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## CALIF. POLICE POLITICAL ACTION GROUP FORMED

Active political action organizing by California police officers and sheriffs became a reality in Sacramento last week.

A meeting of Law Enforcement Associations from throughout the state culminated with the creation Monday of a new statewide police political action group. This new group which calls itself the Peace Officers Political Action Council, will represent some 25,000 peace officers in California.

Chairman of the group, Jerry Crowley, President of the San Francisco Police Officers Association stated, "Policemen and sheriffs can be the most effective political action force in the state. The strongest political campaign apparatus already exists within the associations represented by P.O.P.A.C. This apparatus will be used to achieve those rights and benefits traditionally denied fragmented law enforcement groups."

The purpose of this new law enforcement political action arm will be to support and initiate legislation to protect the rights, benefits and safety of peace officers; to actively campaign for candidates who support these goals and to actively oppose those candidates who do not support the rights



The nucleus of the first state-wide police political action group gather in Sacramento. Seated from left to right: Jerry Crowley, San Francisco POA; Jim McWaters, Beverly Hills POA; Bill Bradly, San Diego Sheriffs; Lou Lozano, Jr. and Eric Wright, Alameda County Sheriffs; Ed Megakian, California Assn. of Highway Patrolmen; James Mula, Burbank; Wayne Williams, Glendale POA.

Standing left to right: Saul Lankster, Compton POA; Tony Amador, Los Angeles Police Protective League; Seth Easley, Los Angeles County Sheriffs; Tom Chamberlain, Long Beach; Phil Katz; Los Angeles County Sheriffs; Mike Hole L.A.P.P.L.; Kent Campbell, Ventura County Sheriffs; Henry Duple, Long Beach POA; Gale Wright, San Francisco POA.

of peace officers.

Law officers present at the forming of P.O.P.A.C. represent police officers and sheriffs from Los Angeles, San Diego County, Long Beach, Glendale, Ventura, Compton, Beverly Hills, Burbank, Torrance, Alameda County and

San Francisco. Other associations up and down the state have expressed their desire to join and will be represented within the next few weeks.

Crowley vowed that by the end of March, "every voter, politician and candidate for public office in California will know we exist."

### The Political Action Theory

With the creation of a state law enforcement political action coalition last week in Sacramento, police and sheriffs took the first step in what may prove to be the most influential legislative group in California.

Peace Officers Political Action Council groups under one umbrella coalition police and sheriffs Associations from throughout the state. The goals of P.O.L.A.C. will be to attain, through political action, legislation locally and state-wide that will benefit law enforcement.

Political Action essentially is actively involved to elect those politicians who will work with us. It is also getting involved to un-electing those politicians who do not sup-

port our goals.

The political action theory has been practiced for years by strong unions and professional groups. It is just recently that public employee groups are getting involved.

For instance, in San Francisco we have a Chief of Police who is ostensibly appointed by the Police Commission. We have a Police Commission selected by the Mayor and of course the Mayor is elected by the people. In practice we know the Chief is selected by the Mayor and all Commissioners appointed by him also. Now if we deal primarily with the Chief and Police Commission and don't get much satisfaction from

(Cont'd Pg. 12)

### OPEN LETTER

**TO: All California Police Associations**  
**FROM: Jerry Crowley, Chairman — California Peace Officers Political Action Council**

The creation of a Police Political Action arm is now a reality. Whether it will grow and prosper is dependent upon the resolve of its founders and the courage of individual policemen. During 1974 that courage will be tested.

The courage needed to politically pursue those goals common to all police organizations is not that same courage needed to lay down your life in protection of life and property.

The courage needed is not the courage to withstand and to stand unbowed in the face of criticism, resentment and harassment.

It is not the courage that triphammers mercy and compassion in times of stress and unrest.

What is needed is the courage that instills a sense of pride and dignity in being policemen and that this pride and dignity gives him the unquestionable right to actively seek those protections that he daily guarantees to every member of society.

I am confident that we are not too late. I know that past divisiveness and personal antagonisms will not abort our government.

The guts of our police movement is not money, it is time, sweat and people. Success of our movement in 1974 will be your total commitment to participation in the political life of your community and your state.

The Police Political Action front stretches from the Oregon border to the furthest Southern police district. The time is now and the decision is yours. I urge all Associations, regardless of police affiliation with other organizations, to join our common fight to achieve politically what we have been denied by the political process, the political administrator, and the political pressure of organized and active moneyed interests.



Jerry Crowley (center) discusses the political action concept with, left Seth Easley, Los Angeles County Sheriffs; Ed Megakian, California Highway Patrol; Saul Lankster, Compton and Harry Duple, Long Beach.

# Association, Assembly Leader Fight Polygraph for Police



John Burton to author Ante-Polygraph Bill for California Police

President Crowley, Secretary Bill Hemby, Traffic Director Gail Wright and Crime Prevention Representative Walt Garry met with Assemblyman John Burton in Sacramento on January 29th to discuss immediate legislation banning the use of the polygraph in the interrogations of policemen. Burton and Association leaders discussed the probability of introducing legislation similar to the Washington state Anti Polygraph Bill.

Burton stressed the urgency of this bill in light of the impending use of the polygraph in the San Francisco

Police Department. The San Francisco Legislator expressed dismay at the present disregard for the constitutional rights of policemen and the indignities that they and their families have suffered during administrative hearings and investigations. John, a native San Franciscan also decried the lack of respect and professionalism shown in the conduct of Internal Affairs investigators.

Burton stated that since policemen were excluded from the State Labor Code, legislation or an amendment to that code could remedy this exclusion. Assemblyman Burton was told by Association leaders that during the year 1973 the members of our Department were subjected to polygraph exams administered by the State Bureau of Criminal Identification and Investigation. The members subjected to this procedure did not contact the Association and no protest was made.

After evaluating the events of the past months and our Department's haste to implement and administer a polygraph, Burton urged all possible speed in the submission of this legislation.

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## President's Corner

BY

JERRY CROWLEY



(Results of letter written by Department regarding investigation of Chief Keyes:)

Sergeant Gerald Crowley  
President-San Francisco  
Police Officers Association  
548 7th Street  
San Francisco, CA. 94103

Sergeant Crowley:

Relative to your complaint, please be advised that the investigation has been completed and approved. Persons interviewed during the course of the investigation stated they did not hear the derogatory remarks made as you allege.

The evidence available was evaluated and it does not support your allegation of conduct unbecoming an officer.

Should you wish to discuss this complaint in any further detail, feel free to contact Chief of Inspectors Charles A. Barca, phone 553-1486.

Sincerely yours,

**DONALD M. SCOTT  
CHIEF OF POLICE**

**BZ: HUGH C. ELBERT  
CAPTAIN NO. 812  
COMMANDING OFFICER  
INTERNAL AFFAIRS BUREAU**

Donald M. Scott,  
Chief of Police,

Sir:

Relative to your investigation of the improper actions of Deputy Chief William Keyes, please be advised

that the San Francisco Police Officers' Association is shocked at the incompleteness and ineptness of your investigation.

It is the Association's position that this letter of reply to an investigation that impugns the integrity of seventy five Policemen is characteristic of the double standard applied by your Investigative Unit.

Several questions critical to this investigation remain unanswered. Did the Deputy Chief admit or deny that he uttered these remarks? Was the author of the newspaper article interviewed, and does he now deny hearing these same remarks which were published in the San Francisco Chronicle and Examiner? Were only pro-management people interviewed?

The Association charges that this Administrative coverup does great damage to the credibility of our Internal Affairs Unit and casts a dark shadow on the Department's disciplinary hearing process. Many of our members have suffered intimidation, suspension and firing based upon limited information, lack of judicial process, and in some cases questionable if not perjured testimony by high ranking officers.

Since the Administration has sought to coverup and place in a file drawer, Departmental charges similar to those resulting in a fifteen day suspension levied against a Lieutenant of Police, then we have no choice but to ask for a full and open Police Commission hearing to determine the guilt or innocence of Chief Keyes.

It is only with a full and unbiased Commission hearing regarding this matter that Department Credibility and Police Morale can survive in the San Francisco Police Department.

Respectfully,  
Gerald A. Crowley  
President, S.F.P.O.A.

## SOUTHERN JUSTICE MOVES NORTH

Members of our Internal Affairs Unit returned from Los Angeles where they studied the sophisticated methods used by the Los Angeles Police Department's Internal Affairs Bureau.

These new methods include:

1. Detailing a man under investigation to an eight by ten foot empty room with sign-out privileges for bathroom and lunch.

2. That men under investigation are moved constantly during an eight hour period

without benefit of phone call or legal representation.

3. That the coercive and intimidating use of the polygraph in certain incidents results in an officer being ordered to submit himself to a polygraph from three to six times in a single day.

4. That police officers homes have been searched by the Internal Affairs Unit without benefit of a warrant.

5. That an injured police officer was hospitalized and questioned by Internal Affairs and left in a hospital without notifying his commanding officer, the Department, his family or representatives of the union.

6. That a Chief's Order is sufficient to overrule the voluntary right of a police officer to refuse a polygraph, because of the quote "gravity" of the suspected offense.

The leadership of the Los Angeles Police Protective League are well aware that the only deterrent to these perverted tactics is a strong and aggressive police union that will fight for the constitutional rights of its members. They realize that to combat these oppressive and devious investigative methods, they must protect the constitutional rights of their members at the local level and become increasingly involved in the passage of state legislation that will outlaw these abuses.

Private citizens are guaranteed their constitutional rights. Employees in the private sector are protected by the State Labor Code which outlaws intimidation and the use of the polygraph as a condition of employment or continued employment. The Labor Code protects

every employee in the private sector, but as policemen you are aware of your status as a second class citizen, so it comes as no shock that San Francisco policemen will be treated in the most demeaning and debasing manner while in the grasp of an Internal Affairs Bureau armed with these sophisticated and compassionate methods learned from our Southern counterpart.

A tragic misuse of the arbitrary power of the Internal Affairs Bureau and the use of the Polygraph is embodied in a medical report concerning a Los Angeles Policeman subjected to these methods. Names have been omitted to protect the privileged communication between physician and patient. This report is an evaluation of two licensed psychiatrists.

Mr. ....  
Claims Supervisor  
Office of City Attorney  
City Hall  
Los Angeles, Calif. 90012

Re: Officer ..... vs. City of  
Los Angeles

Dear Mr. ....

I have carefully read the extensive reports submitted by your office on Officer .....

He has been subjected to overwhelming stress of investigation by the Bureau of Internal Affairs of the L.A.P.D. This investigation failed to prove any wrong doing on his part. The experience has produced a major mental disorder; depressive neurosis with major suicidal tendencies. He is seriously ill and in need of immediate psychiatric assist-

ance. He may require hospitalization.

No doubt the police department bears down heavily on suspected policemen. In Officer ..... case, every avenue was pursued to try to break him down to a confession of crimes and activities he did not commit. The leads the investigators followed were flimsy, and obtained from unreliable and untruthful sources. The extensive and repeated use of polygraph, the verbal threats, suspicion, and browbeating of Lt. .... as described by Officer ..... do not appear in Lt. .... reports. I believe Officer ..... was probably mentally abused akin to a dictator-type governmental brainwash technique.

Officer ..... didn't confess. He simply became insane under this pressure. The police department has thus purged the innocent with the guilty.

His illness is not due to any predisposing factors. It is due directly to the sustained sense of "strain" on his whole sense of worth as a good cop. The overly vigorous use of suspicion, doubt, threats, and warnings used on Officer ..... by a superior officer incenses the American concept of "innocence til proven guilty."

Officer ..... has a 100% industrial injury. Hopefully he may recover and save his life, his family, and in time his perspective. In the meanwhile, he requires all psychiatric and rehabilitative efforts available.

Dr. .... findings parallel my own.  
Cordially,  
....., M.D.



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# POLICE MUSEUM CREATED

The San Francisco Police Officers' Association is assisting the Police Officers' Wives Auxilliary with the creation of the first Police Museum in San Francisco.

