	....	....	834	834	834
Anthony Ballerini.....	....	833	....	....	833	....	833	833	....	....	833	833	833
Railway Mail Association (200)													
E. L. Williams.....	200	....	....	200	....	200	200	....	200	200	....	200	....
Retail Cigar & Liquor Clerks No. 1089 (300)													
John J. Hill.....	....	....	300	....	300	....	300	....	300	300	300	....	300
Retail Delivery Drivers No. 278 (664)													
Joseph J. Lynch.....	....	664	....	664	664	....	664	664	664	664	....	....	....
Retail Department Store Employees No. 1100 (1167)													
Larry Vail.....	....	....	1167	....	1167	....	1167	....	1167	....	1167	1167	1167
Retail Fruit & Vegetable Clerks No. 1017 (400)													
Allen Brodke.....	....	....	400	....	400	....	400	....	400	400	400	....	400
Retail Grocery Clerks No. 648 (1083)													
Maurice Hartshorn.....	....	....	1083	....	1083	....	1083	....	1083	....	1083	1083	1083
Sailors Union of the Pacific (2778)													
Ragwald Johansen.....	2778	....	....	....	2778	....	2778	....	2778	....	2778	2778	2778
San Francisco Labor Council (2)													
Anthony Schurba.....	1	....	....	1	1	....	1	1	1	1	....	....	....
Thomas Rotell.....	....	....	1	....	1	....	1	....	1	1	1	....	1
Sheet Metal Workers No. 104 (100)													
Clarence J. Smith.....	100	....	....	100	....	100	100	100	100	100	....	....	....
Shipfitters & Helpers No. 9 (1588)													
Edw. B. Rowan.....	1588	....	....	....	....	....	1588	....	1588	1588	1588	1588	1588
Sign & Pictorial Painters No. 510 (248)													
T. C. Meagher.....	248	....	....	....	....	248	248	248	248	....	248	....	248
Sprinkler Fitters No. 669 (52)													
Fred E. Hutchins.....	52	....	....	52	....	52	....	52	52	....	52	52	....
Street Carmen No. 1004 (1000)													
Sherman W. Douglas.....	....	1000	....	....	....	1000	1000	1000	1000	....	1000	....	1000
Teamster No. 85 (2500)													
Daniel A. Braimes.....	2500	....	....	2500	2500	....	2500	2500	2500	2500	....	....	....
Theatrical Janitors No. 9 (108)													
Bertha Hardy.....	....	....	108	....	....	108	108	108	108	....	108	108	....
Theatrical Stage Employees No. 16 (126)													
F. B. Williams.....	....	126	....	....	....	....	126	....	126	....	126	126	....
Theatrical Stage Employees No. B-18 (160)													
Wm. P. Sutherland.....	....	160	....	....	....	....	160	160	....	....	160	160	160
United Garment Workers No. 131 (542)													
Catherine Barrett.....	....	....	181	....	181	....	181	181	181	....	....	181	181
Nellie Casey.....	....	....	181	181	181	....	181	181	....	....	....	181	181
Lillie Rogers.....	....	....	180	....	180	....	180	180	....	....	180	180	180
Waiters No. 30 (3067)													
Alfred C. Armstrong.....	....	3067	....	3067	....	3067	....	....	....	3067	....	3067	3067
Waitresses No. 48 (3467)													
Hazel M. O'Brien.....	....	3467	....	3467	....	3467	....	....	....	3467	....	3467	3467
Web Pressmen No. 4 (183)													
J. Vernon Burke.....	....	183	....	183	183	....	183	183	183	....	183	....	....
Window Cleaners No. 44 (217)													
A. Borsella.....	....	....	217	....	....	217	217	217	217	....	217	217	....

