

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

and

S. F. POLICE CREDIT UNION

NOTEBOOK

Vol. 3, No. 2



April, 1963

Police & Firemen's Insurance Association

In response to many inquiries about the "Police & Firemen's Insurance", the Notebook presents a brief resume of advantages and benefits for our readers who may be interested.

It is a Fraternal Non-Profit Association founded in 1913 (now in its 50th year) with about 45,000 members throughout the United States. It is for persons employed in Police or Fire departments only. It is owned and managed by its members, policemen & firemen.

ELIGIBILITY

Any man or woman, who is engaged in police or fire work with National, State, Municipal or County governments are eligible for membership.

AGE LIMITS: 18 to 49 years inclusive.

ACCIDENT BENEFITS

Benefits are paid for all injuries without requiring house confinement while you are actively employed in police or fire work, and when actively engaged in a gainful occupation, after you leave police or fire work.

Benefits paid for 52 weeks regardless of payment of workmen's compensation or other insurance.

Accident benefits effective 24 hours a day.

You are covered on or off the job.

SICKNESS BENEFITS

Benefits are paid on all illnesses without requiring house confinement while you are actively employed primarily in police or fire work or other gainful occupation, and when actively engaged in a gainful occupation after you leave police or fire work.

Benefits are payable for 26 weeks.

Sickness benefits effective 24 hours a day so that you are covered whether on or off the job.

(Continued on Page 5)

RETIREMENT INCOME TAX REFORMS

One item in the present tax reform program in Congress was a move to eliminate retirement income tax credit which only last year was raised from \$1200 to \$1524.

President Rankin, of the National Conference, was in Washington recently and is of the opinion that there is little chance that the proposal so harmful to retired people will fail to pass. The Legislative Committee of the NCPA will continue to watch this measure and work to defeat it.

This is one of the values of having representation in Washington.

POLICE MEMORIAL DAY

On Wednesday, May 15th at Noon a ceremony honoring those policemen who gave their lives in defense of an orderly society will be held on the front steps of the Hall of Justice. There will be a program and the dedication of a plaque in their memory.

This is in keeping with a nation-wide movement begun by the National Conference of Police Associations which was acknowledged by President Kennedy when he proclaimed May 13th through 19th National Police Week. The Chief has given full cooperation to a committee from the Association who presented the idea to him.

This is a non-sectarian activity and all members who can be there are cordially invited to attend with their families. There will be more details later but the purpose of this item is to acquaint you with the program.

NEXT MEETING

TUESDAY
APRIL 16TH

8:00 P.M.
2225 - 48th Ave.

Police Review Boards

Once again we are faced with the threat of police review boards. Such boards have no basis in law or justice; do much to hinder police efficiency, and serve to lower police morale. A measure has been submitted to the legislature which would create police review boards in California and we have taken a strong stand against it.

Here's how a board works. In Philadelphia an off-duty policeman was accused of beating up a porter. He was arrested and tried in the criminal courts, subsequently he was acquitted. A legally constituted board such as the Police Commission heard the case a second time and cleared the man. Then, Philadelphia's Police Review Board requested funds to re-open the matter and give the policeman a third trial.

It appears that they feel that the courts are incompetent and that municipal machinery cannot properly administer a police department. Who are these people who favor boards? In my experience they are the type who decry segregation and yet live in segregated neighborhoods or beatnik types who adore Carol Chessman and hold parades in his honor. They would abolish the death penalty and make it impossible for a judge to sentence a man to life in prison without possibility of parole.

Under our magnificent Constitution they have the right to express themselves and policemen should be the first to acknowledge that right, but we should fight hard against them because they are a faction and no faction should be able to run things in a republic.

Police review boards are a real problem and every policeman should be aware that they do in fact exist in the United States and that we must work constantly and faithfully to see that California stays shut of these illegitimate offsprings of constitutional government.

Houston, the National Conference tells us, just defeated review boards and they are being proposed in New Jersey and New York. No city is exempt.

HIGHLIGHTS OF THE MARCH 19TH MEETING

The meeting was called to order by President White at 8:10 P.M.

