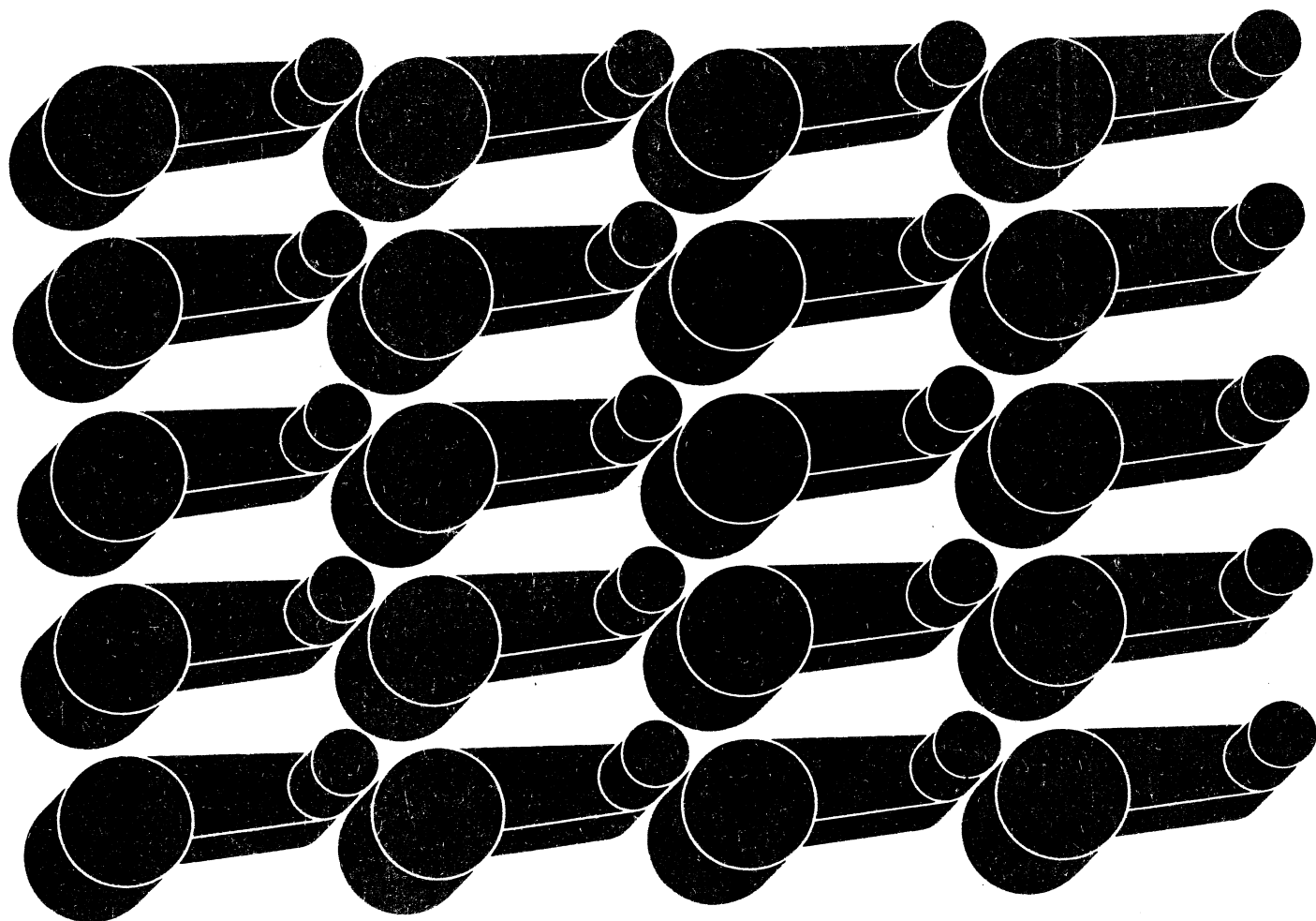


San Francisco Voter Information Handbook

Arguments Statements

**Primary Election
June 8, 1976**



WHAT IT'S ALL ABOUT

People vote to decide how their city will be run and who will run it. Your vote is just as important as anyone else's. This book will help you to understand what voting is all about.

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WORDS YOU NEED TO KNOW

Here are a few of the words that you will need to know:

BALLOT—A list of candidates and propositions.

ABSENTEE BALLOT—If you are going to be away on election day, or if you cannot get to the place where you vote because you are physically disabled, you can get a special ballot to fill out. This ballot is called an absentee ballot. You get this ballot from the Registrar of Voters at City Hall. See page ...

POLL—The place where you go to vote.

CHARTER AMENDMENT—The charter is the basic set of laws for the city government. A charter amendment changes one of those basic laws. It takes a vote of the people to change the charter. It cannot be changed again without another vote of the people.

CHALLENGE—Any citizen can ask an officer at the polls to challenge any voter if the citizen thinks the voter does not live at the address given on the registration form.

PREEMPTION—State and federal laws can be more powerful than a city charter. Laws in the city charter that do not agree with some state and federal laws do not count. They are preempted by the more powerful laws.

PRIMARY ELECTION—This is an election to decide who will be a political party's candidate for the general election the following November. There may be two or more people wanting to be a party's candidate in November. The one who gets the highest vote in the primary election will be this candidate. Because the purpose of a primary election is to choose a **POLITICAL PARTY'S CANDIDATE**, a voter who has registered as an independent and has not chosen a political party will receive a primary ballot that lists **ONLY** ballot measures and nonpartisan candidates.