SAN JOSE

Auto Mechanics No. 1101 (366)													
E. B. Scott.....		366			366		366	366			366	366	366
Bartenders No. 577 (204)													
Herschell Morgan.....		204		204		204				204		204	204
Cannery Workers No. 20852 (3468)													
Clifford Cole.....	578					578	578	578	578		578		578
John Dunn.....		578				578	578	578	578		578		578
Edw. Felley.....	578					578	578	578	578		578		578
Joe Lamana.....	578					578	578	578	578		578		578
Kathryn Martin.....	578					578	578	578	578		578		578
Jack Oakes.....	578					578	578	578	578		578		578
Carpenters No. 316 (368)													
F. O. Jorgensen.....	184			184		184	184		184	184	184		
Geo. E. Garland.....	184			184		184	184		184	184	184		
Cement Laborers No. 270 (1264)													
William F. Bonar.....	1264			1264		1264	1264		1264	1264		1264	
Central Labor Council (2)													
James Limbach.....	1			1	1	1	1	1	1				
Ray Manbeck.....	1			1	1	1	1	1	1				
Cooks, Waiters & Waitresses No. 180 (275)													
Harry Hays.....		275		275		275				275		275	275
Electrical Workers No. 332 (33)													
Mike Radisich.....	17			17		17	17		17	17		17	
Emil Rukenbach.....	16			16		16	16		16	16		16	

Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundeberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Reel	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
542	....	542	....	542	542	542	542	....	542	....	....	542	....	542
688	....	688	688	688	688	....	....	688	688	....	....	688	....	688
642	....	642	642	642	....	642	642	....	642	....	....	642	....	642
....	128	128	128	128	....	128	128	....	128	....	128	....	....	128
....	834	834	834	834	834	....	834	....	....	834	834	....	....	834
....	833	833	833	833	833	....	833	....	....	833	833	....	....	833
200	....	....	....	200	....	....	200	....	200	....	....	200	....	200
....	300	300	300	300	....	300	300	....	300	....	300	....	....	300
664	....	664	664	664	....	664	....	664	664	....	....	664	....	664
....	1167	1167	1167	1167	....	1167	1167	....	1167	....	1167	....	....	1167
....	400	400	400	400	....	400	400	....	400	....	400	....	....	400
....	1083	1083	1083	1083	....	1083	1083	....	1083	....	1083	....	....	1083
2778	....	2778	2778	2778	2778	....	....	2778	2778	....	....	2778	....	2778
1	....	1	1	1	....	1	....	1	1	....	....	1	....	1
1	....	1	1	1	1	....	....	1	1	....	....	1	....	1
100	....	100	....	100	100	100	100	....	100	....	....	100	100	....
1588	....	1588	....	1588	1588	1588	....	1588	1588	....	....	1588	1588	....
....	....	248	....	248	248	248	....	248	248	....	248	....	....	248
52	....	52	....	52	52	52	52	....	52	....	....	52	....	52
1000	....	1000	1000	1000	1000	....	....	1000	1000	....	....	1000	....	1000
2500	....	2500	2500	2500	....	2500	....	2500	2500	....	....	2500	....	2500
....	108	108	108	....	108	108	....	108	108	....	108	....	....	108
126	....	....	126	126	126	126	....	126	126	....	126	....	....	126
160	....	....	160	160	160	160	....	160	160	....	160	....	....	160
181	....	181	181	181	181	....	....	181	181	....	....	181	....	181
181	....	181	181	181	181	....	....	181	181	....	....	181	....	181
180	....	180	180	180	180	....	180	....	180	....	....	180	....	180
3067	....	3067	3067	3067	3067	....	....	3067	....	3067	....	3067	3067	....
3467	....	3467	3467	3467	3467	....	....	3467	....	3467	....	3467	....	3467
183	....	183	....	183	....	183	183	....	183	....	....	183	183	....
....	217	217	217	....	217	217	....	217	217	....	217	....	....	217
....	366	366	366	366	366	....	....	....	....	366	366	....	....	366
204	....	204	204	204	204	....	....	204	....	204	....	204	....	204
578	....	578	....	578	578	578	578	....	578	....	....	578	....	578
578	....	578	....	578	....	578	578	....	578	....	....	578	....	578
578	....	578	....	578	578	578	578	....	578	....	....	578	....	578
578	....	578	....	578	578	578	578	....	578	....	....	578	....	578
578	....	578	....	578	578	578	578	....	578	....	....	578	....	578
578	....	578	....	578	578	578	578	....	578	....	....	578	....	578
184	....	184	....	184	184	184	184	....	184	....	....	184	....	184
184	....	184	....	184	184	184	184	....	184	....	....	184	....	184
1264	....	1264	....	1264	1264	1264	1264	....	1264	....	....	1264	1264	....
1	....	1	1	1	....	1	....	1	1	....	....	1	....	1
1	....	1	1	1	....	1	....	1	1	....	....	1	....	1
275	....	275	275	....	275	....	....	275	....	275	....	275	275	....
17	....	17	....	17	17	17	17	....	17	....	....	17	....	17
16	....	16	....	16	16	16	16	....	16	....	....	16	....	16