Roll Call of Officers: Pres. White (P); 1st V. P. Allen (P); 2nd V. P. Marelli (P); Treas. Barbero (P); Rec. Secty. Gardner (P); Sgt. at Arms Schaumleffel (P); Exec. Bd. Members: Patrol Bigarani (P); Traffic McKee (P); Insp. Willett (P); Hqs. Amoroso (A); Retired Quigley (A).

Roll Call of Station Representatives: Co. A (A); Co. B (P); Co. C (P); Co. D (P); Co. E (A); Co. F (P); Co. G (P); Co. H (P); Co. I (P).

Minutes of the previous meeting waived as there was no formal meeting because of Ladies' Night.

Communications: No. 1—letter from Ted Dolan; No. 2—letter from Rec. Secty. to Sacramento delegation re: police review boards; No. 3—letter from Chief re: Police Memorial Mass.

Treasurer's Report Read and accepted—ordered filed.

Committee Reports:

1—Report of the Executive Board. Two meetings were held, one on February 27th and one on March 14th. The report was a composite of the two meetings.

a) Committee appointments: Auditing Committee: Gale Wright, Oscar Tiboni, Ed Clark, Ken Foss; Mel Oliveira and Bob Gerner, Alternates. Publications Committee: Peter Gardner, Chairman—to fill committee as necessary.

b) Treasurer's Report to be published in The Notebook.

c) An answering service will be instituted to expedite the business of this Association—the number: EX 2-2888.

d) The firm of Murphy-Harterlius named Official Tailor for this Association.

e) The Screening Committee appointed as per our By-Laws. Pres. White, 1st V. P. Allen, 2nd V. P. Marelli, Exec. Secty. W. Bigarani.

f) Recommended that when the Rules and Procedures of the department are going to be revised and/or discussed, a man from the Association should be present. A committee to study those rules was appointed: M. Amoroso and W. Bigarani.

g) It was decided that the Executive Board continue to serve as the Legislative Committee.

h) Recommended that the bills for Ladies' Night be paid.

i) Recommended that a revolving fund of \$25.00 be established with Mr. Zeimer so that men who have gone off

the pay roll and cannot have deductions made from their checks will not lose their life insurance before they can work out a payment schedule.

j) Recommended that a letter be sent to the Health Service System supporting the proposed Pacific Health Plan for city employees.

k) Recommended that a bill of \$125.00 for a medical fee in a retirement case be paid.

The above recommendations and actions of the Executive Board were concurred with, item "K" concurred with after a clarification of the problem was made.

The following recommendations of the Executive Board were not concurred with:

a) That a \$50.00 token of esteem be presented to the outgoing Treasurer.

Instead, a motion was made and passed that such a gift be a just and due bill against the Association with the amount to be decided by the Executive Board.

2—Retirement Amendment Committee (Gardner). A committee from this Association has met with representatives of the Firefighters three times to discuss possible revision of the retirement sections of the Charter. When the actuary is heard from regarding time and cost of surveys on various points, a referendum will be held to determine the wishes of the membership in this regard. The committee recommends against attempting to procure a straight 25 year retirement at this time.

3—Legislative Committee (White).

a) The heart bill is now in the Insurance Committee and a hearing date will be set on March 29th. The Association will be represented there.

b) The Burke Case—at this time there has been no ruling from the City Attorney. A proposal has been made to the Board of Supervisors that Policemen and Firemen be covered on or off duty, anywhere.

4—Retirement Committee. Brother Dolan's letter of resignation was re-read. It was moved and seconded that the letter be refused which passed unanimously. The letter was referred to the Executive Board for action.

5—P.O.R.A.C. (McKee). Recommended that miscellaneous employees such as life guards and the like be kept out of the Heart-Pneumonia Bill.

Unfinished Business:

1—Refund of overpaid dues will begin in April.

2—Pipe Band, representative thanked the Association for its support.

3—Police Review Boards discussed and opposition to them re-affirmed.

4—Clerks in District Stations—Local 400 wants clerk's duties defined, a committee for this Association will meet with them to try to work out a solution.

New Business:

1—Accident Insurance discussed. The Police-Fire Insurance is available to all policemen and firemen through Harry Beare of the Traffic Bureau or Frank Brissette of the Fire Department. The plan will be made more readily available to policemen by Brother Beare.