PROPOSITION—This means anything that you vote on, except candidates. If it deals with the state government, then it will have a number—such as Proposition 1. If it deals with the city government, it will have a letter—such as Proposition A.

INITIATIVE—This is a way for voters to put a proposition on the ballot for people to vote on. An initiative is put on the ballot by getting a certain number of voters to sign a petition.

PETITION—A list of signatures of voters who agree that a certain idea or question should be on the ballot.

DECLARATION OF POLICY—A declaration of policy asks a question: Do you agree or disagree with a certain idea? This helps your city government find out what you think.

YOUR RIGHTS AS A VOTER

Q—Who can vote?

A—Anyone who:

- * is 18 years or older, by election day
- * is a citizen of the United States and
- * has lived in San Francisco for 30 days (Even if you have moved, you can still vote by using what is called an "absentee ballot". There is an application for one sent with this book. If you lose this one, call 558-3417.)

Q—What do I have to do to vote?

A—Sign up with the registrar. You can do this anytime. But you must sign up more than 29 days before an election to vote in **that** election. If you need help to do this call 558-3417. When you sign up, they will ask you:

- * your name
- * where you were born
- * where you live

Q—Do I have to belong to a political party?

A—Only if you want to. If you don't want to tell what political party you consider yours, you can say "Independent" or "I don't want to tell."

Q—If I don't tell my political party when I sign up, can I still vote in every election?

A—Yes. The **only** thing you cannot vote on is which candidate will be a political party's choice in a Primary election.

Example: Only people who sign up as Democrats can vote in the Primary election for who will be the Democratic candidate. Primary elections are held in June of even-numbered years.

Q—If I have picked a party, can I change it later?

A—Yes, but you must go and sign up again.

Q—Once I have signed up, do I have to do it again?

A—Yes, if:

- * you have moved or
- * you did not vote in the last **General** election (The last General election was November 5, 1974)

Q—If I have been convicted of a crime, can I sign up to vote?

A—Yes, if you have served your sentence and parole.

Q—What candidates will voters be choosing at this primary election?

A—All voters who are signed up as members of a political party will choose a candidate for:

- * State Assemblyman
- * State Senator
- * United States Congressman
- * United States Senator

Q—What districts are there in San Francisco?

A—San Francisco has:

- * three State Assembly Districts (AD 16, 17, 18)
- * two State Senate Districts (SD 5, 6)
- * two United States Congressional Districts (CD 5, 6)

(See map elsewhere in this pamphlet)

Q—Do these districts belong just to San Francisco?

A—No. State Assembly District 18 is shared with San Mateo County.

State Senate District 6 is shared with San Mateo County.

United States Congressional District 5 is shared with Marin County.

Q—What about the United States Senator. Is there a district for this position?

A—No. California has two United States Senators. Each Senator represents the **entire** state.

Q—How can I tell which districts I live in?

A—You can call the Registrar of Voters at 558-3417.

Q—Why is there nothing in the Voters Information Handbook about the people who are candidates in this primary election?

A—Because the positions these candidates are trying for are not **city** positions. They are state and federal positions.

Q—Isn't there something called a "presidential primary" too?

A—Yes. If you have signed up as a member of a political party, you will be able to choose which candidate for president in your party you like the most. How you choose will help decide which California delegates will go to the political

nominating convention this summer, where a national presidential candidate will be chosen.

Q—Where do I go to vote?

A—Your voting place is printed next to your name and address sent with this Voters Handbook.

Q—If I don't know what to do when I get to my voting place, is there someone there to help me?

A—Yes. The workers at the voting place will help you. If they can't help you, call 558-6161.

Q—When do I vote?

A—The election will be Tuesday, June 8, 1976. Your voting place is open from 7 A.M. to 8 P.M. that day.

Q—What do I do if my voting place is not open?

A—Call 558-6161.

Q—Can I take my sample ballot into the voting booth even if I've written on it?

A—Yes.

Q—Can I vote for someone whose name is not on the ballot?

A—Yes. This is called a "write-in". If you want to and don't know how, ask one of the workers to help you.

Q—What do I do if I cannot work the voting machine?

A—Ask the workers and they will help you.

Q—Can a worker at the voting place ask me to take any test?

A—No.

Q—Can I take time off from my job to go vote on election day?

A—Yes. But only if you tell your employer by Friday, June 4, 1976, that you need time off to vote. Your

employer must give you up to two hours off either at the beginning or end of your working day.

Q—Can I vote if I know I will be away from San Francisco on election day?

A—Yes. You can vote early by:

- * going to the Registrar of Voters office in City Hall and voting there

or

- * mailing in the application for an absentee ballot sent with this Voters Handbook.

Q—What can I do if I do not have an application form?

A—You can send a letter or postcard asking for an absentee ballot. This letter or postcard should be sent to the Registrar of Voters, City Hall, San Francisco 94102.

Q—What do I say when I ask for an absentee ballot?

A—You must write:

- * that you need to vote early

- * your address when you signed up to vote

- * the address where you want the ballot mailed

- * then sign your name, and also print your name underneath.

Q—When do I mail my absentee ballot back to the Registrar of Voters?

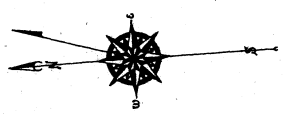
A—You can mail your absentee ballot back to the Registrar of Voters as soon as you want. You must be sure your absentee ballot gets to the Registrar of Voters by 8 P.M. on election day, June 8, 1976.

Q—What do I do if I am sick on election day?

A—Call 558-6161 for information.