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
SAN JOSE (Cont'd)													
Garage Employees No. 556 (167)													
James Limbach.....	167	....	....	167	167	....	167	167	167	167	....	....	....
Lathers No. 144 (34)													
Geo. W. May.....	34	....	....	34	....	34	34	....	34	34	34	....	....
Laundry Workers No. 33 (143)													
Ray Manbeck.....	143	....	....	143	143	143	143	143	143	....	....	....	....
Machinists No. 504 (746)													
Charles T. Slinger.....	....	746	....	....	746	....	746	746	....	....	746	746	746
Moving Picture Projectionists No. 431 (36)													
C. H. Tillson.....	....	18	....	....	....	....	18	18	....	....	18	18	18
Roy E. Pinkham.....	....	18	....	....	....	....	18	18	....	....	18	18	18
Painters No. 507 (119)													
Otto E. Sargent.....	119	....	....	119	....	119	119	....	119	119	....	....	119
Plumbers No. 393 (231)													
John J. Cashel.....	231	....	....	231	....	231	231	....	231	231	....	231	....
Retail Clerks No. 428 (390)													
Claude L. Fernandez.....	....	....	390	....	390	....	390	....	390	390	390	....	390
Stationary Engineers No. 171 (87)													
M. G. Murphy.....	87	....	....	87	....	87	87	....	87	87	....	87	....
Teamsters No. 287 (1973)													
William Salt.....	986	....	....	986	986	....	986	986	986	986	....	....	....
Geo. W. Jenott.....	987	....	....	987	987	....	987	987	987	987	....	....	....
Theatrical Stage Employees No. 134 (31)													
William Barlet.....	....	31	....	....	....	....	31	31	....	....	31	31	31

SAN LUIS OBISPO

Laborers No. 1464 (270)													
Lee Galli.....	270	....	....	....	....	....	....	....	....	270	....	....	....
Machinists No. 1166 (109)													
Kenneth Roberts.....	....	109	....	....	109	....	109	109	....	....	109	109	109

SAN MATEO

Bartenders No. 340 (248)													
T. A. Small.....	....	248	....	....	....	248	....	248	....	248	248	248	248
Butchers No. 516 (271)													
Edwin F. Michelsen.....	271	....	....	....	271	....	271	....	271	271	271	....	271
Carpenters No. 162 (503)													
J. F. Cambiano.....	503	....	....	503	....	503	503	....	503	503	503	....	....
Central Labor Council (2)													
R. McAllister.....	....	1	....	....	1	....	1	1	1	....	1	1	....
T. A. Small.....	1	....	....	....	1	....	1	....	1	1	1	....	1
Hotel & Restaurant Employees No. 267 (214)													
Louise Halverson.....	....	214	....	214	....	214	....	....	....	214	....	214	214
Machinists No. 1414 (102)													
Leo L. Bloom.....	....	102	....	....	102	....	102	102	....	....	102	102	102
Printing Pressmen No. 315 (39)													
R. McAllister.....	....	39	....	....	39	....	39	39	39	....	39	39	....