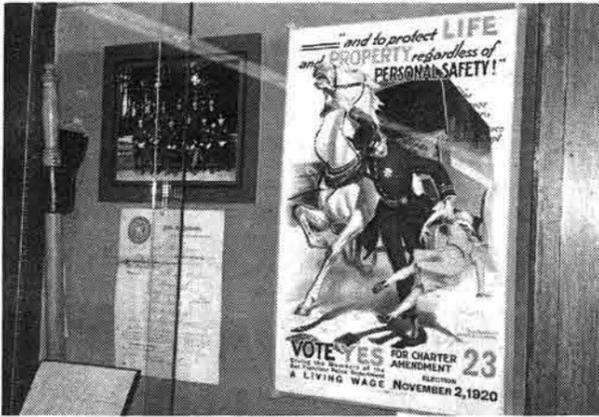
The Police Museum, now located in the Special Collections Room at the Main Library, is the result of the hard work and efforts of Gladys Hansen of the Public Library Department. Mrs. Hansen has been collecting books and artifacts for months in the endeavor of attaining enough material to open the museum.

She told the story of how during the closing of the old Hall of Justice many old valuable records were given to the garbage men. These records were only saved by Mrs. Hansen buying them back for the city from the dumps.

She told the story of how during the closing of the old Hall of Justice many old valuable records were given to the garbage men. These records were only saved by Mrs. Hansen buying them back for the city from the dumps.

The collection of material was enhanced last week when Supervisor Nelder showed up to donate his Police Chief's uniform. The Chief's uniform, although of a modern variety, was specifically designed by Nelder for field work.

Bill Hemby, Secretary of the P.O.A. has in the last two weeks been collecting items for the Police Museum. Hemby said, "hundreds of articles could be donated or loaned to the museum by policemen and families of policemen who have been closeting these



One of the collection cases at the museum portrays an election poster of the 1920's.



Carol Gerrens and Jean Calabro talk with Supervisor Nelder at the Police Museum.

memorabilia away in their basements, closets or garages."

Hemby envisioned the future creation of a large facility housing the material that has made the San Francisco Police such a colorful Department. "We hope, eventually," Hemby said, "to seek private funding to create a facility equal to the portrayal of our Department and its history."

At present the museum only covers one wall of the Library's Special Collections Room. Mrs. Hansen is asking anyone interested in donating artifacts to send them to her at the Main Library. Police Officers and their families may also donate to the museum through the San Francisco Police Officers Association or the Police Wives Auxilliary.

# GRIEVANCE FILED ON 15 MINUTE ROLL CALL PERIOD

By Mike Hebel

A grievance, initiated by a member of the Bureau of Inspectors pursuant to the *Memorandum of Understanding*, has been filed with the department administration alleging that the uncompensated 15 minute roll call period at the beginning of each watch is violative of the City Charter.

## Work Without Pay

The grievance, instituted during the last week of December 1973, states that in 1950 the voters of the City and County of San Francisco, by Charter amendment, decreed that the basic week of service for each police department member shall be forty hours. This basic work week was reaffirmed in the *Memorandum* between the San Francisco Police Officers' Association and the Police Commission.

The same Charter section (8.451) states that the work of any member in excess of the basic week of service shall be compensated on the basis of straight time or be credited with compensatory time. In a succeeding paragraph the Police Commission is authorized to require department members to report for roll call, orders and assignment 15 minutes prior to going on duty; the said 15 minutes need not be compensated for in money or in time off with pay according to this Charter paragraph.

The grievance alleges that this conflict in Charter language (service in excess of 40 hours must be compensated — 15 minute roll call period need not be compensated) must and should be resolved in a manner whereby the Charter mandated 40 hour work week is preserved and any service in excess, including any and all roll call periods, must and should be compensated for either in pay or time off with pay.

## \$7,722 Loss

The grievant, using the Association's grievance initiation form, has asserted that the failure of the City to pay him for the 15 minute roll call period since the 40 hour work week was fixed in 1950 has deprived him of either \$7,722 or 215 compensatory days off.

As a suggested remedy to his complaint, the grievant recommends that the Commission officially determine which members must report 15 minutes prior to going on duty for roll call; that those so required to report be compensated on the basis of straight time or equivalent time off with pay and; that all members receive the appropriate remuneration for the previously uncompensated 15 minute reporting period.

## 8 Hour Work Day

In a companion grievance this same forthright member of the Bureau declared that

the Charter mandated 40 hour work week necessitates 8 hour daily tours of duty for department members serving five days a week.

The grievance alleges that members assigned or detailed to the Bureau of Inspectors presently work 43-3/4 hours a week which is apparently violative of the Charter.

As a remedy the grievant suggested that all department members in general and those assigned or detailed to the Bureau of Inspectors in particular work a straight 40 hour work week. The remedy additionally calls for the appropriate remuneration for all members who were previously uncompensated for service in excess of 40 hours.

## Possible Court Action

Both grievances are presently before the Chief of Police. Since the grievances do involve an interpretation of Charter provisions along with state and federal statutes such as the Fair Labor Standards Act, it is anticipated that they may not be resolved at the administrative level — thereby necessitating civil litigation.

Somewhat similar court suits have been brought in Los Angeles, Anaheim and Arcadia. The policemen in Los Angeles and Arcadia were successful. The suit by the Anaheim Police Officers' Association has yet to be decided.

# POWER Through Practical POLITICAL ACTION

By Gale Wright

In the January issue of the *Policeman*, the Editor ran a story about the Political Education Seminar conducted under the auspices of C.A.P.A. and sponsored by the National Public Employees Union, AFSCME.

During the last three days of January, five Association members, along with thirty other statewide policemen, completed the political training. The American Federation of State, County and Municipal Employees union has scientifically divided electioneering into its main parts with subdivisions.

Politics is where it's at. AFSCME has known this for a long time. During the last two years they have spent a quarter of a million dollars training 1,000 union volunteers to be skilled operatives, in time for the 1974 elections.

We were trained in Precincting, Voter Registration Drives, Building a Campaign, Get Out The Vote Drives, How To Run A Telephone Bank, Financing, and a host of other practical tactics on how to WIN.

If there is any secret to winning, it is the involvement of large numbers of volunteers. Think back to the time, just a few years ago, when the Association members got over 90,000 initiative petition signatures in just three weeks. That was volunteer involvement!

The people elected to whatever office have a great deal to do with your career, your conditions, your equipment, your benefits, and your lifestyle. To ignore or refuse to take any part in who is elected to any office is unreal.

Let's use the Mayor's office for example. He has the say in the Police budget; he appoints the Police Commission (who in turn appoints the Chief of Police); he appoints the Civil Service Commission and the General Manager of the Civil Service; he appoints the Controller (who says how much a proposition may cost), and so on.

Another good example of the Mayor's office is that he has been sitting on the Police Collective Bargaining ordinance for about one month now. What will he do? If we really had political clout, I doubt the question would arise.

Do you realize that there is always some type of election going on? The Mayor, The Board of Supervisors, City

Attorney, Treasurer, Judges, State Senators and Assemblymen and of course, the Governor? Plus U.S. Senators, Congressmen and the President, not to mention special district elections?

We have the training now to get involved and be involved in all of these elections. Are the five of us going to do this all by ourselves? Hell no! We will train volunteers in all of the subjects we were trained. We can build a political force of our membership.

Unity — there's been some talk lately about the lack of unity within our ranks. Working together, for our common good, by becoming politically involved, working for one candidate at a time, can be the greatest unity experience we have ever had.

"What happens if we pick a loser?" is often asked by the untrained. The possibility does exist, of course. But if we do our jobs completely, the chances of picking a loser are remote. However, if the other candidate wins, he will have to recognize he had to work a hell of a lot harder to win, than if we had not been supporting the other candidate.

Furthermore, he will want to keep our relationships amicable. Next time around, he will be asking us to endorse him! Why? Because he will want the POA working for him, not against him.

Unless you support a candidate for office, how can you expect him to do all sorts of wonderful things for you? When I say support, I don't mean just money. The money is easy enough to come by. What I am talking about is bodies. Yours. Bodies for Precincting, Canvassing, Polling, Telephone Banks, Get out the Vote drives, and so forth. This is how elections are won.

We must endorse. We must sponsor. We must volunteer a few hours of our time to put it all together for us, politically.

Just a few short months ago, State Superintendent of Public Instruction, Wilson Riles, told the Librarians Convention, "You say you don't get enough money to run your libraries, GET POLITICAL!!" He continued, "Get political and then your elected representatives will listen to you."

With the political knowledge we have gained over the years, and the training AFSCME has given us, we can make politics work for us.

The Police Officer's Association, like AFSCME, is now prepared with skilled operatives to work in the 1974 elections. Plan now to do something good and necessary for your police career through the POA.

# FIRE UNION PROPOSES REORGANIZATION

By Mike Hebel

The San Francisco Fire Fighters Union has recently submitted to the Board of Supervisors a proposed Charter amendment which, among other provisions, would allow the Fire Commission to reorganize the fire department, would allow this Commission to create new or additional ranks or positions in the department which would be subject to the civil service provisions of the Charter, and would provide pay increases for certain members of the fire department's brass.

## New Ranks

Under this proposed ballot measure, any new or additional ranks or positions created must be created from the next

lower rank or position. The Fire Commission would have the authority to recommend the salary for these new ranks or positions. In addition to new ranks the Fire Union has suggested several name changes such as "fire fighter" to replace hoseman in order to contemporize the fire department.

Additionally, the Fire Commission is empowered to create a position classification which requires additional training and off-duty educational units in fire prevention for fire fighters for the fourth year service. This appears to authorize a position similar to the Patrolman II position recently approved by the Police Commission and forwarded to the Mayor's office.

## Pay Raises

The Union has proposed amendments to the Charter whereby specified members of the fire department hierarchy, including newly created positions, appear to be in for a salary increase. A yearly increase, to last for four years, of 3.2% is slated for inspectors in the fire prevention and public safety bureau along with investigators in the fire investigation bureau.

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# Politics and our Association

By Joe Patterson

I first became interested in the affairs of the San Francisco Police Officers Association through the efforts of a small group of dedicated cops who called themselves "The Bluecoats." These men were so progressive in their thinking, and had such forward vision of changes that needed to occur within this Department that they frightened a lot of our Association members. All of this merely made me listen more and eventually join them as a participating member. I am proud to say that to this day I am still a member of this group and adhere to its philosophy and principles.

Of the many changes that the "Bluecoats" advocated, during their quest for power in our Association, I think one of the most important ones was the abolition of politics within our Department. Notice, I said **politics** within our Department. This phrase has at times been interpreted as meaning no involvement in politics by our Association.

This interpretation is not only incorrect, but could be detrimental to the welfare of our members if the Association would stay clear of politics.

In order to understand the difference between the two areas and why it is important to eliminate politics on the one hand and become more active in them on the other requires a little study and discussion.

First, let's look at the way it works within our Department. A few years ago the membership voted to hold a peaceful demonstration in front of City Hall to bring to the public's attention some of the hardships and frustrations etc. that we endured as policemen and to solicit their support.

Needless to say, this was by no means a unanimous nor a very popular decision in some circles. It only won approval because those dedicated cops known as "The Bluecoats" had grown in numbers and put on a high-pressured drive to get the votes. Those in opposition said that this was below a policeman's dignity to put on a public demonstration. It would give the department a bad name. Some said, why rock the boat and get the administration angry with us. Well, "The

Bluecoats" said, we are not going to rock the boat, we intend sinking the darn thing.

Well anyway, I was one of the members of a committee selected to put on the demonstration. We were each given a station or detail to talk to in order to get the men out to the demonstration.

I was assigned to the then "Potrero Station" and the Bureau of Inspectors. So, I immediately called Potrero and arranged to talk to all three (3) watches and talked to the Chief of Inspectors, who gave me permission to address the line-up the day after I finished at Potrero.

These arrangements were made without my telling anyone the subject of my talk. Now how in the hell the Chief of Inspectors tracked me down at Potrero Station while I was talking to the "midnight to eight" watch I'll never know. But, what he had to tell me was so important that he would have tracked me to Mozambique to tell me, "Joe, I'm sorry, but you can't talk to the line-up in the morning." Well, someone did talk to the lineup and told them they had better not go to the demonstration and not one did.

The frightening thing here is that someone could wave a golden wand and stop a lot of gold badges. The reason being that all gold badges were appointive and weren't necessarily gained on merit, but depended to a great deal on whose hand or other parts of someone's anatomy that was kissed.

This incidentally, is what your present Association administration is trying to stop. It is the reason for a civil service exam for Assistant Inspector and why, through reorganization, an Assistant will become a full after two (2) years.

Take away the golden wand and the political manipulation begins to erode. If and when these are accomplished, then all we'll have to worry about would be the political mess in the higher ranks.