**IF YOU HAVE OTHER QUESTIONS ON VOTING
CALL THE REGISTRAR OF VOTERS AT 558-3417**

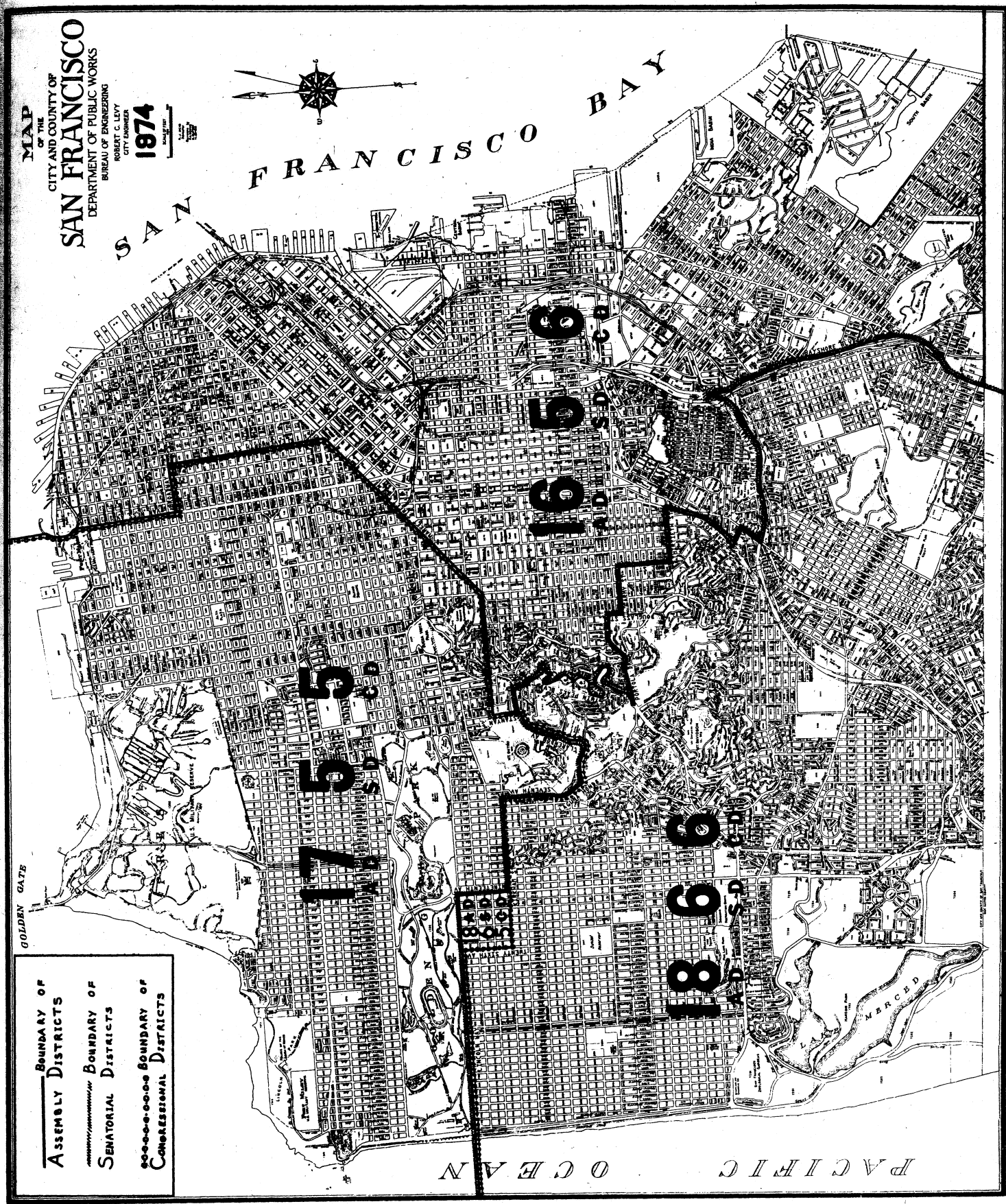
MAP
OF THE
CITY AND COUNTY OF
SAN FRANCISCO
DEPARTMENT OF PUBLIC WORKS
BUREAU OF ENGINEERING
ROBERT C. LEVY
CITY ENGINEER
1874



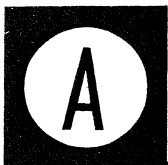
SAN FRANCISCO BAY

GOLDEN GATE

BOUNDARY OF
ASSEMBLY DISTRICTS
BOUNDARY OF
SENATORIAL DISTRICTS
BOUNDARY OF
CONGRESSIONAL DISTRICTS



PACIFIC OCEAN



VOTER REGISTRATION AND CONDUCT OF ELECTIONS

Ballot Title

Shall all matters pertaining to voter registration and elections be vested exclusively in the Registrar of Voters?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition A—Election Responsibilities of the Registrar of Voters

THE WAY IT IS NOW: The Charter does not state clearly who is in charge of election matters. One part of the Charter says that the Registrar of Voters is in charge of all election matters. But another part of the Charter says the Chief Administrative Officer is responsible for all activities of the Registrar of Voters.

THE PROPOSAL: Proposition A states that the Registrar of Voters shall be the only person in charge of election matters. The Chief Administrative Officer

will continue to be responsible for any other activities of the Registrar of Voters.

A YES VOTE MEANS: If you vote yes, you want the Charter to say clearly that the Registrar of Voters shall be the only person in charge of election matters.

A NO VOTE MEANS: If you vote no, you want the Charter left the way it is even though it does not state clearly who is in charge of election matters.

CONTROLLER'S STATEMENT ON PROPOSITION "A"

Should the proposed Charter amendment be adopted, it is my opinion that it would not, of itself, create any additional costs. However, future increased costs could occur if the position is reclassified to a higher paying classification.