SAN PEDRO

Auto Mechanics No. 1484 (150)													
Stanley D. Stearns.....	....	150	....	....	150	....	150	150	....	....	150	150	150
Bartenders No. 591 (168)													
Marshall Petrie.....	....	168	....	....	....	168	168	....	168	168	....	168	168
Butchers No. 551 (143)													
Frank Krasnesky.....	143	....	....	....	143	143	143	....	143	....	....	143	143
Carpenters No. 1140 (452)													
Patrick Morris.....	452	....	....	452	....	452	452	....	452	452	452	....	....
Culinary Alliance No. 754 (470)													
Kitty Stewart.....	....	470	....	470	....	470	....	....	....	470	....	470	470
Lumber & Sawmill Workers No. 2607 (900)													
Ben Grice.....	900	....	....	900	....	900	900	900	900	900	900	....	....
Painters No. 949 (83)													
J. V. Eaton.....	83	....	....	83	....	83	....	....	83	83	....	....	83
Pile Drivers No. 2375 (550)													
C. O. Johnson.....	275	....	....	275	....	275	275	275	275	275	....	....	....
T. F. Murphy.....	275	....	....	275	....	....	275	275	....	....	....	275	....
Port Watchmen No. 137 (246)													
J. W. Cunningham.....	....	....	246	....	....	246	246	246	246	....	246	246	....
Retail Clerks No. 905 (225)													
Haskell Tidwell.....	....	225	....	225	....	225	....	225	225	225	....	....	225
Shipyard Laborers No. 802 (2326)													
J. M. Walker.....	2326	....	....	2326	2326	....	2326	....	....	2326	2326	....	2326
Waitresses No. 512 (461)													
Edna M. Burke.....	....	461	....	461	....	461	461	....	....	461	....	461	461

SAN RAFAEL

Bartenders & Culinary Workers No. 126 (294)													
Chas. G. Austin.....	....	74	....	74	....	74	....	....	....	74	....	74	74
F. O. Byerly.....	74	....	....	74	....	74	....	....	....	74	....	74	74
Josephine McCormack.....	....	73	....	73	....	73	....	....	....	73	....	73	73
Grace Patterson.....	....	73	....	73	....	73	....	....	....	73	....	73	73
California State Council of Lathers (2)													
Rex B. Pritchard.....	1	....	....	1	1	....	1	1	1	1	....	....	....

Vice-Pres. for Dist. No. 6—		Vice-Presidents for District No. 9—					Vice-Pres. for Dist. No. 10—		Vice-Pres. for Dist. No. 12—		Vice-Pres. for Dist. No. 15—		Convention City—	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
167	167	167	167	....	167	....	167	167	....	....	167	....	167
34	34	....	34	34	34	34	....	34	....	....	34	....	34
143	143	143	143	....	143	....	143	143	....	....	143	....	143
....	746	746	746	746	746	....	....	....	....	746	746	....	....	746
18	18	18	18	18	....	18	18	....	18	....	....	18
18	18	18	18	18	....	18	18	....	18	....	....	18
119	119	....	119	119	119	....	119	119	....	....	119	....	119
231	231	....	231	231	231	231	....	231	....	....	231	....	231
....	390	390	390	390	....	390	390	....	390	....	390	....	....	390
87	87	87	87	....	87	....	87	87	....	....	87	....	87
986	986	986	986	....	986	....	986	986	....	....	986	....	986
987	987	987	987	....	987	....	987	987	....	....	987	....	987
31	31	31	31	31	....	31	31	....	31	....	....	31
....	270	....	....	....	....	....	....	....
....	109	109	109	109	109	....	109	....	....	109	109	....	....	109
248	248	248	248	248	....	....	248	....	248	....	248	....	248
271	271	271	271	271	....	....	271	271	....	....	271	....	271
503	503	503	....	503	503	503	....	503	....	....	503	....	503
1	1	1	1	....	1	....	1	1	....	....	1	....	1
1	1	1	1	1	....	....	1	1	....	....	1	....	1
214	214	214	214	214	....	....	214	....	214	....	214	....	214
....	102	102	102	102	102	....	102	....	....	102	102	....	....	102
39	39	39	39	....	39	30	....	39	....	....	39	....	39
....	150	150	150	150	150	....	150	....	....	150	150	....	....	150
168	168	168	168	168	....	....	168	....	168	....	168	....	168
....	143	143	143	143	....	....	143	143	....	143	....	143	....
452	452	....	452	452	452	452	....	452	....	....	452	....	452
470	470	470	470	470	....	....	470	....	470	....	470	470	....
900	900	900	900	....	900	....	900	900	....	....	900	....	900
83	83	....	....	....	....	83	83	....	....	83	83	....
275	275	....	275	275	275	275	....	275	....	....	275	....	275
275	275	275	275	275	....	....	275	275	....	....	275	....	275
....	246	246	246	....	246	246	....	246	246	....	246	....	....	246
....	225	225	225	225	....	225	225	....	225	....	225	....	....	225
2326	2326	2326	2326	2326	....	2326	2326	....	....	2326	....	2326
461	461	461	461	461	....	....	461	....	461	....	461	....	461
74	74	74	74	74	....	....	74	....	74	....	74	....	74
74	74	74	74	74	....	....	74	....	74	....	74	....	74
73	73	73	73	73	....	....	73	....	73	....	73	73	....
73	73	73	73	73	....	....	73	....	73	....	73	73	....
1	1	1	1	....	1	....	1	1	....	....	1	....	1