2—All organizations within the department will participate in a booklet containing pertinent information for all members. The cost will be taken up by surpluses in the Policemen's Fund. It was moved and passed that as far as the Association is concerned the Policemen's Fund be empowered to publish such a brochure.

3—A suggestion was made from the floor that the Minutes of the Association be improved by making a file copy and not relying completely on the Highlights as published in the Notebook. The Recording Secretary will comply with this suggestion.

4—The subject of like pay for like work was discussed and it was noted that Oakland now has a case pending before the courts. If they win there will be a precedent for a demand in this area. Like work for like pay involves members acting in a higher rank for a temporary period of time.

Good of the Order:

It was noted that Past President Louis Lang is ill and the meeting was adjourned with a prayer for his speedy recovery.

Respectfully submitted,
Peter C. Gardner
Recording Secretary

HAVE YOU BEEN TO

YOUR BLOOD BANK

RECENTLY?

CONSUMER CAPSULES

From the office of Mrs. Helen Nelson, Consumer Counsel for the people of the State of California has come a new weekly publication. In it, Mrs. Nelson and her staff bring us the latest news in actions taken by the state and federal governments on behalf of the buying public and previews proposed legislation which will be of assistance to the buying public.

We have been so impressed by the material presented by the Consumer Counsel that we have asked her permission to bring you highlights of her publication every month so that you could be aware of what's new for you in your most important field, that of spending the household dollar.

We have tentatively called this column "Consumer Capsules". We hope it will prove of interest to you heads of households, both mom and dad.

Examples of new bills introduced in Sacramento dealing with packaging:

SB 377—requires net weight statement of bread to appear on wrapper in letters of minimum height of $\frac{1}{4}$ inch; where end seals are used, net weight statement must appear on end seals as well as body of wrapper.

SB 378—requires statement of net quantity to appear on the principal display panel of a container, rather than on the top or sides, the size of such marking is to be governed by the area of the display panel.

In Washington—Bill No. S 387 has been introduced into the Senate. The bill requires net weight to be printed prominently on the front panel of containers; bans modifying phrases such as "jumbo" quart; and forbids the printing on packages of "cents-off" deals and other information that might imply a price advantage, the reason being that manufacturers rarely control retail prices and the implied savings might not be passed along to consumers.

It does not call for an end to odd-size weights which make price comparison so difficult. Instead, it gives the Food and Drug Administration and the Federal Trade Commission discretion to regulate on this matter whenever they determine such a regulation is necessary.

Senate, Assembly Get Bills on Odometer Readings—SB 97 provides that the seller of a vehicle must notify the Department of Motor Vehicles of the odometer (mileage meter) reading at the time of delivery; makes it unlawful for a manufacturer or dealer to reduce or permit the reduction of an odometer

reading without notifying the purchaser at time of sale; and prohibits the individual car owner from reducing, or permitting the reduction of the odometer reading during his ownership without notifying the purchaser at time of sale. New and used cars would be covered by this bill.

AB 309 makes it unlawful for a used car dealer to turn back or permit a turnback of the odometer reading in any vehicle without notifying the purchaser at the time of sale.