JOHN C. FARRELL, Controller
City and County of San Francisco

Please tear out the coupon on the back cover of this pamphlet and take it with you into the voting machine. This will speed up voting in your precinct.

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION A**

**PROPOSED AMENDMENT TO CHARTER
SECTION 3.201**

NOTE: Additions or substitutions are indicated by **bold-face type**.

3.201 Functions, Powers and Duties

The chief administrative officer shall be responsible to the mayor and to the board of supervisors for the administration of all affairs of the city and county that are placed in his charge by the provisions of this charter and by ordinance, and to that end, **except as otherwise provided in section 9.102 of this charter, and the general laws of this state respecting the registration of voters, the holding of elections and all matters pertaining to elections in a city and county**, he shall have power and it shall be his duty to exercise supervision and control over all administrative departments which are under his jurisdiction; to appoint the heads of departments under his control and the members of advisory and other boards provided by this charter or by ordinance to be appointed by the chief administrative officer; to prescribe general rules and regulations for the administrative service under his control; to have a voice but no vote in the board of supervisors, with the right to report on or to discuss any matter before the said board concerning the affairs of the departments in his charge; to make such recommendations and propose such measures to the mayor, the board of supervisors, or committees thereof, concerning the affairs of the city and county in his

charge as he may deem necessary; to coordinate the functioning of the several departments of the city and county charged with powers and duties relating to control of traffic; and to provide for the budgeting and control of publicity and advertising expenditures of the city and county.

The chief administrative officer may designate an officer or an employee in any department under his jurisdiction to exercise the powers and perform the duties of any county office not specifically designated by this charter.

The chief administrative officer may designate the recorder to exercise the powers and perform the duties of the registrar of voters and to occupy the offices of registrar of voters and recorder, receiving a single salary therefor to be fixed in accordance with the salary standardization provisions of this charter.

Ordered submitted: Board of Supervisors, San Francisco, Mar 8, 1976.

Ayes: Supervisors Barbagelata, Feinstein, Francois, Kopp, Molinari, Nelder, Pelosi, Tamaras, von Beroldingen.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

Polls are open from 7 A.M. to 8 P.M.

A

VOTER REGISTRATION AND CONDUCT OF ELECTIONS

ARGUMENT FOR PROPOSITION "A"

Authority of Registrar of Voters, Elections

Vote Yes on Proposition "A"—a measure to provide for the full independence and authority of the Registrar of Voters regarding the registration of voters, holding of elections, and all matters pertaining to elections in San Francisco.

Over the past months considerable attention has been focused on the conduct of voter registration and of election procedures generally. It has become very clear that the Registrar of Voters must be able to perform the duties of the office free of even the slightest possibility of interference, pressure or undue influence from any source except as specifically provided for by laws governing those functions and duties.

Proposition "A" clarifies and delineates carefully the relationship between the Registrar of Voters and the Chief Administrative Officer, so that the appro-

priate general management and administrative direction of the Chief Administrative Officer over the office of Registrar of Voters as a government activity is preserved, while making it clear that the functions of the Registrar of Voters concerning voter registration and the conducting of elections are the sole responsibility of the Registrar of Voters.

Vote Yes on Proposition "A"—make it absolutely clear that responsibility for the vitally important functions of the Registrar of Voters is entrusted to the person duly appointed to that position, and that the Registrar is assured of independence of authority for the proper performance of duties.

Submitted by:

Supervisor John L. Molinari

No argument against Proposition A was submitted.

Apply for Your Absentee Ballot Early

SUSPENSION OF EMPLOYEES

B

Ballot Title

Shall the power of an appointing officer to suspend an employee be limited to certain specific offences?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition B—Dismissal Procedure for Permanent Civil Service Employees

THE WAY IT IS NOW: Civil service employees, except for the police and fire departments, may be suspended when written charges are brought against them. They cannot be fired until they have a hearing in their own defense.

THE PROPOSAL: Proposition B would make this part of the city charter the same as California state law. It would limit the reasons for suspending an employee. The reasons are: misappropriation of public funds or property, misuse or destruction of public property, drug addiction, habitual intemperance, mistreatment of persons, immorality, acts which consti-

tute a felony or misdemeanor involving moral turpitude, or acts which present an immediate danger to the public health and safety.

A YES VOTE MEANS: If you vote yes, you want the charter changed to agree with state law to limit the reasons for which a civil service employee may be suspended.

A NO VOTE MEANS: If you vote no, you want the charter left the same even though it does not agree with state law, the way it is now.

CONTROLLER'S STATEMENT ON PROPOSITION "B"

Should the proposed Charter amendment be adopted, it is my opinion that it would not, of itself, create any additional costs.

JOHN C. FARRELL, Controller
City and County of San Francisco

Please tear out the coupon on the back cover of this pamphlet and take it with you into the voting machine. This will speed up voting in your precinct.

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION B**

**PROPOSED AMENDMENT TO CHARTER
SECTION 8.341**

NOTE: Additions or substitutions are indicated by **bold-face type**.