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
SAN RAFAEL (Cont'd)													
Central Labor Council (2)													
Grace Patterson.....	....	2	....	2	....	2	....	....	....	2	....	2	2
General Truck Drivers No. 624 (424)													
R. B. MacKinnon.....	424	....	....	424	424	....	424	424	424	424	....	....	....
Golden Gate District Council of Lathers (2)													
J. C. Reynolds.....	1	....	....	1	....	1	1	....	1	1	....	1	....
Hod Carriers No. 291 (144)													
L. C. Brooks.....	144	....	....	144	....	144	144	....	144	144	....	144	....
Machinists No. 238 (171)													
O. E. McNally.....	....	171	....	....	171	....	171	171	....	....	171	171	171
Plumbers No. 769 (40)													
E. W. Culver.....	40	....	....	40	....	40	40	....	40	40	....	40	....

SANTA ANA

Beet Sugar Workers No. 20748 (198)													
W. B. Casey.....		198		198	198		198		198			198	198
Carpenters No. 1815 (338)													
C. I. Bartholomew.....	338			338	338		338		338	338		338	
Central Labor Council (2)													
L. J. Buckholz.....	1			1		1	1		1	1		1	
Fire Fighters No. 509 (28)													
R. S. Fink.....	28			28	28		28	28	28	28			
Hod Carriers No. 652 (461)													
Ralph C. Conzelman.....	461			461		461	461		461	461		461	
Plumbers & Steamfitters No. 582 (23)													
Bruce Campbell.....	23			23		23	23	23		23		23	
Stage Employees No. 504 (33)													
Ralph F. Adams.....		33					33	33			33	33	33

SANTA BARBARA

Central Labor Council (2)													
A. C. Frowiss.....	1			1	1		1	1	1	1			
Chauffeurs-Teamsters No. 186 (625)													
A. C. Frowiss.....	625			625	625		625	625	625	625			
Construction & General Laborers No. 591 (188)													
Fred E. Draper.....	188			188		188	188		188	188		188	
State Employees No. 442 (33)													
L. C. Smith.....		33					33	33			33	33	33

SANTA CRUZ

Butchers No. 266 (118)													
Kaspar Bauer.....	118					118		118		118			
Carpenters No. 829 (13)													
W. A. Butcher.....	13			13		13	13		13	13		13	

SANTA MARIA

Carpenters No. 2477 (639)													
Arthur E. Atkinson.....	639			639		639	639		639	639	639		
Culinary Workers & Bartenders No. 703 (629)													
Mildred Beeson.....		629		629		629				629		629	629
Truck Drivers & Helpers No. 381 (239)													
Clarence Earing.....	120			120	120		120	120	120	120			
H. Don Underwood.....	119			119	119		119	119	119	119			

SANTA MONICA

Carpenters No. 1400 (174)													
Ernest E. Reiszvitz.....	174			174		174	174		174	174		174	
Central Labor Council (2)													
C. G. O'Brien.....	1				1		1	1	1	1	1		
Culinary Workers No. 814 (333)													
Robert Holwagner.....		333		333		333				333		333	333
Painters No. 821 (102)													
Joseph F. Maas.....	102			102			102		102	102			102
Retail Clerks, Santa Monica Division, No. 770 (128)													
Tom Brown.....			128		128		128		128	128	128		128

SANTA ROSA

Bartenders & Culinary Workers No. 770 (219)													
Al Finan.....		219				219				219		219	219
Central Labor Council (2)													
Al Finan.....		1			1					1		1	1