TREASURER'S REPORT

MARCH 19, 1963

Members as of Feb. 28, 1963.....	1646
(1508 on Payroll Deductions. 117 Paid by cash and 21 retired)	
(Checks 2556 thru 2581)	
BILLS—Check Book Charge	\$ 6.17
Schlitz Brewing Co.—Ladies Nite	49.08
F. Panacci—Ladies Nite Band.....	140.00
Pac. Tel. & Tel. Jan. Bill	7.15
Pac. Tel. & Tel. Feb. Bill	11.88
Dolores Press 25 Quarter Cards Blood Drive	15.60
Policemen's Fund—Jan. charge	22.07
Policemen's Fund—Feb. charge	22.49
John L. Dolan Bal. of Election Comm. Exp.	71.62
McDougall Press—Election exp.— printing and mailing ballots	231.42
Robert McKee—Exp. for PORAC meeting	10.00
R. White President—Exp. PAL Dinner.....	5.00
Office Appliance Co.—Rental & Repairs 2 typewriters Jan.	29.16
Office Appliance Co.—Rental 2 typewriters Feb. and March.....	29.12
Refreshments Dec. & Jan.	87.80
R. White President Exp. 2/1 to 3/15/63	45.00
S.F. Police Credit Union Our Portion of Jan. Notebook Expense	127.57
Walter E. McGuire Rent for Feb. & March	200.00
J. W. Ehrlich Atty. Transcripts Steffan Case	188.38
J. W. Ehrlich Legal Fee Feb.	300.00
J. W. Ehrlich Legal Fee March	300.00
Dorothy Dolan Clerical Exp. Feb.	250.00
Dorothy Dolan Clerical Exp. March	250.00
Peter Gardner Admin. Off. Feb.	100.00
Peter Gardner Admin. Off. March	100.00
John Burke Admin. Off. Feb.	100.00
Martin J. Barbero Admin. Off. March....	100.00
Kane-Zeimer Assoc. Trustee Acct. Deposit to be used as fund to pay Life Ins. premiums of members off S. L. & to be repaid by members.....	25.00
Blood Drive—Refreshments	64.90
Blood Drive—Refreshments	4.26
	\$2,893.66

FINANCIAL STATEMENT:

	Commercial Account	Savings Account
Balance as of Feb. 14, 1963	\$11,194.10	\$ 00.00
Deposit 2/18/63	2,249.18	00.00
Deposit 3/5/63	1,696.88	565.62
	15,140.16	565.62
Less Bills Passed above	2,893.66	
TOTAL BANK BALANCE		
3/19	\$12,246.50	\$565.62

NOTES

By Peter Gardner

The Police-Fire Memorial Mass was a fine occasion. Archbishop McGucken celebrated the mass before a very good congregation of men in uniform who were there to pray for the deceased members of both departments.

* * *

NBC-TV is in town filming a program about the San Francisco Police Department which will be shown on the Sunday night Show of the Week sometime in June. It should be a much needed "plug" for us when one is sorely needed.

* * *

The policemen of San Francisco came in for some wonderful publicity as a result of the Goldman Case. Gus Coreris, John Fotinos, John Finney and Sterling Weatherspoon particularly did a fine job, as did everyone connected with the incident; it was great to read something good about the police department in the papers.

* * *

There is still some talk about the "failure" of our last meeting with the Police Commission but we haven't heard any remarks about malcontents who represent nobody since then. It is to be hoped that greater good can come of future, less public, meetings.

* * *

More protests about clerks in district stations did accomplish something. The Station Keeper now has more to do than ever before because clerks can no longer take reports over the counter.

(Continued on Page 4)

Officers of The San Francisco Police Officers Association

Ray White, President
William Allen, 1st Vice President
Elvio Marelli, 2nd Vice President
Peter Gardner, Recording Secretary
Martin Barbero, Treasurer
Ralph Schaumleffel, Sergeant-at-Arms

MEMBERS OF THE EXECUTIVE BOARD:

William Bigarani, Patrol
Robert McKee, Traffic
Don Willett, Bureau of Inspectors
Mario Amoroso, Headquarters
James Quigley, Retired Men

THE SCREENING COMMITTEE

Raymond White OV I-0614
William Allen LO 6-8865
Elvio Marelli VA 6-5120
William Bigarani JU 5-8861

GENERAL COUNSEL

J. W. Ehrlich GA 1-4530
333 Montgomery Street

Guide Lines For Listing of Taxpayer Identifying Numbers of Credit Union Accounts

Type of Account

1. Single name account of adult or minor
2. Joint account of husband and wife
3. Joint account of two adults having different surnames
4. Joint account of adult and minor
5. Single name account of a single proprietorship held in the trade name of his business
6. Corporation (including another credit union)
7. Partnership account held in the name of the business
8. An account of an association such as a fraternity or club
9. Account of a charitable, educational or other tax exempt organization
10. Trust account with no trust agreement
11. Formal trust savings account (revocable) in name of one person as trustee for another person or persons as beneficiaries
12. Formal trust savings account (irrevocable) in name of one person as trustee for another person or persons as beneficiaries
13. Custodian account of a minor (Uniform Gifts to Minors Act)

REMEMBER, Public funds are exempt from tax numbering and reporting. Thus, tax numbers will not be required of states, cities, and such organizations as school districts, firemen's retirement funds, and so forth.