Now when we think of our Association getting involved in politics, we must also look at other unions, both on a national and state level. Aside from a few well known politicians, who I ask, are the most powerful men in the country? Would you say George Meany, Leonard Woodstock, Harry Bridges, Joe Mazzola?

These men are all heads of powerful unions and what makes them powerful politically is the votes they control through their respective unions. These are the people the

politicians listen to and cater to. They do not go to anyone with hat in hand begging.

Admittedly, our Association cannot be classified with the Teamsters, United Auto Workers, Plumbers, etc. But, we sure as hell should learn by their example that the only way to be heard by those in power is through political action.

The more political noise we make as a unified body, which controls a block of votes, the quicker we will be able to attain the goals which have evaded us while using the hat in hand approach.

Political activity, as I see it, does not mean that we simply endorse someone, but rather we use our block of votes as a level for bargaining. It means that we use our resources in any way that they will benefit our membership, whether we have to work for or against a certain candidate or candidates, proposition, legislative amendments or what have you.

The important thing is that the Association have the authority to engage in political activities and that we present a united front if that authority is granted.

In conclusion, it is my firm belief that in order for us to make any gains beyond our present status, it is essential that we get into the political arena post haste.

## The San Francisco Policeman

is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

Each and every opinion of a member of our department is deserving of space in the San Francisco Policeman. In order to see that all letters and articles get that space, we're asking for some basic ground-rules.

- limit letters to three pages, typed, double-spaced.

- if you have photos you'd like printed, drop those off too, but please, don't ask for them back. We can't keep everything under a watchful eye all the time in the print shop.

- don't think your letter or article has to sound like a manual. Let's talk to each other, not lecture at each other.

We of the San Francisco Policeman want to be YOUR voice. To do that, we need to know what you're saying—so speak out, sound off, and write...

- Editor

# WHAT IS A POLICEMAN?

A policeman is many things. He's a son, a brother, a father, an uncle, and sometimes even a grandfather. He is a protector in time of need and a comforter in time of sorrow. His job calls for him to be a diplomat, a psychologist, a lawyer, a friend, and an inspiration. He suffers from an overdose of publicity about brutality and dishonesty. He suffers far more from the notoriety produced by unfounded charges. Too often, acts of heroism go unnoticed and the truth is buried under all the criticism. The fact is that less than one-half of one per cent of policemen ever discredit their uniform. That's a better average than you'll find among clergymen.

A policeman is an ordinary guy who is called upon for extraordinary bravery — for us! His job may sometimes seem routine, but the interruptions can be moments of stark terror. He's the man who faces a half-crazed gunman, who rescues a lost child, who challenges a mob, and who risks his neck more often than we realize. He deserves our respect and our profound thanks.

A policeman stands between the law abider and the law breaker. He's the prime reason your home hasn't been burned, your family abused, your business looted. Try to imagine what might happen if there were no policemen around. And then try to think of ways to make their job more rewarding. Show them the respect you really have; offer them a smile and a kind word; see that they don't have to be magicians to raise their families on less-than-adequate salaries.

We think policemen are great. We thank God for all the little boys who said they would be policemen, and who kept their promise. We hope you feel the same way, and we hope you'll show it — so there will always be enough good policemen to go around.

About "Police Brutality." Support Your Local Police Committees believe that "police brutality" is a matter for serious concern. We believe, however, that policemen ought to be protected from it. In the past decade, more than 500 law enforcement officers

were murdered in the line of duty. In 1968, there were 15.8 assaults for every 100 officers in this country. This means that one of every seven policemen is being attacked every twelve months, and the rate climbs higher each year.

Our investigation has revealed numerous accounts of police officers being attacked, dragged from their cars and beaten, lured into ambush, victimized by booby-traps, and abused by hate-filled mobs. We've discovered that policemen in this country are being bombarded with rocks, bottles and bricks; shot at from rooftops; and frequently hospitalized because of wounds inflicted with clubs, spikes, and meathooks.

## WIDOWS & ORPHANS

The following are the condensed minutes of the December Meeting held on Wednesday, December 19, 1973 in the Traffic Bureau Assembly Room, Hall of Justice with Vice-president William Parenti presiding.

Treasurer Bernard Becker reported the following death: Eugene Bunner, Age 63 at death. Joined the Department in 1935, retired from Motorcycles on disability in 1942, was reinstated in 1948 and was restored again on disability in 1949.

The following were elected: President, William Parenti; Vice-president, Frank Jordan. These two were elected for one year terms.

The following were elected for two year terms: Trustees, John Devine and Robert

Added to all this, the policeman is harassed and shackled by civilian review boards, human relations commissions, and other groups. He faces the creeping, vice-like control that comes when politicians saddle his department with federal aid. And he must face criminals who know even better than he of the permissiveness and leniency of judges and parole boards. No wonder the job of being an effective policeman - always dangerous - is becoming almost impossible.

Every policeman knows what "police brutality" really is. We think it's time more of the public realized what it is, too — so that something will be done about it.

Kurpinsky; Treasurer, Bernard Becker; Secretary, Robert McKee.

Bob McKee  
Secretary

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CARL VOGELSANG

**NOTICE**

You will notice that our inter-departmental sports reports have not been appearing lately. Unfortunately our "Sports Reporter" has ceased to submit articles.

Therefore we are requesting that anyone who would like to keep the "Sports Page" going to please do so by forwarding their articles to "The S.F. Policeman" at 548 7th St.

— Editor

**SAFETY TIPS FOR WOMEN**

Because of the rapid increase in statistics on rape on a local and national level, women in our community have formed a new organization called "Community Action Against Rape." Probably the most frustrating ordeal the rape victim must encounter is investigative procedures where male police detectives must obtain all the pertinent facts involving this embarrassing crime, involving women.

After interrogations, investigations, and submission to medical and doctors probing, the victim still must face a preliminary trial and finally district court jury involvement where, in most cases, the victim seems to be on trial.

The following story relates tips for the woman alone in her fight against the crime of rape.

Never leave your full name on your mailbox or apartment door.

Mrs. Jeanne Bray, a 12-year veteran of the Columbus, Ohio, police force, states that most assaults are not planned, but rather are the work of random muggers reacting spontaneously to targets of opportunity.

So, how do you keep from being a tempting target? Try cultivating a healthy wariness when you travel into questionable areas. Most important, keep your wits about you and follow the advice of safety-on-the-street experts. Nighttime with its cloak of darkness is obviously the peak time for crime. At night, whenever possible, walk with a companion. Plan your route so that you're near light and people. Walk close to the curb, not near shrubbery, storefronts or doorways. Walk briskly - you can window-shop in the daytime!

**STAY ALERT**

If possible, vary your route and schedule, but avoid alleys, parks and vacant lots. Take note of your surroundings as you walk, paying special attention to deep shadows that might hide a loiterer.

Dress with discretion. Don't titillate the interest of potential thieves and rapists. "Look frumpy" is the advice a Cleveland public health nurse gives student nurses who must work in high-hazard neighborhoods. Carry

your purse close to your body or under your coat. Hold it so the clasp will open toward you, not away.

If any time you think you're being followed, cross the street. If the person also crosses, you can cross again or change directions. If you're sure you have a "tail," walk or run to the nearest drug store, gas station, bus terminal or other lighted and frequented place for help.

A girl who felt she was being followed ran up on the porch of a lighted home and in through the front door yelling, "Mom, I'm home!" She didn't know who lived there but neither did her pursuer, and he didn't hang around long enough to find out. If possible, never go to your own house or apartment because the would-be attacker will then know where to find you the next time. Never leave your full name on your mailbox or apartment door.

At night your best bet is to sit near the driver or conductor. Never sleep on a bus or train - nothing makes you more vulnerable to attack. Preferably, arrange for someone to meet you at your stop.

Take a taxi rather than a bus if you're going to a dark or questionable area, and ask the driver to wait while you enter the building.

Many women are quite confident when driving alone, but a car is not always the protective shell it may seem to be.

HIGHWAY PATROLMAN magazine notes that "the most dangerous moment for women drivers is when locking or unlocking a car," so be sure to park in well-lighted lots or streets. If you spot someone loitering around, walk past your car until you find trustworthy help.

An actual confrontation is a convincing though not very pleasant way to learn caution. In a recent police class for women, the instructor made all the women drivers leave the class and get into their cars. Many had left them unlocked and when they got in, police officers who had hidden on the floors of the back seats grabbed the girls by the shoulders. There were no unlocked cars or unexamined back seats at the next "exam."

**Learning How to Use Politics**

On January 28, 29 & 30 the last part of a two-part seminar on Political Education was held in Sacramento. The first part was held in Los Angeles last December. In attendance from the S.F.P.O.A. was Walt Garry, Bill Hemby, Gale Wright and Frank Kalafate. Also attending were representatives of the

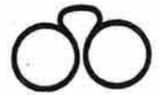
C.H.P., P.P.O.A., Ventura Police Association, Santa Barbara Sheriffs Association, Los Angeles Police Protective League, Torrance Police Association and many others from the entire state.

The seminar, sponsored by AFSCME (American Federation of State, County & Municipal Employees - AFL-

CIO) and conducted under the auspices of C.A.P.A. (California Alliance of Police Associations), was somewhat unbelievable in terms of what could be done by politically active associations.

The finer points of campaigning; such as, targeting precincts, voter registration, get out the vote drives, precinct walking, telephone and hundreds of other campaign strategem were explained to us. Explained in such a way that we can now effectively conduct state-wide campaigns FOR or AGAINST an individual seeking state office. We can also use the information we've gained to help us in our local campaigns pertaining to police ballot propositions.

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# CONSTITUTION AND BY-LAWS CHANGES

At its November 27 meeting, the Association's Board of Directors by resolution approved the following changes in the Constitution and By-Laws:

At the March General Membership Meeting these amendments will be presented. If approved by the members in attendance, the proposed amendments would then be submitted to the entire membership via mailed ballot for their collective approval or disapproval. If approved, they take effect immediately.

(( )) indicates deletion  
— indicates addition

## CONSTITUTION

### 1. Article II, Sec. 6

The Board of Directors of ((T)) this Association ((severally as an individual or collectively as a group shall not)) may sponsor or endorse any candidate seeking election to a public office in the federal, state or municipal government. ((Nor shall this Association severally as an individual or collectively as a group)) The Board of Directors may also sponsor or endorse federal, state or municipal propositions which ((unless such proposition)) effects the welfare of this Association; ((If such ballot proposition effects the welfare of this Association, the Board of Directors may vote to sponsor or endorse it)) it may also oppose federal, state or municipal propositions which are inimical to the best interests of this Association. Any of the above mentioned actions shall require a two-thirds (2/3) vote of the Board present when this action is taken.

### 2. Article III, Sec. 1

Membership in this Association shall be limited to sworn members of the San Francisco Police Department having full peace officer status as defined in Sec. 830.1 of the Penal Code and covered in Retirement Sec. ((168.1.1)) 8.545 of the charter of the City and County of San Francisco. These members shall be deemed active members.

### 3. Article III, Sec. 2

Members of the San Francisco Police Department who are retired ((shall be deemed retired members)) may elect to become retired members of this Association and in such status are entitled to all rights, privileges, and benefits of membership, but cannot hold office except as otherwise provided in this Constitution and By-Laws. Further, retired members shall not vote on matters effecting the dues for active members.

### 4. Article III, Sec. 2.1

Notwithstanding any other provision of this Constitution and By-Laws, any active member of this Association as defined in Article III, Sec. 1 may elect to retain his active membership upon retirement by continuing to pay dues at the active member rate.

### 5. Article IV, Sec. 2e - President

Appoint members to offices, positions and committees when vacancies occur in such positions. ((Such appointments shall remain in full force until the next regular Association election.))

### 6. Article IV, Sec. 4b - Treasurer

Pay no bills drawn against the General Fund except by bank check and then only when such bills ((have been approved by the majority vote of the Board of Directors present at a meeting when such bills are presented)) fall within the appropriations approved by the Board of Directors.

### 7. Article IV, Sec. 4c - Treasurer

Deposit in banks such as may be designated by the Board of Directors in the name of the "San Francisco Police Officers' Association" all monies received by him not later than ((five (5) )) fifteen (15) business days after receipt.