SONOMA

California State Employees No. 14 (220)													
Beulah Dryden.....		110		110	110			110	110			110	110
Edgar O. Dryden.....		110			110		110				110	110	110

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F. M. Eagle	W. T. O'Rear	George Kelly	Harry Lundberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Feregoy	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
2	2	2	2	2	....	....	2	....	2	....	2	2	....
424	424	424	424	....	424	....	424	424	....	....	424	....	424
1	1	....	1	1	1	1	....	1	....	....	1	....	1
144	144	....	144	144	144	144	....	....	144	....	144	....	144
....	171	171	171	171	171	....	....	....	....	171	171	....	....	171
40	40	....	40	40	40	40	....	....	40	....	40	40	....
198	198	198	198	....	198	198	....	198	....	198	....	....	198
338	338	338	....	338	338	....	338	....	338	....	338	....	338
1	1	....	1	1	1	1	....	1	....	....	1	....	1
28	28	28	28	....	28	....	28	28	....	....	28	....	28
461	461	....	461	461	461	461	....	461	....	....	461	461	....
23	23	23	23	....	23	....	23	23	....	....	23	23	....
33	33	33	....	....	33	....	33	....	....	33
1	1	1	1	....	1	....	1	1	....	....	1	....	1
625	625	625	625	....	625	....	625	625	....	....	625	....	625
188	188	....	188	188	188	188	....	188	....	....	188	....	188
33	33	33	33	33	....	33	33	....	33	....	....	33
118	118	....	118	118	118	118	....	....	118	....	118	....	118
13	13	....	13	13	13	13	....	13	....	....	13	....	13
639	639	....	639	639	639	63	....	639	....	....	639	....	639
629	629	629	629	629	....	....	629	....	629	....	629	....	629
120	120	120	120	....	120	....	120	120	....	....	120	....	120
119	119	119	119	....	119	....	119	119	....	....	119	....	119
174	174	....	174	174	174	174	....	174	....	....	174	....	174
1	1	1	1	1	....	....	1	1	....	....	1	....	1
333	333	333	333	333	....	....	333	....	333	....	333	....	333
102	102	....	102	....	102	102	....	102	....	....	102	....	102
....	128	128	128	128	....	128	128	....	128	....	128	....	....	128
219	219	219	219	219	....	....	219	....	219	....	219	....	219
1	1	1	1	1	....	....	1	....	1	....	1	....	1
....	110	110	....	110	110	110	110	....	....	110	110	....	....	110
....	110	110	....	110	110	110	110	....	....	110	110	....	....	110