8.341 Dismissal for Cause

No person employed under the civil service provisions of this charter, exclusive of members of the police and fire departments as provided under section 8.343 hereof, in a position defined by the commission as "permanent" shall be removed or discharged except for cause, upon written charges, and after an opportunity to be heard in his own defense. Pending such hearing, the appointing officer may suspend the person so accused **if the accusation against the accused person involves misappropriation of public funds or property, misuse or destruction of public property, drug addiction or habitual intemperance, mistreatment of persons, immorality, acts which would constitute a felony or misdemeanor involving moral turpitude, or acts which present an immediate danger to the public health and safety;** but such suspension shall not be valid for more than thirty days, unless hearing upon the charges shall be delayed beyond such time by the act of the accused person. When charges are made, the appointing officer shall, in writing, notify the person accused of the time and place when the charges will be heard, by mailing such statement to his last known address. The appointing officer shall publicly hear and determine the charges, and may exonerate, suspend or dismiss the accused. If the employee is exonerated the appointing officer may, at his discretion, remit the suspension and may order payment of salary to the employee for the time under suspension, and the report of such suspension shall thereupon be expunged from the record of service of such employee. The civil service commission shall immediately be notified of the charges when made, of the hearing, and of the finding thereon. The finding of the appointing officer shall be

final, unless within thirty days therefrom the dismissed employee appeals to the civil service commission. The appeal and all proceedings shall be in writing and shall briefly state the grounds therefor. The civil service commission shall examine into the case and may require the appointing officer to furnish a record of the hearing and may require in writing any additional evidence it deems material, and may, thereupon, make such decision as it deems just. The order or decision of the commission upon such appeal shall be final and shall forthwith be enforced by the appointing officer. If the civil service commission shall reverse or alter the finding of the appointing officer it may, in its discretion, order that the employee affected be paid salary from the time of his discharge or suspension.

The civil service commission may hear and determine any charge filed by a citizen or by the authorized agents of the commission when the appointing officer neglects or refuses to act. Removal or discharge may be made for any of the following causes: incompetence, habitual intemperance, immoral conduct, insubordination, discourteous treatment of the public, dishonesty, inattention to duties, or engaging in prohibited political activities.

Nothing in this section shall limit or restrict rules adopted by the commission governing lay-offs or reduction in force.

Ordered submitted: Board of Supervisors, San Francisco, Mar 8, 1976.

Ayes: Supervisors Barbagelata, Feinstein, Francois, Kopp, Mendelsohn, Molinari, Nelder, Pelosi, Tamaras, von Beroldingen.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

SUSPENSION OF EMPLOYEES

B

ARGUMENT FOR PROPOSITION "B"

Dismissal for Cause

Section 8.341 of the Charter currently provides that an Appointing Officer (Department Head) may suspend a permanent Civil Service employee pending a hearing for dismissal. Because of a recent California Supreme Court ruling (Skelly vs. The State Personnel Board), an employee cannot be suspended until he or she has had a hearing.

Suspensions prior to a dismissal hearing are no longer permissible. This amendment merely brings

the Charter into conformance with the California Supreme Court's ruling.

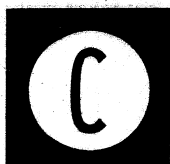
The amendment permits suspensions prior to a hearing in certain instances where immediate removal from the position is necessary in order to protect the public health and safety.

Submitted by:

Supervisor Quentin L. Kopp
Civil Service Commission, San Francisco

No argument against Proposition B was submitted.

Polls are open from 7 A.M. to 8 P.M.



LEAVES FOR AMERICAN RED CROSS MEMBERS

Ballot Title

Shall Section 8.362, authorizing leaves of absence for employees serving with the American Red Cross during World War II, be repealed?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition C—Leaves for Red Cross Members

THE WAY IT IS NOW: During World War II city workers were given military leave to serve in the American Red Cross. Leaves of absence are now given according to civil service rules.

THE PROPOSAL: Proposition C would remove the section of the charter giving military leave to city employees for service in the American Red Cross during World War II.

A YES VOTE MEANS: If you vote yes, you want to remove the section of the charter giving city employees military leave to serve in the American Red Cross during World War II, because this section of the charter is out of date.

A NO VOTE MEANS: If you vote no, you want the section of the charter granting military leave to American Red Cross workers during World War II to remain in the charter, the way it is now.

CONTROLLER'S STATEMENT ON PROPOSITION "C"

Should the proposed Charter amendment be adopted, it is my opinion that it would not, of itself, create any additional costs.

JOHN C. FARRELL, Controller
City and County of San Francisco

Apply for Your Absentee Ballot Early

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION C**

**PROPOSED AMENDMENT REPEALING
CHARTER SECTION 8.362**

NOTE: Additions or substitutions are indicated by **bold-face type**; deletions are indicated by ((double parentheses)).

((8.362 Leaves for American Red Cross Members

(((a) Whenever any officer or employee of the City and County of San Francisco, or any non-certified employee of the Unified School District thereof, after the 8th day of December, 1941, and during the existence of the present war between the United States of America and the Axis Powers, has resigned from or relinquished his or her position under the government of the city and county, or under said Unified School District thereof, and within a period of sixty days thereafter has entered the service of the American Red Cross, as a social service worker, field director or assistant field director therein, said officer or employee after the termination of his or her service with said American Red Cross, and within the time limits prescribed by law for persons on military leave, shall be entitled to resume his or her position from which he or she resigned or which he or she relinquished, upon presentation of proof that said person did within sixty days after resigning from, or relinquishing, his or her position with the city and county, or with the Unified School District thereof, enter the service of the American Red Cross as a social service worker, field director or assistant field director. Service with the American Red Cross as a social service worker, field director or assistant field director, during the existing war shall be deemed to be service with the city and county insofar as seniority of service and compensation are concerned, and said person so serving with the said American Red Cross shall be deemed to be on military leave, and shall be entitled to all the rights and privileges according

to other officers and employees of said city and county who have been granted military leave to serve in the armed forces of the United States, or of the State of California.