### 8. Article IV, Sec. 5b - Board of Directors

It shall be the duty of the Board of Directors to conduct, manage, govern and administer all of the affairs of the Association not specifically provided for in the Constitution and By-Laws of the Association; or by action of the Association at the quarterly meetings; ((to cause to be kept a complete record of all meetings and acts;)) to supervise all officers ((and employees)) of the Association and to insist that their duties are properly performed; to pass upon all applications for membership, and to cause membership certificates and other certificates to be issued on all applications which have been approved and accepted and generally to act upon matters pertaining to the affairs of this Association.

### 9. Article IV, Sec. 3i (The Secretary shall)

Supervise all employees of the Association and insist that their duties are properly performed. (Added Feb. 4, 1974)

### 10. Article IV, Sec. 5c

Regular meetings of the Board of Directors shall be held on the first and third Tuesday of each month. Irrespective of this provision, if and when the President deems it in the best interest of the Association, a meeting may be set at a date other than the one specified. The President or seven (7) members of the Board of Directors may call other meetings from time to time as may be necessary. For the purpose of holding meetings (( (13) members)) a simple majority shall constitute a quorum for the transaction of any business which may be brought before it.

### 11. Article IV, Sec. 5e

The Secretary of the Association shall keep a true and accurate account of all meetings of the Board and of their actions. He shall cause to be conspicuously posted three (3) days prior to each regular meeting of the Board the agenda of that meeting. He shall distribute same to all members of the Board of Directors who shall also conspicuously post this agenda three (3) days prior to each regular meeting.

Reposition this section as Article IV, Sec. 3g (duties of Secretary)

### 12. Article IV, Sec. 6e - Secretary

Prepare the agenda for the quarterly meetings and cause notice of same to be printed in the official publication of this Association.

Reposition this section as Article IV, Sec. 3h (duties of Secretary)

### 13. Article IV, Sec. 6l

Each director, other than the Association officers, ((may)) shall appoint shift or watch stewards who shall assist in resolving grievances and facilitating the flow of Associations information.

### 14. Article VI, Sec. 8

Referendum: Whenever a petition, signed by one hundred and fifty (150) members, calling for a referendum is submitted in writing to the Secretary such proposition shall immediately be submitted to a vote of the entire membership by mailed ballot in accordance with Article V, Sec. 5 of this Constitution. Such referendum petition must be presented within thirty (30) days of the act which is the basis for such a petition. Prior to the mailing of said ballots, such referendum petition shall be published in the official publication of this Association. A referendum is defined as the sole procedure of submitting measures already considered by the Board of Directors to a vote of the entire membership for approval or rejection. A majority vote of those voting shall cause the referendum to pass. This procedure is inapplicable when something has been done as a result of the Board's vote which the membership cannot undo, when the measure is in the nature of a contract, where a resignation has been acted upon, or when an individual has been elected to or expelled from membership or office.

### 15. Article VII, Sec. 4a

Minutes of ((previous quarterly)) last membership meeting. (Amended Feb. 4, 1974)

### 16. Article VII, Sec. 4b

((Minutes of all meetings of the Board of Directors since the last quarterly meeting of the Association.)) (Deleted Feb. 4, 1974)

## BY-LAWS

### 1. Article I, Sec. 1b

Retired Members: Nine dollars (\$9.00) per year payable

in advance if retired on or prior to January 1, 1974. Twelve dollars (\$12.00) per year payable in advance if retired after January 1, 1974.

### 2. Article I, Sec. 2

#### a. Legislative Fund:

(1) Thirty percent (30) ((Thirty-five percent (35) )) of the total monthly dues collected from active members shall be deposited in the Legislative Fund; that monies shall be withdrawn from this fund for the sole and exclusive purpose of defraying such expenses as may be incurred in the creation of a fund to promote or defeat those ballot measures which will directly effect the members of this Association; that said fund shall not be used to promote the election of an individual candidate for public office; that monies from this fund may be withdrawn only as provided for under Article IV, Sec. 4 (d) of the Constitution of this Association

(2) Irrespective of the provisions in (1) above, ((T)) the sum of not more than ((five thousand dollars (\$5,000) )) ten thousand dollars (\$10,000) may be withdrawn in one fiscal year for legislative purposes from the Legislative Fund if the Board of Directors deem it necessary and the balance of the funds not used in the fiscal year shall be immediately returned to the Legislative Fund.

#### a. Emergency Fund:

(1) ((Fifteen percent (15%)) ) Twenty percent (20%) of the total monthly dues collected from active members of this Association shall be deposited in the Emergency Fund.

(2) Emergency Fund monies shall be used only for legal expenses and emergency expenses.

#### c. General Fund:

The remainder of the dues collected shall be deposited in the General Fund.

### 3. Article II, Sec. 8a

There shall be established a five (5) man Insurance Board of Trustees. One member shall be a retired member; the other four members shall be active members. This Board of Trustees ((shall be composed of active members in this Association and)) shall be appointed by the Board of Directors of this Association at their March meeting. The term of office for members of the Insurance Board of Trustees shall be for two (2) years; two members appointed on the even-numbered years, and three members on the odd-numbered years.

The Chairman of the Insurance Board of Trustees shall be elected annually in March by the members of this Board; the Board shall also elect a secretary, treasurer, and administrator annually in March.

### 4. Article II, Sec. 14

a. The Screening Committee shall consist of the ((President and three (3) members of the Board of Directors selected by said Board)) officers of the Association plus the Director most immediately involved in the particular request for assistance.

e. Any member requesting the Association's legal counsel on a criminal or civil matter arising out of the scope of his employment as a San Francisco Police Officer shall contact the Screening Committee ((through the Association answering service)) The Committee shall then immediately contact the legal counsel concerning the member's request, and when necessary, see to it that the member is put into direct contact with the Association's legal counsel.

## ELECTION RESULTS

The Annual Election of Directors was held the week of January 28 - February 1, 1974. The ballots were counted February 4, 1974. Listed below are the results of the election:

Co. A	Greg Cloney	63	Co. K	Gale Wright	100
Co. B	Frank Machi	26		Lee McVeigh	64
Co. C	JIM Pera	41		Bob Donnelly	57
Co. D	Frank Ryan	41		Ken Couey	41
Co. E	Paul Chignell	57	Hq.	Lee Nelder	91
	Ray Macaulay	34		Ray Allen	78
Ro. F	Dave Christensen	34		Mike Hebel	72
	Ted Bell	25		Frank Kalafate	60
Co. G	Al Perry	31		RAY Carlson	41
	Roy Sullivan	30		Ray Hansen	33
Co. H	Tom Carey	39		John Greco	30
	Dennis Schardt	24	Insp.	Bill Allen	114
Co. I	Dick Foell	20		Tom Dempsey	94
	Bill Banas	17		Frank McCoy	76
C.P.	Dan Lynch	53		Tom O'Connell	8
	Walt Garry	31	Retired	Carl Gogelsang	ffibfb

Total Votes Counted

1,69

# CONSTITUTION AND BY-LAWS CHANGES PROS AND CONS

## JUSTIFICATION FOR CONSTITUTION AND BY-LAW CHANGES

By Mike Hebel

### I. CONSTITUTION

#### 1. Article II, Sec. 6

This Association has since its beginning in 1942 been involved in the political arena. This has and is now a necessity since our wages, hours and working conditions are fought for and won through direct involvement in the political process.

The endorsing of candidates for public office is an extension of our over 30 years of experience in active politicking at the city, state and federal level. By endorsing we attempt to obtain political credits which are cashed in when politicians are asked to support, endorse and vote for better wages, hours, benefits and working conditions for policemen.

This is an activity which organized labor has engaged in for nearly 40 years. Their success deserves emulation.

#### 2. Article III, Sec. 1

This is a mere change in Charter section numbers necessitated by the recent Charter revision and renumbering.

#### 3. and 4. Article III, Sec. 2 and Article III, Sec. 2.1

This would allow members retiring from the department for service or disability the option to remain in an active Association member status. If a retired policeman chooses to remain in an active member status, he would pay the dues for an active member; he would be entitled to be an officer of the Association. The provision would also prohibit retired members from voting to raise the dues of active members.

#### 5. Article IV, Sec. 2e

The deletion indicated would clarify the power of the President to remove members from Association Committee's. This would probably pertain only to those Committees appointed by the President and not subject to ratification by the Board of Directors.

#### 6. Article IV, Sec. 4b

Provides for the payment of bills which have been budgeted or appropriated by the Board of Directors without the necessity of

physically presenting these bills to the Board.

#### 7. Article IV, Sec. 4c

Members of the Association, especially those who are retired mail their dues to the Association at different monthly intervals. The present procedure requires the Treasurer to go to the bank up to six times a month; the proposed procedure would reduce his trips to two.

#### 8. Article IV, Sec. 5b

It is the duty of the Association's Secretary to keep an accurate account of all meetings of the Board and their actions. The Constitution places this duty on the Secretary under Article IV, Sec. 5e.

#### 9. Article IV, Sec. 3

The Board of Directors is composed of 20 individuals. It makes administrative sense to have one officer, the Secretary, responsible for the daily supervision of Association employees rather than all 20 members. This amendment provides for better accountability of services rendered by employees.

#### 10. Article IV, Sec. 5c

The present meetings of the Board of Directors are quite lengthy ranging from 3 to nearly 6 hours. Sometimes important business must be delayed. If the Board met twice a month, the meetings would be shorter and the Board could adequately dispose of all business needed to be brought before it. A quorum of a simple majority is suggested since several monthly Board meetings this year were not held due to a lack of a quorum. This resulted in urgent business being delayed or forgotten. 11. and 12. Article IV, Sec. 5e and Article IV, Sec. 6e

No substantive change here. This is simply repositioning of provisions. It gives a logical sequence to the Constitution.

#### 13. Article IV, Sec. 61

Would require Board members, other than officers, to appoint shift stewards. This helps to acquire more people to work on Association matters. Necessitat-

ed because of the frequently heard complaint from the membership that they "don't know what's going on."

#### 14. Article VI, Sec. 8

This proposed amendment incorporates language found in Robert's Rules of Order on the issue of rescission.

#### 15. Article VII, Sec. 4a

At a quarterly membership meeting the minutes of the last membership meeting (special or quarterly) would be read.

#### 16. Article VII, Sec. 4b

This is a formality which is waived at the general membership meeting in an effort to save time. Monthly and special meetings of the Board of Directors are published in the S. F. Policeman.

### II. BY-LAWS

#### 1. Article I, Sec. 1b

This section increases the retired members dues from \$9.00 to \$12.00 per year. Active members dues have continually risen to meet inflationary trends in the economy. This has not been the case with retired members.

#### 2. Article I, Sec. 2

This reapportioning of Association funds does not represent a dues increase. It merely redirects the avenues into which present funds are now channeled. Emergency fund needs more money to pay for growing legal expenditures. Special legislative fund needs additional monies to allow the Association to continue its vigorous lobbying efforts to better policemen's conditions.

#### 3. Article II, Sec. 8a

This proposed change clarifies contradictory language. It insures that one member of the Insurance Board of Trustees will be a retired member. The other four are active members.

#### 4. Article II, Sec. 14

Restuctures the Screening Committee so that all three officers, elected at large, will serve on this vital committee. Clarifies when a member is entitled to services of the Association's legal counsel.

Politically, 1974 can be a fantastic year for POLICEMEN, locally and statewide. With Court order reapportionment, more political seats are up for grabs than ever before. Plus you have a gubernatorial race shaping-up. Throughout the state, all candidates will be talking about law enforcement. We want more than talk, we will not endorse candidates who will not vote for our bread and butter issues. You know, those benefits we do not have.

Policemen are a voting block which, if organized, can get in the men who will vote "yes" on police legislation. Politics is good for the SFPOA, openly and with good results.

Let's make politics good for every member of the SFPOA. Vote YES.

### CONSTITUTION CHANGES

1. To ignore politics is unreal. Little organizations like Homeowners' Associations act politically, they make endorsements, and they get action! Big outfits such as Teamsters, Longshoremen, Downtown business associations act politically and you know they results they get.

"What if we back a loser?" is the old "don't change" cry. The Political Action Committee of the Board will do their homework and advise accordingly.

But this first change goes beyond the obvious. It also allows the Board to OPPOSE any propositions which are harmful to our interests. Presently, we cannot do this. Civil Service had some changes on the last ballot which perhaps we should have opposed, BUT were not able to do so.

The members of the POA what results! Help the Board to get them.

Vote YES.

As regards reducing the quorum of the Board, please see item 10.

2. Simply recodifies according to the S. F. Charter number.

3. If a Retired man is going to vote on an Active member's dues structure, then he must be currently paying the active dues schedule.