WILL EVEN YOUR BEST FRIENDS TELL YOU?

Do you have a problem your best friends won't tell you about? Do you look like a rag man every time you put on your uniform? Have you been hesitating about buying a new uniform because you couldn't afford one?

Is that your problem, Bunk?

Well, a certain type of beverage is not your answer.

Instead—come out to see your Credit Union. With a quick & easy loan from us, you can hurry to Murphy & Hartelius, the Official Tailor for the San Francisco Police Officers' Association, and for dollars less get a two pants uniform that will last you for years, far past the time it will take you to pay off your low cost Credit Union loan (with no-cost-to-you insurance, too).

Number to be Listed

1. Social Security number of individual
2. Social Security number of husband
3. Social Security number of either one of the adults; clearly indicated which person's number used
4. Social Security number of the adult
5. Employer identification number
6. Employer identification number of corporation
7. Employer identification number of the partnership
8. Employer identification number of the association, fraternity or club
9. Employer identification number
10. Social Security number of trustee
11. Social Security number of trustee
12. Social Security number or employer identification number of one beneficiary
13. Social Security number of the minor

NOTICE

The first quarter of 1963 is past and statements should have reached you by this time. If you have not received yours, please contact the credit union office. Some of you will be receiving continuation statements since you are starting new ledger cards. **IT IS IMPORTANT FOR YOU TO SAVE THESE FOR TAX PURPOSES.**

* * *

Under a separate mailing during April each member will receive a request for his or her Social Security or Tax reporting number. I urge you to return the form as soon as possible. Each member, regardless of age, should have a number. If you do not have one, please follow the directions on the Internal Revenue Form that you receive.

The Internal Revenue Act of 1962 requires all financial institutes to report all interest paid to an individual in excess of \$10.00. These amounts reported must be accompanied with name, address, and number. It is the responsibility of the financial institute to request these numbers and the duty by law for each of you to supply them. If a number does not appear on our return, then the taxpayer is liable to a fine.

Act immediately upon receipt of the form so that we will be 100% on our reporting form for 1964. If you have any questions regarding the new law please call the office.

Financial & Statistical Report

ASSETS		
Total Loans	1990	\$3,259,975.44
Accounts Rec.		45.00
Cash, Hibernia		
Cash, B. of Am.		
Cash, Total		185,328.83
Petty Cash		10.00
Change Fund		750.00
Savings & Loan Shares		10,000.00
Investments in other CUs		15,005.02
Loans to other CUs		
Furn. Fix. & Equip.		16,542.52
Prepaid Insurance		1,925.74
Other Assets		1,367.50
Maint. Policies		418.50
Notebook Receivables		186.41
League Dues		3,848.52
Suspense Accts. Loan/Shares		59.65
Total Assets		\$3,495,463.13
LIABILITIES		
Accts. Payable		\$ 823.22
Notes Payable		370,000.00
Dept. of Vehicles		2.00
CUNA HOLDING		3.45
Shares		2,900,221.79
Christmas Club		14,639.25
Regular Reserve		91,955.87
FEES		22.75
Undivided Earnings		74,383.99
Gain or Loss		43,410.81
Total Liabilities		\$3,495,463.13

NOTES

(Continued from Page 3)

A request was made of the Retirement Board to take over the full cost of Ward 45 but the Board said that it was powerless to do so. We still feel that treatment at Mission Emergency is inadequate and that something could be done to straighten out a bad situation. Report any incidents of sub-standard care to your Association and maybe after a long enough list is presented to the City, something will be done.

* * *

There are two interesting bills before the legislature. One would grant time and a half for ordered overtime and emergency overtime for state employees and the other (A.B. 1390) would have the city furnish safety equipment to policemen. This would include flashlights, raingear, a firearm, handcuffs and other necessary equipment.

A CONSCIENTIOUS CITIZEN

By BILL BIGARANI

Some months ago, while responding to a 221 it occurred to me that there should be some way of removing the shotgun from the rack prior to not after arriving at the scene. The safety of the officer is involved as well as the opportunity to render fuller and better service to the citizens.