((The rights and privileges herein granted to former officers and employees serving as social service workers, field directors or assistant field directors with the American Red Cross shall cease at the expiration of two years after the end of the present war between the United States of America and the Axis Powers, provided, however, that any person who severs his or her connection with the American Red Cross, and who fails to seek reinstatement to his or her position with the city and county, or with the Unified School District, within the time limits prescribed for persons on military leaves as defined in Section 8.361 of the Charter and rules of the civil service commission, shall not be entitled to reinstatement.

(((b) From and after January 16, 1945, military leave as provided in Section 8.361 of this Charter for those serving in the armed forces of the United States or of the State of California shall be granted for service with the American Red Cross as social service worker, field director or assistant field director.))

Ordered submitted: Board of Supervisors, San Francisco, Mar 8, 1976.

Ayes: Supervisors Barbagelata, Feinstein, Francois, Kopp, Mendelsohn, Molinari, Nelder, Pelosi, Tamaras, von Beroldingen.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

Workers are needed at the polls in many San Francisco neighborhoods. Apply now in room 155, City Hall

C

LEAVES FOR AMERICAN RED CROSS MEMBERS

ARGUMENT FOR PROPOSITION "C" Leaves for American Red Cross Members

This amendment to Charter Section 8.362 will delete an obsolete section of the Charter which was used for special leaves of absence during World War II and for a period of two years thereafter.

Civil Service rules have been revised and broadened to permit leaves of absence for this special type of service. The current provisions permit leaves for the purpose of serving a federal, state, or other public

agency, or a non-profit organization, in a program that is deemed to be in the national or general public interest. There is no further need for the special leave of absence provision under Charter Section 8.362.

Submitted by:

Supervisor Quentin L. Kopp
Civil Service Commission, San Francisco

No argument against Proposition C was submitted.

Please tear out the coupon on the back cover of this pamphlet and take it with you into the voting machine. This will speed up voting in your precinct.

INSPECTION OF EXAMINATION PAPERS

D

Ballot Title

Shall inspection of examination papers be limited to participants in such examinations and should the fee therefor be established by the Board of Supervisors?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition D—Protest of Tentative List of Eligibles for Civil Service Positions

THE WAY IT IS NOW: A person who passes a civil service test is called an eligible. After a test, a list of eligibles is put up for public inspection. An eligible may look at his own test for free. Anyone else must pay one dollar (\$1.00) to look at the test papers and questions of any one eligible.

THE PROPOSAL: Proposition D would let the Board of Supervisors decide what fee will be charged to inspect the test papers of any eligible. Eligibles would still not be charged to see their own test papers. Proposition D would also let only the people who took the test review the questions used in the test.

A YES VOTE MEANS: If you vote yes, you want the Board of Supervisors to set the fee to look at the test papers of any eligible. You also want only the persons who had taken the test to look at the test questions.

A NO VOTE MEANS: If you vote no, you do not want to change the fee of one dollar (\$1.00) for the inspection of the test papers of any one eligible. Also, you do not want review of the questions used in the test to be limited to those persons who had taken the test.

CONTROLLER'S STATEMENT ON PROPOSITION "D"

Should the proposed Charter amendment be adopted, it is my opinion that it would not, of itself, create any additional costs. The fees are of little significance.

JOHN C. FARRELL, Controller
City and County of San Francisco

Polls are open from 7 A.M. to 8 P.M.

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION D**

**PROPOSED AMENDMENT TO CHARTER
SECTION 8.323**

NOTE: Additions or substitutions are indicated by **bold-face type**; deletions are indicated by ((double parentheses)).

8.323 Protest of Tentative List of Eligibles

Following the completion of any examination, a tentative list of eligibles shall be posted for the inspection of the public and of participants. The posting period shall be for a minimum of three (3) working days for entrance examinations or five (5) working days for promotional examinations. ((During this period the civil service commission may charge a fee of one dollar (\$1.00) for the inspection of the papers of any one eligible, which fee is waived for eligibles who wish to inspect their own papers.)) **During this period a fee for the inspection of the papers of each eligible shall be charged by the civil service commission. The amount of such fee shall be established by ordinance of the board of supervisors. The fee shall be waived for eligibles who wish to inspect their own papers.** Inspection of papers shall include all documents supporting the eligible's rank and score, except neither the identity

of the examiner giving any mark or grade in an oral examination ((or)) **nor** the questions and answers on any continuous or standardized entrance or concurrent entrance and promotive written test, shall be provided. **Only participants in the examination may review the questions used in the examination.** The civil services commission shall receive any protests concerning ratings during the posting period for the purpose of correcting errors. If no protests are received during the posting period, the eligible list is automatically adopted. If protests are received, the investigation and action of the civil service commission shall be expedited so that final adoption of the eligible list is not delayed beyond sixty (60) days after the date of posting.

Ordered submitted: Board of Supervisors, San Francisco, Mar 8, 1976.

Ayes: Supervisors Barbagelata, Feinstein, Francois, Kopp, Mendelsohn, Molinari, Nelder, Pelosi, Tamaras, von Beroldingen.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

Apply for Your Absentee Ballot Early

INSPECTION OF EXAMINATION PAPERS

D

ARGUMENT FOR PROPOSITION "D" Protests of Tentative Lists of Eligibles

The current Charter provision permits the Civil Service Commission to charge a fee of \$1.00 for the inspection of the papers of any one eligible, which fee is waived for eligibles who wish to inspect their own papers. This fee has remained unchanged since 1932. The amendment would permit the Board of Supervisors by ordinance to increase this fee upon recommendation of the Civil Service Commission. The amendment would limit the right of inspection of examination questions to participants in the examination.

