

# THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

and

## S. F. POLICE CREDIT UNION

# NOTEBOOK

VOL. 1, No. 2



January, 1961

## UNION SPEAKERS ADDRESS THE ASSOCIATION

### YEAR END REPORT

#### 4½% DIVIDEND DECLARED

At the regular meeting of the Board of Directors of the S. F. Police Credit Union in December 1960, a dividend of 4½% was declared. The dividend has been posted as of December 31, 1960. The amount you have earned has been posted to your individual share accounts. If you should want the dividend sent to you please contact the office.

As a reminder, this is not a stock dividend and must be declared the same as bank interest earned on your tax forms.

\* \* \*

Your credit union has just purchased a new accounting machine in order that we may more efficiently handle the ever increasing work load. The new statements will be a photograph and will give you a clear view of the progress of your loan or savings. Hereafter statements will be mailed at the end of each quarter instead of at the end of the following month.

\* \* \*

Starting January 1, 1961, the credit union will be open each night from 5:30 p.m. to 9:30 p.m. in addition to our day time hours of 10:00 a.m. to 3:00 p.m. each day Monday through Friday.

\* \* \*

The members of the Board of Directors and the office staff of the S. F. Police Credit Union wish to take this opportunity to thank you for your cooperation during the past year and to wish you a very Happy and Prosperous New Year.

\* \* \*

402 persons invested in their future by becoming members of the S. F. Police Credit Union during 1960. Have you done so yet?

The following is an excerpt from the December meeting minutes wherein Mr. Dan Scannell of the American Federation of State, County and Municipal Employees; Mr. Emerson Street of the Santa Clara County Labor Council and Mr. Jay Hartman of San Jose were present and spoke on the subject of the unionization of policemen.

There were no conclusions drawn or memberships offered to us but merely a presentation concerning the union and what those men believe that it could do for San Francisco policemen.

Mr. Scannell spoke first about what the American Federation of State, County and Municipal Employees is and who they represent.

The Federation was formed in 1936 and is the largest public employee union in the United States. It is picking up members at a fast rate in a field where there is much opposition. The whys and wherefors of the merit system in public service are its fields of interest; all public employees except the Fire Fighters and those teachers who belong to the American Federation of Teachers are eligible. The Union is strong in the east and the mid-west and has over 200,000 members.

#### Many Policemen Are Union Already

Many policemen already belong as city employees in smaller cities. Seattle, Portland, San Jose and the San Mateo Sheriffs now belong through independent locals of their own. The right to organize is inherent; policemen are not second class citizens. The union is dedicated to do a job for public employees, it wants the best pay for the best work, work for ourselves as taxpayers and to allow public employees to enjoy the dignity of their jobs.

#### L.A. Local

Los Angeles once had a police local, they tried to use the strength of the labor movement but the Mayor and the Police Commission set conditions for

employment which stated that no policeman could belong to any labor union. The Appellate Court upheld the Commission and the Supreme Court refused to review the case so the local no longer is in existence.

#### Oakland

Oakland was interested, 139 men signed up, but the Chief came out, based on the Los Angeles decision, against the union. Fear that labor would control the police department defeated the local in Oakland although the men never asked for a return of the money they put up. Portland and Seattle have operating locals and San Jose has 90% membership.

Attorney General Mosk ruled that public employees could organize but his ruling has never been tested. Labor is interested in everyone who works for a living and public employees come into this category. There are now 1,700,000 union people in the state.

Mr. Scannell further stated that the problem of administrative control is handled through legal "know-how." Business agents appear as representatives before police commissions and have been successful in handling matters of injustice within police departments.

After he finished speaking several questions were asked.

**Q) How far would the union go in opposition to a directive issued by the police commission similar to the one in Los Angeles?**

A) If sufficient interest were shown, Attorney General Mosk could appear

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The next meeting of the San Francisco Police Officers' Association will be held at Dovre Hall, 18th Street between Guerrero and Valencia on **TUESDAY, JANUARY 17th** at 8:00 P.M. Please make every effort to attend.

# MINUTES OF THE DECEMBER MEETING

As President McKee was ill, 1st Vice President White escorting the guest speakers to the meeting and 2nd Vice President O'Brien working, the meeting was called to order by Sec'y Gardner.

Treasurer's Report was rendered and accepted. Membership, 1425 full paid members.

Communications: Letter to Finance Committee favoring the building of a new Central Station and retention of district stations read. Minutes of the previous meeting waived.

Welfare Committee (Rosenbaum): The election about increasing the contribution to the Welfare Fund showed that the members did not wish any increase at this time. \$12,000 was donated to the United Crusade.

Auditing Committee (Tiboni): The finance of the Association are reasonably accurate and the committee was

satisfied with our financial status. The committee made the following recommendations:

- 1) That a new index file for the membership roles be purchased;
- 2) That a daily receipt ledger be installed with receipts and explanations entered;
- 3) An annual report of the financial standing of the Association be rendered;
- 4 Officers who handle money should be bonded;
- 5) Fiscal year go back to the former July 1 to June 31;
- 6) A more detailed description of expenditures be available, and
- 7) That all bills be presented on paper for payment.

This report was referred to the Board of Directors.

## NEW BUSINESS:

M/S that the February election of officers be conducted by mail with the ballots counted by the Registrar of Voters. Passed.

M/S that \$150.00 be given to the Retirement Committee to be distributed as gifts where the committee sees fit. Passed.

The speakers from the unions were introduced during the meeting and it was decided that their observations be included in the minutes. This information appears as a separate article in this issue.

## OLD BUSINESS:

Policemen not attending meetings of the Police-Fire Council. Referred to President McKee.