4. NEW A Retired member may elect to retain his active membership dues structure.

5. President: Deletes language which says a Presidential appointment has to be in force for one year or until the next Association election. Such as Committees, positions, and other offices. What happens now is that if a person is not a working member of a Committee or other, he cannot be replaced once he has been ap-

This means that records MUST be kept. It is a moot argument to state that members have seldom or never asked to review these records in the past. The point is, that without the written records of all the Board Meetings, there is no accountability to the membership by the Board. No accountability sooner or later must result in abuse of the powers and trusts bestowed on the Board Members by the membership.

Art. IV, Sec. 3i: While there is nothing inherently wrong with this proposed amendment, this section is incapable of amendment in the manner suggested until the objections to Art. IV,

pointed.

6. - Treasurer: This allows the Treasurer to stay current with the bills that come in and which in fact have been either previously approved by the Board, or fall within appropriations already approved by the Board.

7. - Treasurer: Simple change from 5 to 15 days so he is not constantly going to the bank.

8. - Board of Directors: Keeping records of the proceedings, - THIS IS ALREADY THE JOB OF THE SECRETARY. This change simply deletes language which says the Board has to keep records of their meetings.

9. We now have 1 full-time and 2 part-time employees. The duty of making sure the jobs are properly performed is assigned to the Secretary.

10. Board of Directors Quorum Requirements:

First, this change calls for two Board meetings every month instead of just the present one meeting. Is this good? You bet. This change will let the Board meet regularly for say two hours each time INSTEAD of the marathon 4, 5, or 6 hours we met for now. Thus every member of the Board should be able to attend for shorter periods of time. This is not the case now, nor has it been for many years.

Secondly, this change asks that eleven members constitute a quorum instead of the present 13. Why? Invariably and consistently, the meetings do not start on time. We have to kill half an hour to an hour almost everytime, waiting for more Board members to arrive. At least with eleven members present we could get on with it.

11. Simply repositions these Secretarial duties to the right place in the Constitution.

12. Same as No. 11.

13. Do you currently find your Director omnipresent? I think not. This change makes it mandatory for each Director to appoint shift or watch stewards to assist him in his duties.

14. This one, admittedly, is a little heavy. If the Board votes to do something, and the membership objects to it, then the membership must present a signed petition of 150 signatures to the Board WITHIN 30 DAYS OF THE ACT, which is the basis of the complaint.

30 days is a reasonable time to tell the Board, "We do not approve of that item or whatever you guys passed, and we want it changed."

HOWEVER, This section is not applicable to signed contracts, a resignation accepted, or

an individual who has been elected or expelled from membership or office.

15. Ever been to a General membership meeting where all of the minutes of all of the meetings since the last membership meeting HAD to be read. All of the minutes are already printed in the Policeman.

This change covers just the last membership meeting (only).

16. Again, because the minutes are already printed, this action deletes reading of the minutes at the meetings.

### BY-LAWS CHANGES

1. Raises Retired members dues from \$9 to \$12 per year IF retired after January 1, 1974.

2.

#### a. Legislative Fund:

1. The Fund remains in tact but the percentage of dues monies is reduced by only 5%. Therefore, 30% of the dues will be placed in the Legislative Fund instead of 35%.\*

2. For Legislative purposes, your interests, raises from 5 to 10 thousand dollars as the amount which can be withdrawn from the Leg. account to get ballot propositions started. Other uses of the money is to buy tickets for dinners for politicians; (a legal contribution) seminars on Election know-how; reserving advertising media, etc.

#### b. Emergency Fund:

1. \*Raises percentage from 15 to 20% of the dues collected for this Fund. Legal costs have gone up, irrespective of the Federal Litigation. More and more members are using the POA Attornies, as they should, and we must pay the bills.

2. NEW Emergency Fund monies shall be used only for legal and emergency expenses. Good? RIGHT ON!

3. (Insurance Committee) Of the five man committee, 4 members shall be active members and 1 shall be a Retired member.

4. The Screening Committee shall be the President, Secretary, Treasurer and the Director most immediately involved in the particular request for (legal) assistance.

FOR THESE REASONS, LISTED IN THE FOREGOING, I ASK YOU TO VOTE "YES" FOR EACH AND EVERY CHANGE. LET'S GET THE BENEFITS THAT WE ARE ORGANIZED TO GET; AND WHAT EACH AND EVERY MEMBER SHOULD HAVE.

present), is too small. The number of votes needed to pass a given issue is a majority of those present or in cases where only twelve members were present, seven (7). This means that if certain circumstances just happen to preclude notification of all the Board members, a situation would exist in which seven members, or approximately thirty-one percent (31%) of the Board of Directors would be making emergency decisions for the entire Association membership. The implications speak for themselves.

(Cont'd Pg. 6)

## Against The Changes

Amendment of our Constitution and By Laws is a serious matter requiring study and understanding. Members of the CPC have made such a study and believe that certain of the currently proposed amendments would be detrimental to the Association and should therefore be defeated.

We urge all members to carefully analyze the proposed amendments and consider the arguments presented below:

### CONSTITUTION

Art. II, Sec. 6: While expenditure of money and effort for or against proposals effecting this Association, when approved by the membership, is a worthy cause, political activism per se, should be avoided as the possibility of negative results far outweighs the possibility of positive ones. The SFPOA does not have the capability of offering a substantial block of votes to any candidate thereby ensuring his election. The announced support of a candidate who subsequently loses results in antagonism of office holders who are ill disposed to any legislation which might benefit the Association. There is not sufficient inter-

est among the members to guarantee a field campaigning force to lend significant support to a candidate. To date, the members have not seen such favorable results from the Association's support of certain elected officials as to justify the expenditure of time, effort and money, not to mention the political animosity we have incurred in the process. While it is conceded that there have been isolated instances of aid from our "political friends", the number of times that these allies have acted against the interest of the Association and the Department far offset these limited benefits. It is far better that we confine our political efforts to those proposals which will directly benefit the Association membership and the Department as a whole.

Art. III, Sec. 2e: The deletions proposed for this section are too openended. Too much is left indefinite and therefore subject to potential usurpation of power. Under the present provisions of this section, the member appointed to a vacancy serves until the next General Election. Under the proposed amendment there is no definition of how long the member is to serve. Is he to serve at the

President's pleasure? Is he subject to arbitrary removal if he displeases the President, or fails to perform in the manner anticipated? If the Board wants to formulate some method of appointment and referendum to the affected voting members who elected the vacating officer to the position originally, or if the Board will suggest some other viable safeguard against abuse of the President's power to make appointments, then there might be some justification for amending this section. Until that time the section should stand as it is presently written.

Art. IV, Sec. 4b: There is no readily discernable reason for such a loosening of control. It seems to be fiscally imprudent to relax the manner in which the Association funds are handled. There already exists an atmosphere of mistrust regarding certain of our financial procedures and this atmosphere will not be diminished by amendments which could conceivably promulgate mismanagement of the Association funds.

Art. IV, Sec. 5b: We the membership of the SFPOA, have a right to know what is going on within the leadership of the Association.

## AGAINST THE CHANGES Continued From Pg. 7

This is not to say that the present Association Leadership is suspected of planning to precipitate such a raw power play, but no matter how innocent the intentions of the writers of this proposal, the inherent danger of such an abuse is too great to be allowed incorporation into our Constitution. It is realized that the present procedure for calling an emergency meeting is perhaps more restrictive than it need be. But the desired objectives of greater flexibility could be achieved without the inherent risks enumerated above. Stricter quorum requirements (as perhaps 3/4 of the Board members in attendance with 2/3 of them concurring in emergency decisions) would provide the needed flexibility and diminish the possibility of abuse of the emergency meeting procedure. Added protection could be

gained by incorporating a proviso for automatic voidance of any decisions made during an emergency meeting if it was later demonstrated that Members of the Board otherwise available for such a meeting had not been notified.  
Art. VI, Sec. 8: This proposed amendment must be struck down in its entirety. To insist that petitions to undo decisions potentially or actually harmful must be initiated within thirty (30) days of their enactment is totally unrealistic!!! All should note that the date of enactment and the effective date for any given action of the Board do not necessarily coincide. There may be a lag of days, weeks or months. Thus, in some cases, the proposed thirty (30) day Statute of Limitations will have run long before the effects of the act to be challenged are felt.

Even if the date of enactment and the effective date are the same, thirty days will not allow sufficient time to adequately assay the effects of an act and make an intelligent, reasoned decision as to whether the act in question is of benefit or a hindrance to achieving Association goals. For our purpose there is not any practicable need for such a limiting device. Indeed it serves to arouse suspicion as to just what enactments the Association Leadership has in mind that would need such an insulating device. The membership already has a limited power to insure their elected officials are responsive to their wishes. That power should not be further diluted.  
The final lines of this proposed amendment in effect takes away the powers of recall and petition, and gives the Board unlimited

powers to make contracts in the Association name. The wisdom of the Board, acting without the consent of the membership has already resulted in one lawsuit due to illegal contract activity. In the future, any contract binding on this Association must be a matter for general membership consideration. In summary; adoption of the proposed changes to this section strip the general membership of the power to effectively complain and seek redress for improper action by the Association Leadership. If we relinquish this power we shall no longer have a democratic association, but a sham organization in which abuse of privilege and power could become the watchword.  
Art. VII, Sec. 4b: Minutes of all meetings of the Board should be kept and made available to any member on request. (see discus-

sion Art. IV, Sec. 5b Above)  
**BY LAWS**  
Art. I, Sec. 2a, Emergency Fund: There is no disagreement as to the need for a larger apportionment of the revenue for the emergency fund. There is, however, grave concern as to who shall define the nebulous term "EMERGENCY". With such a substantial amount of cash up for grabs, there is nothing which will satisfy this concern except the inclusion of a proviso for positive control of this fund. Such a proviso might take the form of a Board Meeting with all members except those SP, DP or otherwise unavailable present and a concurring vote of 2/3 for expenditures from the emergency fund. This is admittedly restrictive, but the temptation to abuse such a fund is real and if it has not already been used to finance activities which were not in a strict

sense "emergencies" in nature, it is only a matter of time until such abuses occur.  
Art. II, Sec. 14: The proposed amendment is indefinite as to the composition of the Screening Committee. It is recommended that this ambiguity be clarified, then the amendment may be presented for the approval of the general membership.  
Again we urge all members to carefully study these proposed amendments and vote NO on the following: Constitution; Art II, Sec 6., Art III, Sec. 2e, Art IV, Sec 4c, Art IV, Sec 5b, Art IV, Sec 3i, Art IV, Sec 5c, Art VI, Sec 8, Art VII, Sec 4b, and By Laws; Art I, Sec 2a and Art II, Sec 14.  
Ralph E. Schaumleffel  
Sgt. No. 1468, Crime Prevention Co.  
And 51 members of the CPC

### MINUTES GENERAL MEMBERSHIP MEETING January 11, 1974 - 6:00 P.M.

Traffic Bureau Auditorium at 6PM.  
President Crowley called the meeting to order; appointed Gale Wright as the Acting Secretary and counted the attendance. Thirty-four (34) members were present.  
Mike Hebel, Chairman of the Constitution and By-Laws Committee then read the No. 1 item of the proposed changes to the Constitution. Article II Section 6 deals with allowing the Board of Directors to become politically involved; that is, the Association may or may not endorse candidates, legislation and so forth.  
Several speakers were recognized by the President. The seventh speaker, Bro. Seghy made the following motion:  
Put this matter over to a regular scheduled general membership meeting and after proper publication in the Policeman, with arguments for and against prior to that time. Seconded by Bro. Amoro.  
Bro. Long rose to be recognized and was not recognized by Pres. Crowley at which time he announced he wanted to speak. This act was challenged, and upon a vote of the members, the Chair was

over-ruled.  
The above motion was then amended by Bro. Long, as follows:  
The publication be published in sufficient time prior to the March general membership meeting. Seconded by Perry.  
Then, after much discussion, Bro. O'Donnell moved that the discussion be terminated. Seconded by MacCauley. Motion Passed.  
Vote on the Amendment, Passed.  
Motion made by Bill, seconded by Greco: Move the Previous Question. That is, cut off debate and take the vote on the original motion. Passed.  
Vote on the Motion as Amended: Passed.  
Motion by Weiner Seconded by Perry that the February issue of the Policeman be designated as "sufficient issue publication," so long as it is published at least thirty (30) days prior to the March meeting. Passed.  
Motion to adjourn by Greco, Seconded by Dempsey. Passed.  
Meeting adjourned at 6:55PM.  
Respectfully submitted,  
Gale W. Wright