The passage of this amendment will result in the reduction of needless expense in preparing new test items and the increased revenues received from the inspection would be available for other purposes.

Submitted by:

Supervisor Quentin L. Kopp
Civil Service Commission, San Francisco

No argument against Proposition D was submitted.

Please tear out the coupon on the back cover of this pamphlet and take it with you into the voting machine. This will speed up voting in your precinct.



STRIKES AGAINST THE CITY AND COUNTY

Ballot Title

Shall officers or employees who strike against the City and County be subject to dismissal for such action?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition E—Dismissal of Striking Employees

THE WAY IT IS NOW: At present, the only city workers who are subject to dismissal if they take part in a strike against San Francisco are the policemen and firemen. There is no law requiring dismissal of other city workers if they strike.

THE PROPOSAL: Proposition E requires the city to dismiss any city worker if it is proved that that city worker took part in a strike against the city. It also prohibits any city official from granting amnesty to a

striking worker and requires all city workers to sign an oath that they know of the no-strike rule.

A YES VOTE MEANS: If you vote yes, you want San Francisco to dismiss any city worker found guilty of striking against the city.

A NO VOTE MEANS: If you vote no, you do not want San Francisco to dismiss any city worker found guilty of striking against the city, the way it is now.

CONTROLLER'S STATEMENT ON PROPOSITION "E"

Should the proposed Charter amendment be adopted, it is my opinion that it would not, of itself, create any additional costs that can be determinable at this time.

JOHN C. FARRELL, Controller
City and County of San Francisco

Polls are open from 7 A.M. to 8 P.M.

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION E**

**PROPOSED AMENDMENT ADDING
CHARTER SECTION 8.346**

8.346 Disciplinary Action Against Striking Employees Other Than Members of Police and Fire Departments

The people of the City and County of San Francisco hereby find that the instigation of, or participation in, strikes against said city and county by any officer or employee of said city and county constitutes a serious threat to the lives, property and welfare of the citizens of said city and county and hereby declare as follows:

No officer or employee of the city and county employed under the civil service provisions of this charter, exclusive of uniformed members of the police and fire departments as provided under section 8.345 of this charter, shall instigate, participate in, or afford leadership to a strike against the city and county, or engage in any picketing activity in furtherance of such a strike. In the event of any such strike against the city and county, it shall be the duty of the appropriate appointing officer of the city and county to ascertain the identity of any officer or employee of the city and county under his jurisdiction who is in violation of the provisions of this section and to initiate dismissal proceedings against said officer or employee in accordance with the provisions of section 8.341 of this charter. Any citizen of the city and county may file written charges against an officer or employee in violation of the provisions of this section and the appropriate appointing officer shall receive and investigate, without delay, any such written charge, and forthwith inform said citizen of findings and action, or proposed action, thereon.

If the appointing officer, after a hearing, determines that the charges are supported by the evidence submitted, said appointing officer shall dismiss the employee involved and said employee shall not be reinstated or returned to City and County of San Francisco employment except as a new employee who is employed in accordance with the regular employment practices of the city and county in effect for the particular position of employment.

In the event any appointing officer determines that he shall be unable to meet constitutional due process requirements in providing a timely hearing

to any officer or employee charged hereunder, he may, subject to the budget and fiscal provisions of the charter, engage the services of one or more qualified hearing officers to conduct hearings hereunder. In conducting said hearings, any hearing officer shall have the same powers as granted to an appointing officer hereunder.

No officer, board or commission of the city and county shall have the power to grant amnesty to any person charged with a violation of any of the provisions of this section.

In order to bring the provisions of this section to the attention of any person who may be affected thereby, each officer or employee of the city and county on the effective date of this section, exclusive of members of the uniformed forces of the police and fire departments as provided in section 8.345 hereof, and each person appointed to an office or position in the city and county service pursuant to the civil service provisions of this charter, exclusive of persons appointed to the entrance positions in the uniformed forces of the police and fire departments as provided in section 8.345 hereof, on or after the effective date of this section shall be furnished a copy of the provisions of this section and shall make under oath and file in the office of the civil service commission the following declaration: "I hereby acknowledge receipt of a copy of the provisions of Section 8.346 of the Charter of the City and County of San Francisco and hereby declare that during the term of my office or employment with said City and County, I shall neither instigate, participate in or afford leadership to a strike against said City and County nor engage in any picketing activity in furtherance of such a strike."

A dismissal imposed pursuant to this section shall not be appealable to the civil service commission.

Ordered submitted: Board of Supervisors, San Francisco, Mar 8, 1976.

Ayes: Supervisors Barbagaleta, Feinstein, Francois, Kopp, Mendelsohn, Molinari, Nelder, Pelosi, Tamaras, von Beroldingen.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk



STRIKES AGAINST THE CITY AND COUNTY

ARGUMENT FOR PROPOSITION "E"

Vote Yes on "E"

Disciplinary Action for Striking City Employees

Last November the voters of San Francisco approved a Charter amendment requiring the dismissal, after a due process hearing, of any member of the police or fire department involved in a strike against the people and prohibiting the granting of amnesty to strikers. Proposition "E" will extend these provisions to all City employees.

We can no longer afford the luxury of annual strikes and threats of strikes by City employees. Too many of our citizens are dependent upon vital City services such as hospital care, public transportation, and social services to permit the interruption of City government as a result of illegal strikes.

The People of San Francisco have always been fair and generous to their employees. City workers enjoy good pay, excellent retirement plans, and liberal fringe benefits. In return, the people have a right to expect that City government will be in full operation 365 days a year.