An officer arriving at the scene where a dangerous weapon is in play should be accorded all possible safety, defensively and offensively. However, this is not practical with our present shotgun system. All of the car keys are on the same key ring and should you want to unlock the shotgun while rolling you would have to stop the car completely and hand the keys to your partner, if you were fortunate enough to have one. Officers are rolling in on runs with the shotgun locked in the rack.

A method of electronically controlled racks working off the ignition system would be the best but expensive. But failing that a benefactor who felt that policemen are entitled to all the help they can get donated key rings which are in two parts to help his city's policemen.

The new key chains, now being employed in approximately 150 radio cars, will provide the ideal answer, short of electronics. The shotgun key can be detached without shutting off the ignition, allowing the car to continue on its assignment without delay. This system, at this writing, is being put into use. In keeping with the donor's personal request his identity will not be revealed, but due to his warm-hearted generosity a police officer's life may someday be saved when responding to a 221.

CREDIT UNION HOURS

ADDRESS

1607 Noriega Street

PHONE

Lombard 4-3800

Hours Monday Thru Friday

10:00 A.M. to 3:00 P.M.

5:30 P.M. to 9:30 P.M.

Closed Saturday, Sunday, Holidays

Please retain this schedule and place in
your Telephone Book.

City Employees Get CU Story

In a recent edition of the City County Record, Mr. Virgil L. Elliott, Director of Finance & Records, City & County of San Francisco presented the story of Credit Unions serving the employees of the City and County of San Francisco.

In his article, later reprinted in its entirety in the Municipal Review, Mr. Elliott points out that some 13,000 municipal employees today own nearly \$6,000,000 in share deposits in their credit unions, which are making about 7,500 loans annually.

If you have a family member working for the City and County who is not within our field of membership and does not belong to any other credit union, tell him the credit union story—or ask him to call us.

In fact, there are over 100 Credit Unions in San Francisco alone. If someone in your family or one of your friends would like to belong to a Credit Union, but is ineligible for the SF Police Credit Union, have him call us. There is almost certainly some Credit Union we can refer him to see and join.

SF POLICE CREDIT UNION

**1607 Noriega Street
Lombard 4-3800**

Open 10 A.M. to 3 P.M., 5:30 to 9:30 P.M.
Daily except Saturday, Sunday & Holidays

BOARD OF DIRECTORS

John Fay	President
Thomas Dempsey	Vice President
Louis Barberini	Clerk
William Hamlet	James McGovern
Edward Comber	Louis Lang

Harry Valdespino Treasurer-Manager

CREDIT COMMITTEE

Sol Weiner	Chairman
Walter Turchen	Frank Fadhl

SUPERVISORY COMMITTEE

Alan Rosenbaum	Chairman
Oscar Tiboni	Dennis Smith

POLICE AND FIREMEN'S INSURANCE ASSOCIATION

(Continued from Page 1)

ACCIDENTAL DEATH OR DISMEMBERMENT

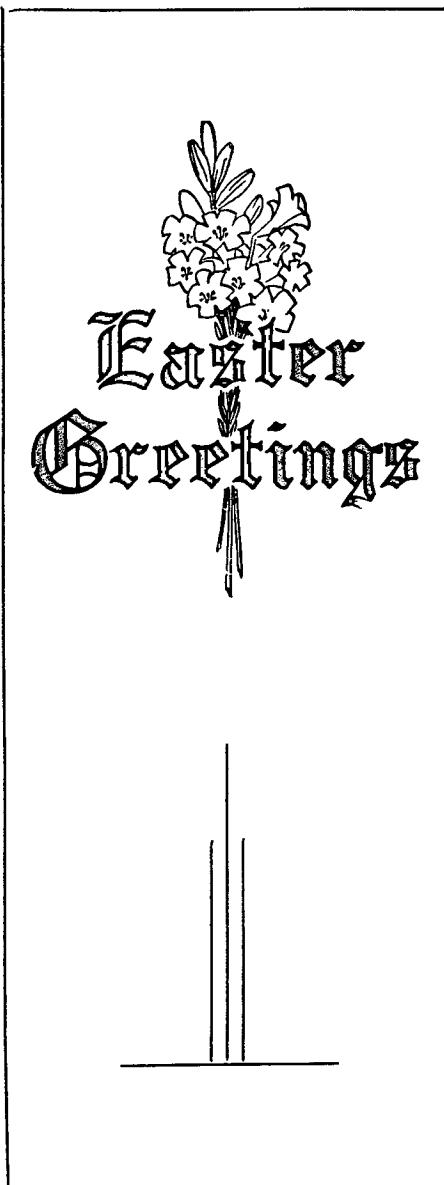
Lump sum payments are provided by certificates of membership, for accidental death or loss of eyes, hands, feet, etc.