### MINUTES — BOARD OF DIRECTORS MEETING — January 15, 1974 - 10:00 A.M.

**ROLL CALL**  
**PRESENT:**  
Co. C Patterson, Co. D Ryan, Co. H Carey, Co. I Chignell, Co. K Wright, Co. K McVeigh, C.P. Garry, Hq. Allen, Insp. Osuna, Insp. Ruggiero, Retired Dolan, Treasurer Husby, Secretary Hemby and President Crowley.  
**ABSENT:**  
Co. A Cloney, Co. B Machi, Hq. Terlau  
**EXCUSED**  
Co. E Macauley, Co. F Wilson, Co. G Burke  
President Crowley read a letter of resignation from Brother Wm. Conroy as Welfare Officer.  
Crowley then appointed Brother Mike Hebel as the new Association Welfare Officer.  
M/Wright, S/Carey to accept the appointment of Brother Hebel as Welfare Officer. Roll Call Vote No. 1 passed.  
**SECRETARY'S REPORT**—Hemby  
Secretary Hemby read the minutes of the previous meeting and current correspondence received.  
M/Wright, S/Chignell to accept the Secretary's Report. Roll Call Vote No. 2 passed.  
**TREASURER'S REPORT**—Husby  
Treasurer Husby presented a written financial report to the Board. The Treasurer then explained the present spending by the Association which had exceeded revenues available in the General Fund.  
An examination was then made of various funds and monies deemed as surplus were transferred into accounts running in the red.  
The original amount to be transferred was \$4,900.00 but this amount was later reduced to \$3,900.00.  
The Treasurer recommended the Public Relations fund be trimmed \$1,000.00, but this was changed to \$500.00 in order that monies could be set aside for the Installation Dinner.  
M/Chignell, S/Patterson to amend motion that Public Relations Fund be reduced \$500.00 instead of \$1,000.00 to budget the Installation Dinner.  
M/Crowley, S/Patterson to further amend the motion to scratch the words "to budget the Installation Dinner." Roll Call Vote No. 3 passed. Roll Call Vote No. 4 on the original motion passed.

Then another motion was made by Husby, S/Patterson to amend that portion dealing with reducing the Grievance Committee Budget by only \$500.00. Roll Call Vote No. 5 passed.  
M/Husby, S/Patterson to transfer budget accounts in the amount of \$3,900.00. Roll Call Vote No. 6 passed.  
Discussion then followed over the use of Association credit cards. Treasurer Husby stated that the use of cards was costly and records were not up to date. A motion was made by Brother Husby, S/Wright to close these accounts.  
After considerable discussion of the pros and cons an amendment was proposed: Amended/Carey, S/Ryan: The American Express Card be kept but user identified at time of use. That any other accounts to be closed. Roll Call Vote No. 7 failed.  
The original motion was then re-stated: M/Husby, S/Wright the American Express Account and Bruno's Restaurant Account be closed and no other accounts shall be opened for food, drinks or entertainment without approval of the Board. Roll Call Vote No. 8 passed.  
Discussion continued centering around the necessity of the Association President having adequate expenses to represent the Association in public relations matters.  
M/Crowley, S/Patterson grant the Association President \$300.00 a month ex-

pense account.  
This was amended/Husby, S/Wright to increase the President's salary to \$300.00 a month.  
After further discussion a motion was made by Ruggiero, S/Osuna to table the matter. The motion to table cut off discussion. Roll Call Vote No. 9 to table defeated.  
Amended Motion by Treasurer Husby, S/Wright to increase President's salary—Roll Call Vote No. 10 defeated.  
Original motion to approve a \$300.00 a month expense account — Roll Call Vote No. 11 passed.  
This concluded the Treasurer's Report.  
M/Hemby, S/Chignell to accept the Treasurer's Report. Roll Call Vote No. 12 passed.  
**COMMITTEE REPORTS**  
**REORGANIZATION**—Hebel  
Reorganization / Career Development is with the Mayor. The Mayor may delete, as he sees fit.  
M/Wright, S/Husby to urge the Board to ask the Mayor to approve the Reorganization / Career Development plan and forward it in his budget to the Board of Supervisors. Roll Call Vote No. 13 passed.  
**CONSTITUTION AND BY-LAWS**—Hebel  
At the Special General Membership Meeting the Constitution changes were voted to be held over until the next General Membership

Meeting in March. That the pros and cons should be printed in the February edition of the newspaper.  
This elicited a M/Crowley, S/Patterson for the Board to expend \$651.00 for a Special Election for the Constitution and By-laws amendments. Roll Call Vote No. 14 failed.  
**LABOR RELATIONS**—Hebel  
Brother Hebel explained the move to seek pay for the fifteen minutes "falling-in" time for each Policeman, retroactive three years. He asked permission to contact an attorney on this matter.  
M/Husby, S/Chignell that Brother Hebel be authorized to contact an attorney concerning the possibility of attaining remuneration for the 15 minutes reporting time. Roll Call Vote No. 15 passed.  
Brother Wright asked permission to look into presenting a sound slide presentation on San Francisco as a money making venture.  
M/Wright, S/Carey grant permission to Brother Wright to pursue and report to the Board on a sound slide presentation for the Association. Roll Call Vote No. 16 passed.  
The meeting at that time died for lack of quorum.  
William Hemby, Secretary

### FINANCIAL REPORT FEDERAL LITIGATION FUND

Assessment Collected and Deposited in Commercial Acct. July 6, 1973 Through January 31, 1974	\$40,120.60
Assessment Collected and Deposited in Savings Account January 4, 1974	16,460.00
<b>TOTAL</b>	<b>\$56,580.60</b>
<b>LESS EXPENDITURES:</b>	
July 6, 1973 thru Jan. 31, 1974	26,572.92
<b>ASSESSMENT MONIES REMAINING</b>	<b>30,007.68</b>
Commercial Account	13,547.68
Savings Account	16,460.00
<b>TOTAL</b>	<b>\$30,007.68</b>
Donations From Other than Active Members	2,680.00
<b>TOTAL</b>	<b>\$32,687.68</b>

NOTE: Assessment of approximately \$32,000 plus have not been received from Controller.

BOARD OF DIRECTORS MEETING		VOTING RECORD																Y - Yes N - No A - Abstain	
		ROLL CALL	VOTE																
DATE	January 15, 1974	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12	#13	#14	#15	#16		
CO. A	CLONEY	ABS																	
CO. B	MACHI	ABS																	
CO. C	PATTERSON	P	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y	Y		
CO. D	RYAN	P	Y	Y	Y	N	Y	Y	Y	N	N	Y	Y	Y	N	Y	Y		
CO. E	MACAULAY	EX																	
CO. F	WILSON	EX																	
CO. G	BURKE	EX																	
CO. H	CAREY	P	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	Y	Y		
CO. I	CHIGNELL	P	Y	Y	N	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y	Y		
CO. K	McVEIGH	P	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y	Y		
CO. K	WRIGHT	P	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y	Y		
C.P.	GARRY	P	Y	Y	Y	Y	Y	Y	Y	N	N	Y		Y	N	Y	Y		
HQ.	TERLAU	ABS																	
HQ.	ALLEN	P	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y	N	Y	Y	
INSP.	OSUNA	P	Y	Y	N	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	Y	Y	
INSP.	RUGGIERO	P	A	Y	N	Y	Y	Y	Y	N	Y	N							
RET.	DOLAN	P	A	Y	N	Y	Y	Y	Y	N	Y	A	N	Y	Y	Y	N	Y	Y
TREAS.	HUSBY	P	Y	Y	Y	N	Y	Y	Y	N	Y	N	Y	Y	Y	N	Y	Y	
SECTY.	HEMBY	P	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y	N	Y	Y	
PRES.	CROWLEY	P	Y	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	Y	N	Y	Y	



For additional information -  
Phone PAL: 567-3215

# POLICE ACTIVITIES LEAGUE



## PAL BASKETBALL

The 1973-74 Police Activities League Basketball Program got off to its pre-holiday start with everyone looking forward to the long holidays. Now, that the holidays have passed the tempo of play within the leagues is reaching its all time high as reflected on the league standings as of January 15th.

In the 6th grade league the Rebels and the Roadrunners are tied for first in the Eastern division and the Blues and Bucks are also tied up in the Western Division.

The 7th grade league has seen some fine action with the Pistols being on top in the Eastern division and the Saints are ahead in the Western division.

The 8th grade "B" league is very close with the Salesmen in first place with a 3-0 record in the Eastern division. In the Western division, the

Bulldogs are one game ahead of the pack. In the 8th grade "A" division the Blanks are first in the Eastern division and the Patrolman lead the Western Division.

The 9th grade league has the Celtics out in first place in the Western division with a 4-0 record and the Suns are lengthening their lead each week with a present 4-0 record.

## PAL SPORTS FOR GIRLS

Girls will be given the chance to show what they can do! Besides girls softball and track, the PAL will now sponsor Girls Volleyball and Basketball leagues. Presently, the PAL is organizing girls volleyball with basketball to follow at a later date. The girls volleyball will begin this year with two divisions: 6th grade and 7th grade. Should the league prove successful, the eighth grade league will be

added next season. The leagues are scheduled to begin March 9th. Officer John Bostic is currently the Volleyball Commissioner until the PAL can find a willing and able policewoman to handle the chores. Girls and interested coaches who plan to enter teams should contact the PAL as soon as possible.

## TRACK AND FIELD

The PAL will again sponsor the AA-WCAL Dual Track and Field events to be held on March 16th at St. Ignatius High School, 2001 - 39th Avenue. This event was a great success last year when over 600 boys from the AAA and WCAL Leagues vied for track and field honors. Last year St. Ignatius came in first, Balboa second and Serra third in total points.

## BOXING - JUDO

Keep in mind that PAL boxing is on all-year round. Coach Earl Gonsolin's camp is now preparing for upcoming events such as the Golden Gloves and the Jr. Olympic Boxing Tournament. Interested boys should go to the PAL Boxing Center, National

Sergeant Stephen Spelman has been elected the new President of the San Francisco Police Activities League (PAL) at the Annual PAL Board of Directors meeting.

Sergeant Spelman is a 24-year veteran of the San Francisco Police Department and has been directly connected with youth athletics and activities the past 15 years. He is the first police officer, in the history of the Police Department, ever assigned on a full-time basis to direct the Police Athletic League program. Sergeant Spelman has served as Football Coach, Football Commissioner, Athletic Coor-

dinator, Vice-President and Executive Director of PAL before being elected to the office of President.

In addition to these offices, he serves as Vice-President and Executive Director of PAL before being elected to the office of President.

In addition to these offices, he serves as Vice-President of the California Joe De Maggio Baseball League, Treasurer of CAL-PAL, Deputy Commissioner of Norcalfed Youth Football Conference and Chairman of the AAU Junior Olympic Boxing Program and Junior Olympic Track & Field trials in San Francisco. He is

the founder of the PAL Law Enforcement Cadet Program for high school students which started in 1967 in cooperation with the San Francisco Police Department.

Sergeant Spelman succeeds Lt. Charles Ellis who has served as President of the PAL for eleven years. Other past Presidents include Captain Augustus Bruneman and Lt. Ray White.

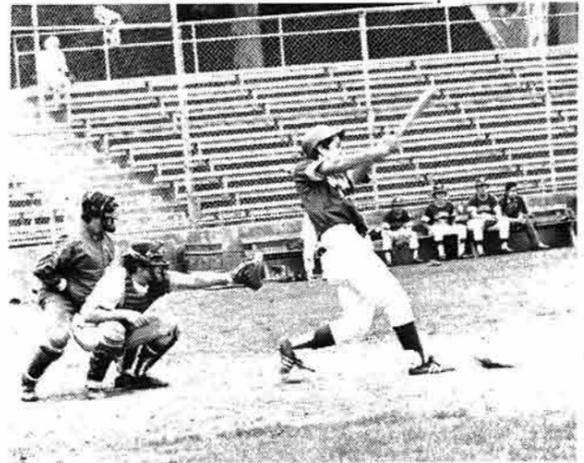
San Francisco Police Activities League  
PAL Board of Directors  
2475 Greenwich Street  
San Francisco, California



Guard Armory at 14th and Mission, Streets, Monday through Friday between 12 Noon and 8 p.m.