	Vice-Pres. for Dist. No. 1			Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne
SPADRA													
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Lloyd J. Hill.....	636	636	636	636	636	636	636
Alice Deloney.....	637	637	637	637	637	637	637
Central Labor Council (2)													
J. W. Southwick.....	1	1	1	1	1	1	1
R. E. McCarthy.....	1	1	1	1	1	1	1
Chauffeurs-Teamsters No. 439 (1557)													
C. C. Allen.....	1557	1557	1557	1557	1557	1557	1557
Culinary Alliance No. 572 (549)													
Marie Malespino.....	549	549	549	549	549	549	549
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Carl J. Guntert.....	576	576	576	576	576	576	576
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SUNNYVALE													
Cannery Workers No. 22473 (1142)													
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Ray M. Baker.....	392	392	392	392	392	392	392
Central Labor Council (2)													
F. C. Chesebro.....	1	1	1	1	1	1	1
Lowell Nelson.....	1	1	1	1	1	1	1
Culinary Workers No. 560 (755)													
Robert Crosby.....	755	755	755	755	755	755
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F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundeberg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Feregoy	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
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637 636 637	637 636 637	637	637 636 637	637 636 637 636 637 636	637 637	637 636 637 636	637 637	637 636 637
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1557	1557	1557	1557	1557	1557	1557	1557	1557
....	549	549	549	549	549	549	549	549	549
....	576	576	576	576	576	....	576	....	....	576	576	....	....	576
....	33	....	33	33	33	33	....	33	....	33	....	33	....
98	98	98	....	....	98	....	98	98	....	....	98	....	98
46	46	....	46	46	46	....	46	....	46	....	46	....	46
1	1	....	1	1	1	....	1	1	....	....	1	....	1
1142	1142	....	1142	1142	1142	1142	....	1142	....	....	1142	....	1142
49	49	49	49	49	....	....	49	....	49	....	49	....	49
1	1	1	1	1	....	....	1	....	1	....	1	....	1
2018	2018	2018	2018	2018	....	....	2018	2018	....	....	2018	....	2018
....	379	379	379	379	....	379	....	379	379	....	....	379	....	379
392 392	392 392	.... ....	392 392	392 392	392 392	392 392	.... ....	392 392	.... ....	.... ....	392 392	.... ....	392 392
1 1	1 1	1	1 1	.... 1	1 1	.... 1	1	1 1	.... ....	.... ....	1 1	.... ....	1 1
755	755	755	755	755	....	....	755	....	755	....	755	....	755
163	163	....	163	163	163	163	....	163	....	....	163	....	163
28	28	....	....	....	....	....	28	28	....	....	28	....	28
163	163	....	....	163	....	163	....	....	163	....	163
1948	1948	....	1948	1948	1948	1948	....	1948	....	....	1948	....	1948
....	249	249	249	249	249	....	249	....	....	249	249	....	....	249
167 166	167 166	.... ....	167 166	167 166	167 166	167 166	.... ....	167 166	.... ....	.... ....	167 166	.... ....	167 166
183	183	....	183	183	183	183	....	183	....	....	183	183	....
368	368	....	368	368	368	368	....	368	....	....	368	368	....
291 292	291 292	291 292	291 292	.... ....	291 292	.... ....	291 292	291 292	.... ....	.... ....	291 292	291 ....	.... 292
133 132 132	133 132 132	.... .... ....	133 132 132	133 132 132	133 132 132	133 132 132	.... .... ....	133 132 132	.... .... ....	.... .... ....	133 132 132	.... .... ....	133 132 132

	Vice-Pres. for Dist. No. 1				Vice-Presidents for District No. 3									
	K. G. Bitter	H. C. Brown	Edward F. Pierce	E. L. Brown	Joseph T. DeSilva	Charles C. King	C. T. Lehmann	C. C. Liles	Thomas L. Pitts	H. C. Rohrbach	Pat Somerset	Mae Stoneman	D. T. Wayne	
VENTURA														
Carpenters No. 2463 (55) Cliff Mace.....	55	55	55	55	55	55	55	
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VISALIA														
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Office Employees No. 21697 (100) George H. Kersley.....	100	100	100	100	100	100	100	
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Vice-Pres. for Dist. No. 6		Vice-Presidents for District No. 9					Vice-Pres. for Dist. No. 10		Vice-Pres. for Dist. No. 12		Vice-Pres. for Dist. No. 15		Convention City	
F. M. Engle	W. T. O'Rear	George Kelly	Harry Lundeborg	C. F. May	Anthony L. Noriega	Victor S. Swanson	John P. Peregoy	Charles W. Real	F. C. Chesebro	Joseph Killeen	T. E. McShane	Earl Miller	Sacra- mento	San Francisco
55	55	....	55	55	55	55	....	55	....	....	55	....	55
667	667	....	667	667	667	667	....	667	....	....	667	....	667
36	36	36	36	....	36	....	36	36	....	....	36	....	36
8	8	8	8	8	....	8	....	8	....	....	8	8	....
108	108	108	108	108	....	108	....	108	....	....	108	108	....
89	89	89	89	89	....	....	89	89	....	....	89	....	89
....	1	1	1	1	....	1	1	....	1	....	....	1	....	1
128	128	....	....	128	....	128	....	....	128	....	128
....	14	14	14	14	....	14	14	....	14	....	....	14	....	14
389	389	....	389	389	389	389	....	389	....	....	389	....	389
116	116	116	116	116	....	....	116	....	116	....	116	....	116
652	652	652	652	652	....	652	....	652	....	....	652	....	652
652	652	652	652	652	....	652	....	652	....	....	652	....	652
651	651	651	651	651	....	651	....	651	....	....	651	....	651
100	100	100	100	100	....	100	....	100	....	....	100	....	100
309	309	309	309	309	309	309	309	309
1	1	1	1	1	1	1	1
378	378	378	378	378	378	378	378	378
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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.