They are now underwriting Legal Reserve Participating Insurance in the following categories: Whole Life, Family Plan, Mortgage Term and Group.

There is no initiation fee and no back dues are assessed.

Premiums for this insurance may be paid by monthly payroll deduction through our "Policemen's Fund" payroll deduction plan.

For further information regarding the Police & Firemen's Insurance contact: Off. Harry Beare, Traffic Bureau, KL 3-1631.



BULK RATE
U. S. POSTAGE
P A I D
San Francisco, Calif.
Permit No. 6687

HELLO 26, GOOD-BYE 25

The recent order cancelling white card overtime really struck home. It is doubtful whether any administrative decision in the past had ever angered so many men at the same time. When it was pointed out that the ruling was unfair and liable to cause trouble it was withdrawn.

The Controller denied giving "instructions" and city employees' wives have been calling about pay problems for years, a practice not confined to policemen's spouses. One can but wonder therefore as to the rationale behind such an order. Many policemen felt that it was in retaliation for the recent meeting, others felt that it was done in an altruistic attempt to serve the taxpayers better, but most were so stunned by it that no comment was forthcoming.

No other city employees have compensatory time off; we have been hearing this for years but, on the other hand, there aren't too many people in the whole United States that don't get time and a half for overtime. San Francisco policemen do not. Many employees of various civil service classes can use their sick time on a day at a time or longer basis without a sick certificate, thereby getting time off. San Francisco policemen cannot.

Extra-duty has been one of the greatest factors in keeping the gripes down because being able to get a day off here and there serves as a safety valve. There are many cases where men lost many hours that were on the books (the old frozen overtime cost policemen thousands of dollars) but nothing was said

PRESIDENT'S MESSAGE

A recent tally shows there are but forty eight members of the Department not belonging to the Association. This is a very small percentage for an organization that must of course operate as an 'open shop'. It is too bad that forty eight men should enjoy being carried on the backs of the dues paying members.

A variety of reasons have been given by some of these for not joining or for resigning. Some being against certain actions of the Association, and others because the Association did not act in a given situation. The true reasons are never given. No. 1 They have a horrified reluctance to part with seventy-five cents a payday, and No. 2 They are confirmed 'Company Men'. In outside employment these are the two most highly prized types of individual needed when an unfair manager attempts to disrupt a union or break a strike. As police officers, we of course would never strike, but when an unfair situation is forced upon us and it is time to fight, our biggest weapon is our unity.

The unfair manager wishing to defeat the purposes of an employee organization must either control it from within or failing this, disrupt and divide it. To do this he can count heavily on

by the authorities about that. Now there is an intelligent limit on the number of hours that can be accrued so that no policeman can be cheated out of his time.

For the sake of continued high stan-

those unwilling to pay dues, and on the "yes" men. These two groups were among the loudest squawkers about getting overtime pay on time. The Association forced the issue and finally some results are being obtained.

When the powers that be retaliated by lopping off compensatory time, these two groups again set up the squawk. "The Association raised so much hell about the overtime now we lost our forty hours".

Make no mistake, the Association bucked hard on the overtime issue, we bucked much harder on the forty hours. The result is we are going to get our overtime paid faster. We are going to keep forty hours on the books. These things have happened because the Association scratched and clawed to make them happen **AND FOR NO OTHER REASON**.

There will soon come a day when policemen will catch up with the rest of the population in matters like time-and-a-half and night time premium pay. When it happens it will include all policemen from Chief on down.

Unfortunately, it will also include the "yes" men and the forty eight free loaders.

Ray White

dard police work the cancellation of General Order 25 was a wise move. If it had stayed in effect what was left of morale could have been swept into a dust pan and thrown onto the ash heap with the Tucker automobile.