Officer Joe Mollo also has an all-year round Judo program. Youngsters interested in Judo should contact the PAL.

Please support the PAL; if you have any experience in coaching or officiating, contact the PAL at 567-3215. It is because of volunteers like you that over 65,000 boys and girls have successfully passed through the PAL programs since its inception in 1959.



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# C.O.P. National Press Conference, Rally Successful

(The following article was taken from the Dec. issue of the "Law Officer" magazine.)

On Saturday, November 3rd, Chicago's Confederation of Police held a National Press Conference and Rally which was attended by Sen. Edward T. Scholl, Rep. Jacob J. Wolf, Rep. Harold Washington, Ald. William Singer, Ald. Edward R. Vrdolyak, Ald. Richard Simpson, Ald. William Cousins, State's Atty. Bernard Carey, United Auto Workers Region 4 Director Robert Johnston and 25 leaders of police organizations from across the U.S. and Canada.

The subject of the rally was collective bargaining for the city's 13,000 policemen. Chicago is probably the only major city where police officers have fewer rights than criminals. The leaders of organized labor must realize that the city of Chicago, the police department, and even the police board, are all antilabor. The only public employees in Chicago with a contract are the teachers, yet, the Mayor and his aides continue to perpetuate the myth that Chicago is a labor city.

Edward Kiernan, president of the International Conference of Police Associations, led the contingent of police association leaders. Also in attendance were: Robert Gordon, Executive Director of the ICPA; Robert B. Klismet, Jerome J. Dudzik and William Gengler of

the Professional Policemen's Protective Association, Milwaukee, Wis.; Harry W. Broadway of the Ohio Union of Patrolmen Associations, Monclova, Ohio; R. Michael Scully of the Minneapolis Police Relief Association and First Vice President of the ICPA; Saul E. Lankster and John Smith of the Compton Police Officers' Association, Compton, California; David Baker, B. A. Norwood, Tom Butler and Dwight Smith of the Memphis Police Officers' Association, Memphis, Tennessee; Robert McKiernan and Malachi Higgins of the New York Police Benevolent Association; Robert Kuchta, William J. McNea, John Trappenberg and Robert Patton of the Cleveland Police Patrolmen's Association; John Sullivan of the Seattle Police Officers Guild; Gary Lee of the Detroit Police Officers' Association; Phil Yacovino of the New Jersey State Policemen's Benevolent Association; Al Sgaglione of the Police Conference of New York; Joseph Balzano of the New York City Housing Policemen's Benevolent Association, and Guy Marciel of the Montreal Policemen's Brotherhood, Montreal, Canada.

Many other police, labor and public leaders sent letters of support and encouragement. Gov. Daniel Walker who could not attend the Rally sent a telegram expressing his support: "I am sorry I cannot join you today to show my support for you and your

cause. I continue to support the right of collective bargaining by all public employees, including Chicago policemen, and you may be assured that I will continue my efforts to insure the passage of legislation which will extend the rights of collective bargaining to you."

Ald. William Cousins voiced his support saying "I have learned that nothing worthwhile comes about with a fight, and what the policemen are seeking at this time is worthwhile. It should have been done a long time ago, it must be done now. It's going to take a fight, but I am involved with you in that fight to bring about collective bargaining." Ald. Cousins told Chicago policemen, "As police officers in our city, there is no group of people who are any more important, or for that matter as important, in terms of what goes on in this city and the protection that must be provided for the people of this city. We must take care of you. If your morale is low, then the problems which confront this city are magnified. There is no reason why your morale should be low, we have the means to do what is needed for you. Those of us who are behind you are going to do all that we can do to see that you have a contract."

Ald. Richard Simpson said, "What I'd like you to do is take some of the other aldermen out of the pocket of the Mayor." Ald. Simpson further stated, "Those of us who are public officials here this morning are here because we believe that what you are advocating is just. If we did

not believe it, we would not show up. You are in the right. You deserve a contract. You deserve a clear condition of work. Last year in the City Council hearings, we had the opportunity to give you a contract. It is not the Mayor, contrary to general opinion, who approves the budget. It is not the Mayor who gives you the contract. It is the aldermen who the Mayor has controlled for so long. Now, we are fortunate that there is an election coming up in 1975. In 1975, every alderman who votes in the City Council, who voted last year not to give you a contract, and if you let them, will vote this year not to give you a contract, themselves renew their contract with the electorate. You are their employers, not their employees in that election. Aldermen are very sensitive people, they know when constituents are telling them that they are going to be thrown out of office. There is the power amassed in this room this morning to elect or not to elect a lot of people in City Hall. I ask you simply to make a critical judgment."

Sen. Edward Scholl stated, "It is a great pleasure for me to be here today, to support your program. For the past ten years, I have been working with the policemen trying to improve conditions in the city of Chicago. I am very proud of the fact that I was responsible in carrying your pension bill to victory. One of the biggest disappointments though, was two bills that I did have that were not accepted by the Illinois Senate, that was the two man squad cars

and the residency requirement. I want to pledge to you today that next year I am going to reintroduce these bills and I will do my best to see that those bills are approved."

Robert Johnston, Director of the United Auto Workers Region 4, gave policemen some insight on what the U.A.W. has learned from years of struggling, "There is one thing you have to learn in this movement, you have to have the right to control your own destiny. And, unless you have the right to control your own destiny, everything else is what people give you. I have been involved in the labor movement for almost 35 years, and in all that time, I have never had a corporation give us anything that we were not big enough to take away from them. There are places in Illinois where police have contracts, and they use their collective bargaining effectively."

Johnston went on to what he called "the other side of the coin." In his opinion, "The right for you to have a contract as policemen or policewomen in the city of Chicago is a political fight, that is, a political decision that has been made. There is nothing illegal about having a contract, or the right to bargain. These people who get uptight when you talk about the right to strike are only trying to hide from you the fact that they do not want you to have a contract, period. There are alternatives, and they are powerful alternatives. I say to you, that the U.A.W. has never let any politician inter-

fere with the workings or decisions of this great union that I represent. No politician has ever stuck his nose into the business of the U.A.W."

Edward Kiernan, ICPA president, told policemen that the only way to win the fight was to make Chicago the "hottest" city in the county this winter. "You know that there are people who are not in this room today who believe in what you are trying to do, but they haven't got the guts to be identified with it. Politics is the key,

involvement is essential, political activity, you probably represent the biggest political action machine in the country. There is not a cop I know who doesn't talk to 15 or 20 people a day. If you have the guts to talk to people, and lay it on the line to convince them, you can elect or defeat any politician in this country.

We're going to go in from here on in and tell him what we want, and if we don't get it, we're going to take it."

Kiernan, before an audience of more than 500 policemen, stated the key thought of the meeting perfectly when he said, "We want the same rights that every other organized working man in this country has, from the newspaper industry right down to the man who works on the production line. You have to stand together. If you're going to pull a job action, if you're going to put the heat on in Chicago, then it better be a hundred per cent or stay home in bed. And, if you stay home in bed, don't criticize when it's all over."

## POLICE AND FIRE DEPARTMENTS NIGHT OUT IN CHINATOWN

### WHERE?

Ruby Palace  
631 Kearny St.

### WHEN?

Saturday Evening, March 23, 1974

### TIME?

No Host Cocktails 6:15 P.M.  
Dinner 6:45 P.M.

### MENU

- |  |                           |
|--|---------------------------|
| * WINTER MELON SOUP                          | BUNS & PLUM SAUCE         |
| * SPICED CANTONESE CHICKEN SALAD             | * STEAK CUBES & CHOY YUEN |
| * PINEAPPLE AND LICHEE NUT SWEET & SOUR PORK | * PRAWNS & DOW SEE SAUCE  |
| * FLAMING RUM CHICKEN                        | * CANTONESE RICE          |
| * PEKING DUCK SERVED WITH THOUSAND LAYER     | * TEA AND FORTUNE COOKIES |

Immediately following dinner, a completely new, classical, bilingual (English-Chinese) musical "Turmoils At Prof. Ming's Mansion" will be presented by The Famous Amitabha Players, at The Buddha's Universal Church across the square. Beautiful Costumes - Wild Animals - Action - Humor - It is spectacular - an unforgettable evening. For those who don't know, these people are "Something Else."

Cost \$8.00 Per Person (inc. tax & tip) For Dinner & Show

All proceeds will go to the Chinese Youth Education Fund and is tax deductible. To order your tickets, complete the form below and mail with your check. Cut-off date is March 15, 1974 -

Make checks payable to Buddha's Universal Church (This would give you your receipt for a tax deduction).

Mail to: SFPOA office - 548 - 7th St., S.F. 94103

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

Enclosed is \$ \_\_\_\_\_ for \_\_\_\_\_ persons.

## "SUPPORT YOUR FUND"

Now you can order your copies of:

### "Restrictions"

This \$60,000 painting was presented to the ICPA last summer in Atlantic City. Artist John Petri was inspired by the current problems of policemen. Reproductions are available in two sizes: 25" x 3' for \$5 each and 11" x 14" double-matted, glassine. Wrapped picture ready to hang. The larger reproductions cost only \$2.75 each and small for \$4.25 in lots of 100 or more.



### The Book You Must Read. "My Daddy is a Policeman"

This book is a little girl's description of how her policeman-father makes a living. Illustrated with 15 full-color photographs and a moving text, the book presents the human side of a policeman. It reminds the reader that law enforcers are not cold-blooded men. Available for only 80 cents a copy in lots of 100 or more.

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Quantity order

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Address \_\_\_\_\_

Zip \_\_\_\_\_

Mail to: ICPA Fund  
P.O. Box 1217  
Mountainside, N.J. 07092  
**Delux Gift Edition \$4.50  
Includes Postage**

# Police Officers Rights Bill Clears Assembly

A new public safety officers Bill of Rights introduced by Assemblyman Keysor, from Southern California, has cleared the Assembly in Sacramento and goes to the State Senate.

AB 1800, which is patterned closely after the same provisions in our Memorandum of Understanding, provides for rights of public safety officers under investigation or subjected to interrogation. Specifies other rights of police with regard to discrimination, discipline and polygraph tests.

The bill, known as The Safety Officers Procedural Bill of Rights Act, provides:

## POLITICAL ACTIVITY

Except as otherwise provided by law, or whenever on duty or in uniform, no public safety officer shall be prohibited from engaging, or be coerced or required to engage in, political activity.

## ARTICLE NO 105

3303. When for any reason any public safety officer is under investigation or subjected to interrogation by his commanding officer, or any other member of a police department, which could lead to disciplinary action, demotion, dismissal, transfer or administrative charges, such investigation or interrogation shall be conducted under the following conditions:

(a) The interrogation shall be conducted at a reasonable hour, preferably at a time when the public safety officer is on duty, or during the normal waking hours for the public safety officer, unless the seriousness of the investigation requires otherwise.

(b) The public safety officer under investigation shall be informed prior to such interrogation of the rank, name and command of the officer in charge of the investigation, the interrogating officers, and all other persons to be present during the interrogation. All questions directed to the public safety officer under interrogation shall be asked by and through no more than two

interrogators.

(c) The public safety officer under investigation shall be informed of the nature of the investigation prior to any interrogation.

(d) The interrogating session shall be for a reasonable period taking into consideration gravity and complexity of the issue being investigated.

(e) The public safety officer under interrogation shall not be subjected to offensive language or threatened with transfer or disciplinary action, or loss of his job. No promise of reward shall be made as an inducement to answering any question. The public safety officer under interrogation shall not be subjected to visits by the press or news media without his express consent nor shall his home address or photograph be given to the press or news media without his express consent.

(f) The complete interrogation of a public safety officer shall be recorded and there shall be no unrecorded questions or statements. If a tape recording is made of the interrogation, the public safety officer shall have access to the tape if any further proceedings are contemplated or prior to any further interrogation at a subsequent time. The public safety officer shall be entitled to a transcribed copy of any notes made by a stenographer or to any reports made by investigators. The public safety officer being interrogated shall have the right to bring his own recording device and record any and all aspects of the interrogation.

(g) If the public safety officer under interrogation is likely to be placed under arrest as a result of the interrogation, he shall be completely informed of all his rights prior to the commencement of the interrogation.

(h) At the request of any public safety officer under interrogation, he shall have the right to be represented by counsel or any other representative of his choice who shall be present at all times during such interrogation whenever

such interrogation may result in disciplinary action or criminal charges against the public safety officer.