Respectfully submitted,

PETER GARDNER, Secretary

**THURSDAY, JANUARY 19, 1961**

**8:30 A.M. - 5:30 P.M.**

**BLOOD DRIVE**

**IRWIN BLOOD BANK --- Turk and Masonic**

**We are down to THIRTY-EIGHT PINTS in OUR BANK—  
and we started the NEW YEAR with NINETY-FOUR PINTS**

**REFRESHMENTS SERVED**

## Union Speakers Address Association

(Continued from Page 1)

and inform you of your rights. The case would be taken to the Supreme Court if necessary.

**Q) L.A. and Oakland locals were defeated. What assurance would we have that it wouldn't happen here?**

A) If the Attorney General gives an opinion it must be based in law and would carry weight.

**Q) What would we get?**

A) The backing of a large union of public employees but it wouldn't come unless the men want it.

**Q) Our conditions are good but sometimes internal problems cause breakdowns in morale. Can you think of any decision in this field?**

A) (By Mr. Hartman.) The San Mateo Sheriff's Department had a case where a man was transferred against his will. He was assigned to an area with which he was not familiar and in the area the juvenile problem was acute. He stopped at a service station and was talking to a young boy and girl. They explained the juvenile situation to him while riding in the patrol car for about an hour and a half. A citizen turned him in and he was suspended for a week. The union defended him and the decision was reversed.

Further, San Mateo County and San Jose P. D. are now getting time and a half for overtime; San Jose a uniform allowance and 5 holidays plus pay for eleven more which adds about \$20.00 per month to their pay.

### Labor Council Speaker

Mr. Emerson Street then took the floor and spoke of the role of the Labor Council. Local members are affiliated to the central council, Police Local 170 of San Jose is served by the Labor Council of Santa Clara County.

The Council issues strike sanction for other employees and there is a commission within the Council, the Public Service Employees Commission, which concerns itself with public employee problems.

The Council is constantly appearing before legislative bodies representing employees as taxpayers. They defeated combined police and fire departments in Santa Clara County. There is constant fight for conditions, the Council is a watchdog for all average wage earners.

In San Jose there were three pressing problems: 1) expansion of the auxiliary police program; 2) a proposed cadet program, and 3) the use of dogs.

The City Council was admonished by the Labor Council on all three points because the men were against them. It was said that amateurs, adolescents and animals don't do police work and the proposals were defeated. Chief Blackmore of San Jose was criticised because of union opposition to the programs, one opponent even expressed fear of Mafia domination of the police department.

The Labor Council does not dictate to anyone, they merely advise. Unity is a must, the police use the voice of the labor group to overcome opposition to them.

**Q) If we can't strike, what advantage would there be in belonging to a union?**

A) (Mr. Scannell): Representation and the added weight of the voice of labor. The political weight of the Labor Council could be brought into play. Representatives of 14 different locals spoke at a recent meeting of the San Jose City Council and a wage adjustment for firemen was brought about.

**Q) If we organize here and those men who join get into difficulties with the administration, what would the union do?**

A) Legal investigation would be made through the union. When you are prepared to join all ramifications would be considered before any steps were taken. The firemen would not give up their union. Court action could be taken through the union and 125,000 working votes in San Francisco are good backing through membership in a union.

**Q) You know our problems, would it be possible for the union to go to see the chief of police and see if we would be jeopardized?**

A) (Mr. Scannell): "If I die I'll pay for my insurance. We are not here to sign men for the union, but to discuss problems. This is only a preliminary meeting."

**Q) If it came to a point where the membership did want to join a union but feared reprisal, and there were reprisals, what would the union do?**

A) Go to court.

**Q) If we join, would we be governed by your rules?**

A) No, there is a constitution established by the International.

**Q) If there were a strike in San Francisco, which is possible, we would be in the middle. Where would we stand if we had to oppose union action as peace officers?**

A) Policemen take a separate oath and promise to be peace officers first, and only when not in contradiction to their duties do they act as union members. One example, not crossing picket

lines and observing boycotts. The union won't let policemen strike, their first duty is to their badge. Labor knows that policemen are not strike-breakers.

**Q) What about dues?**

A) \$3.00 per month minimum which is set in the by-laws. \$1.00 goes to the International, 10 cents to the Labor Council and 5 cents to the California Federation of Labor.

**Q) Would our union have representation on the San Francisco Labor Council?**

A) Yes.

**Q) Grievances such as the Sears boycott couldn't be carried out against the Police Department, the Hall of Justice could not be boycotted. What could we do?**

A) All conditions are a matter of law, not off the cuff.

**Q) Would we be suspended for joining the union?**

A) You wouldn't be signed up if that could happen. Not one in Los Angeles was discharged.

**Q) If there is political backing from the unions, why aren't there labor men on various police commissions?**

A) Not enough interest in holding these jobs.

**Q) Would a union representative accompany us to the chief?**

A) "I will tell you people that there will be no union until all legal objections are cleared. We will have our attorneys advise you."

**Q) Have you had a case like our department where the members who are interested in a union have never been contacted?**

A) In Portland the Inspectors organized. In San Jose the patrolmen were first. Organization comes from a small group that feels that it needs more, it becomes a topic of discussion and common knowledge, then action follows.

Mr. Scannell closed by saying that membership in the union is not compulsory and that a man deserves to belong to an organization which gives him the dignity of his job.

The speakers were thanked by the chair and it was decided to have a meeting to discuss the subject further within 30 days. Since the January meeting falls within that 30 day period, the subject will be on the agenda for that meeting.

**NOTE:** The foregoing has been presented as accurately as possible. There were no additions or deletions, but due to the fact that the Secretary does not take shorthand, not every word was taken down. The statements were not edited in any way.

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