(i) No public safety officer shall be loaned or temporarily reassigned to a location other than his normal work duty except for periods when he is actually under interrogation or administrative charges have been filed.

3304. No public safety officer shall be discharged, disciplined, demoted, transferred or denied promotion or reassignment or otherwise discriminated against in regard to his employment, or be threatened with any such treatment, by reason of his lawful exercise of his constitutional rights, the rights granted under this chapter, or the exercise of any rights under any existing administrative grievance procedure.

3305. No public safety officer shall have any comment adverse to his interest entered in his personnel file, or any record kept at his place or unit of employment or any other place recording such comments by any person, without the public safety officer having first read and signed the instrument containing the adverse comment indicating he is aware that such comment is being placed in his personnel file or other place of recordation of such comments.

Except, that such entry may be made if after reading such instrument containing any adverse comment the public safety officer refuses to sign it. A witness shall thereafter note that such officer was presented with the opportunity to read and sign such instrument and refused to do so.

3306. A public safety officer shall have 30 days within which to file a written response to any adverse comment entered in his personnel file pursuant to Section 3305. Such written response shall be attached to, and shall accompany, the adverse comment.

3307. No public safety officer shall be compelled to submit to a polygraph examination against his will. No disciplinary action or other reprimand shall be taken

# 4th ANNUAL FOOTBALL GAME S.F.P.D. VS. S.F.F.D.

SATURDAY, FEB. 23, 1974  
AT LOWELL HIGH SCHOOL FIELD  
TIME: 1:00 P.M.  
**PLEASE COME OUT  
AND SUPPORT YOUR TEAM**

## '74 S.F.P.D. Softball League

I'm currently trying to work out the scheduling of games and fields to be used for the '74 SFPD Softball League. I'm asking each manager to submit immediately their intentions as to participating, their roster (as tentative as it may be) and (\$15.00).

We will have definite problems regarding fields for the games played on Saturday. Our only alternative is that we start one game on Saturday no later than 9:00 A.M. and conclude at 10:30 A.M. The second game on the same field would then begin at 10:30 A.M. and conclude no later than noon.

I've briefly outlined two separate divisions below that will probably be broken into four when the schedule is made up (two Tuesday and two Saturday divisions).

If you have any suggestions or changes notify me at 553-1145.

### TUESDAY DIVISION

Central No. 1  
Central No. 2  
Southern

So. East  
Mission  
Northern  
Park  
Richmond  
Ingleside  
Taraval  
Bureau of Inspectors No. 1

### SATURDAY DIVISION

Traffic Bureau  
Crime Prevention A's  
District Attorney's Office  
F.B.I.  
Headquarters Co.  
Sheriff's Dept.  
Alcohol, Tax and Firearm  
Postal Inspectors  
Communications  
Crime Prevention B's  
Bureau of Inspectors No. 2  
**FIELDS AVAILABLE**  
Hayward No. 1  
Hayward No. 2  
Rossi  
Parkside  
Funston No. 2  
**SUBJECT TO CHANGE**  
Balboa (2 games)  
Jackson (2 games)  
Rolph No. 2 (2 games)

Frank Falzon  
Homicide Detail—Ext. 1145

## CRAB IS KING

"Crab Is King," the colorful history of the renowned Fisherman's Wharf in San Francisco, is scheduled to be published in mid-January, it was announced.

The book, with more than 20 photos, tells the intriguing story of the wreck of the "Rio de Janeiro" in 1901; Abe Warner's amazing "Cobweb Palace," Kit Carson's historical invasion. Barney Gould's showboat saga, and the rise to fame of baseball's DiMaggio family.

"Crab Is King" has chapters about the Italians, the Chinese who introduced shrimp to the Wharf, Enrico Caruso, Jack London, Benny

Bufano, and others who helped make the Wharf famous. The problems of the Italians at the Wharf in World War II is also described.

For the native, visitors and tourists alike there are chapters telling the interesting story of the Golden Gate Bridge, Alcatraz Island, the Cannery, Ghirardelli Square, the Balclutha, the Maritime Museum and other historical spots. There is also a chapter of the Italian families who started the restaurants there.

The 200-page full size paperback, published locally, concludes with a number of favorite Fisherman's Wharf recipes.

The book was written by Bernard Averbuch, a one-time newspaper reporter now in public relations. Averbuch is also co-author of "Never Plead Guilty," the biography of the late Attorney J.W. Ehrlich.

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# LETTERS

## POLITICAL ACTION CONT'D

them we must set our sites higher up.

This is where political action comes in. We have a group of over two thousand members plus wives, families and friends. By motivating a percentage of our membership to work actively on political campaigns we ensure that our choice of candidates are elected. In the past we have offered only token support to political candidates and it just isn't enough.

What we must first do is choose the candidates we want to back. These should be selected after a thorough check of their particular backgrounds, voting records and affiliations. Following that, meetings are arranged and we lay down our objectives and goals. If the candidates agree to support these goals, we in turn promise to actively campaign in his or her behalf. Then we must do what we promise. That means you, as a member, must devote some portion of your off-duty time in these campaigns.

If, for instance, we were influential in the election of our next Mayor, we would also be in a good position to influence the selection of the next Police Commission and Chief of Police. That is what political action really is. With a new Chief and Commission more sympathetic to the working policeman, many of the problems we face today would be wiped out.

As far as bread and butter issues go, consider what we could achieve if both Mayor and Board of Supervisors were assisted in getting elected by us.

With the new ordinance

limiting spending in political campaigns it means a great deal in how many bodies you can field for a candidate. The Association has the facilities and the manpower. What is really needed is to convince you, the members, that by working actively in political campaigns we can move ahead and gain more benefits faster than by sitting back and hoping for the best.

We gripe about court decisions, but would you give up that one day on the golf course or one day on the second job to campaign for a judge more sympathetic to law enforcement?

These things and more have been done in other areas and by much smaller groups than ours. The S.F.P.O.A. can be effective in determining our own fate. All it takes is you! Think about it when we come calling later this year.

### ● ● ● ELGIN AUTO SALES

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## CIVIL SERVICE RESPONDS

Mr. James Wurm  
General Manager, Personnel  
Civil Service Commission

RE: Amendment to Civil Service Commission Rule 23  
Titled "Sick Leave With Pay"

Dear Mr. Wurm:  
On July 24, 1972 and then again on May 17, 1973 I corresponded with Mr. Bernard Orsi, then General Manager of Personnel, relative to a proposed change in Commission Rule 23. I had suggested that after a city employee, under permanent appointment, has accumulated the Charter mandated maximum of six (6) months sick leave, additional sick leave (which under the present rule lapses) would be credited to the employee's compensatory time account. The suggested amendment would prevent an employee from losing a right (to accumulate sick leave) because of his good health and dedication to duty.

This matter has been of great concern to the members of the San Francisco Police Department in that a large number of them have already or will shortly accumulate the maximum amount of sick leave allowed by the Charter. These members do not wish to use their sick leave time unless and until they are legitimately ill. The present rule is indirectly encouraging them to feign illness.

I trust that I will receive a response to this correspondence. If your Rules Study and Revision Committee is not able to pursue this matter, would you please so advise me.

Very truly yours,  
Gerald A. Crowley  
President

Mr. Gerald A. Crowley  
San Francisco Police  
Officers' Association

Dear Mr. Crowley:

This letter is to acknowledge receipt of your letter of January 10, 1974, in which you request amendment to Civil Service Rule 23, Sick Leave with Pay.

Your request has been submitted to the Civil Service Rule Committee for review and study. Please be assured that you will be advised of this Committee decision.

Very truly yours,  
Thomas H. Poulas  
Assistant Secretary

Officer Carlson:  
I would like to tell you that if the San Francisco Police Officers' Association did not make any money on their fair, they made a lot of children very happy and their parents knew they were off the streets. I did not appreciate your criticism in the Police paper. Also the fair made young & old people very friendly and it was a great idea. Money isn't always the most important thing, making children & grown-up people have a little fun, and big smiles on their faces. It was a great idea and I hope we have more like it in 1974.

Sincerely,  
Henrietta Abrams

Gerald C. Crowley  
Dear Mr. President;

This letter will confirm and make a matter of record my resignation as Chairman of the Welfare / Health Service Committee, to be effective this date.

The press of other personal business will preclude my devoting the time and attention necessary for the successful performance of the myriad duties to be anticipated over the next several months.

Should you be so inclined and should the Board of Directors concur at your meeting this date, I would highly recommend Mike Hebel for this position. Mike has recently been admitted to the State Bar of California and has been a dedicated and effective worker for the Association. I would be pleased to work with Mike, in any way I can, to assist him in becoming thoroughly familiar with the sometimes subtle and complex duties of the position.

May I take this opportunity to express my thanks to you as President and to the members of the Board of Directors for affording me the opportunity to have served the Association in this most needed necessary and vital committee.

With every best wish for the New Year, I remain,

Very truly yours,  
J. William Conroy

Sergeant Gerald Crowley,  
President  
Community Services Fund  
San Francisco Police  
Officers Association  
850 Bryant Street -  
San Francisco,  
California 94103

Dear Sgt. Crowley:

I would like to extend a personal note of appreciation to the San Francisco Police Officers Association for their generous donation towards our annual Christmas Gift Program. Special consideration is also extended to Sergeant Ron Vernali for his efforts in our behalf.

Your very generous donation helped to "brighten" the holidays for many San Francisco patients at Napa State Hospital. This year the Association's annual gift giving program was extended to include a party for the patients on one ward. Your donation was used to purchase gifts for these individuals and, to say the very least, they were well received.

Again, thank you for "sharing ... caring ... and giving." I hope that our Association can look forward to your continuing support.

Sincerely,  
Allan R. Moltzen  
President

**S.F.P.O.A.**  
**GENERAL MEMBERSHIP MEETING**  
March 19, 1974 - 8:00 P.M.  
**Homestead Savings & Loan Assn.**  
**5757 Geary Blvd.**

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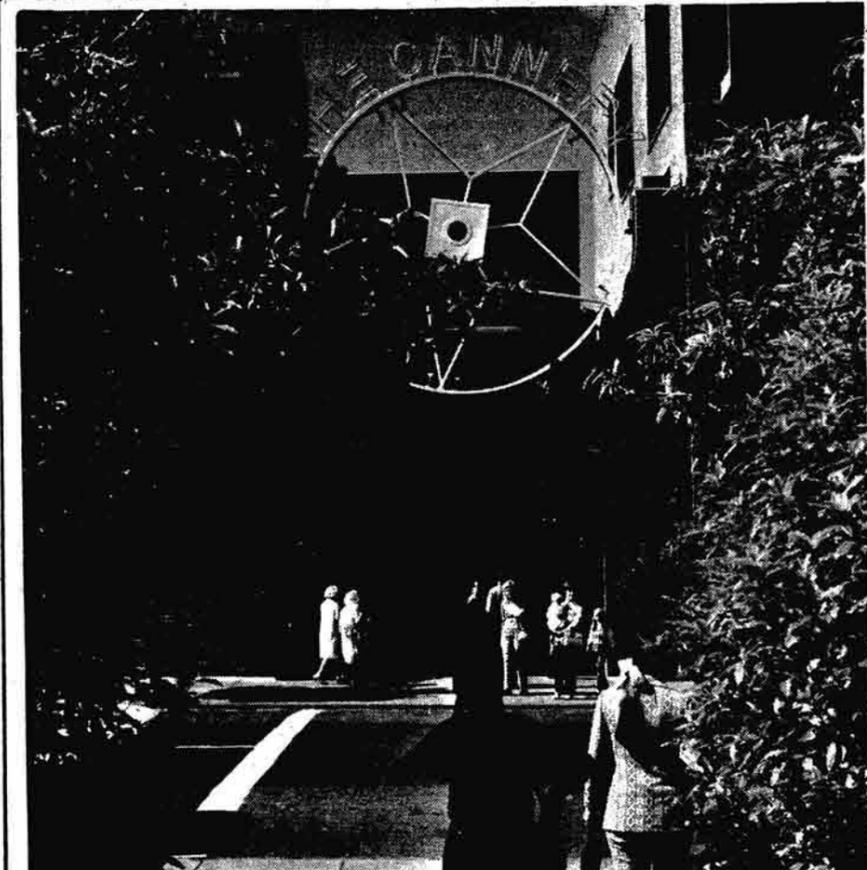
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