Strikes by City employees are especially harmful to the poor and elderly citizens who are more dependent than others on public transportation and public health services. Our citizens must not be allowed to be used as pawns and hostages in the annual debate on City pay rates.

Passage of Proposition "E" will not affect pay rates for City employees. But it will prevent costly strikes and interruption of vital services. This you have a right to expect.

Don't be misled by wild charges that Proposition "E" is "anti-labor" or an "attempt to destroy the union movement." This measure simply recognizes that there is a difference between public and private employment and guarantees that government will not be shut down by illegal strikes.

Please vote YES on Proposition "E".

Submitted by:

Supervisor Terry A. Francois

ARGUMENT FOR PROPOSITION "E"

VOTE YES ON "E"

Your Yes vote on Proposition "E" will put an end once and for all to the annual blackmail of City employee strikes.

Three times in the last two years our City workers have walked off their jobs, leaving the public without transportation, hampering the work of the public hospitals, and shutting off other essential public services.

The taxpayer is always the hostage in this annual blackmail scheme. Essential public services are shut down until elected public officials are forced to give in to employee demands. Then the tax bills are raised to cover the increased cost of government.

And when did you ever hear of any taxpayer getting a refund on his or her taxes because the City services those taxes paid for were shut down by a strike?

We can end the blackmail of City employee strikes by making it mandatory to fire any City worker who goes on strike. That is exactly what Proposition "E" will do.

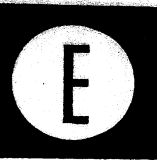
Please vote YES on "E".

Sponsored by:

YES ON "E" COMMITTEE

San Francisco Chamber of Commerce
Marina Civic Improvement and Property Owners Association
Republican County Central Committee of San Francisco
Nob Hill Neighbors
Sunset Community Improvement Club
Cow Hollow Improvement Association
Downtown Association of San Francisco
San Franciscans For - - -
F. Everett Cahill
Agnes I. Chan
J. K. Choy
John G. Eidell
Rose M. Fanucchi
Col. M. A. Fellhauer (Ret.)
H. Welton Flynn
Ann Fogelberg
Virginia Fusco
Walter G. Jebe
J. W. Mailliard III
Richard K. Miller
William Moskovitz
Nick A. Verreos
Gloria Vollmayer
Marguerite A. Warren
Joseph B. Williams
William S. Clark
Mrs. Benjamin H. Maeck
N. Arden Danekas

STRIKES AGAINST THE CITY AND COUNTY



ARGUMENT AGAINST PROPOSITION "E" Disciplinary Action for Striking City Employees

(The sponsors believe the following to be true:)

This Slave Labor amendment, which has been placed on the ballot by the Board of Supervisors, is another big attack on City workers. This amendment attempts to put a strait jacket on all City workers, to chain City workers to a lower standard of living and worsening working conditions. It has taken years for workers to achieve a survival wage and benefit package, and with a blink of an eye the rich ruling class and their agents would like to reverse the workers' gains.

What is the cause of the current City crisis? Who's to blame? The City is deeply mortgaged to the banks and investment firms—to the tune of hundreds of millions of dollars. This has put the banks in a position to dictate much of City Hall's tax and spending policies. What they have dictated is an attack on all workers: To make the **workers** pay. We are to tighten our belts while they let their belts out.

They have attempted to freeze or cut the pay of City workers, and take away necessary benefits. They have had prolonged hiring freezes, accompanied by dangerous work speed-ups for those still on the job.

ARGUMENT AGAINST PROPOSITION "E"

Nobody likes strikes, least of all the strikers themselves.

The problem is to get at the causes of the dispute—and to resolve those issues by the tested device of collective bargaining.

If San Francisco adopts the foolish course of firing strikers, it will fly in the face of forty years of solid labor relations history. "E" will fly in the face of the New York experience where a similar law, the Taylor Act, has created strife instead of settlements.

Proposition "E" will do nothing to settle any issues. It will substitute fear and hatred for intelligent bargaining.

Proposition "E" is a vindictive effort to punish City workers. It has no constructive goal. If it should pass it would lower the morale of thousands of loyal City

They have slashed vital services—in education, health, childcare, and transportation—causing untold suffering by the hundreds of thousands who need and depend on these services.

They have forced personal home property owners and tenants to pay a heavy tax burden, while downtown business properties have had their taxes cut by millions.

This No-Strike-Slave-Labor-Amendment is designed to make every movement of City workers subject to the conditions of Martial Law. But workers have never accepted slavery. We will continue to struggle for what we need: for decent services, a living wage, decent benefits, safe working conditions.

This amendment attacks all workers. No anti-strike law will prevent workers from defending ourselves. All workers should unite to defeat this attack.

VOTE NO ON THIS AMENDMENT.

Submitted by:

Billy Ellis and Douglas Norberg
for the Steering Committee of Concerned Muni Drivers

workers and accomplish nothing to improve services for San Francisco citizens.

For stability in City services —please VOTE
NO ON "E"

Sponsored by:

Terrence Ryan
Joan Dillon

Endorsed by:

Service Employees Joint Council, AFL-CIO (S.E.I.U.)
Civil Service Building Maintenance Employees, Local 66A
Hospital and Institutional Workers, Local 250
Civil Service Association, Local 400
Social Services Workers, Local 535
San Francisco Labor Council, AFL-CIO
San Francisco Joint I.L.W.U. Legislative Committee
San Francisco Building Trades Council
Transport Workers Union, Local 250-A
Hotel, Restaurant Employees and Bartenders Local 2
Firefighters Union, Local 798—Leon Bruschera, Secretary
Joint Council of Teamsters No. 7—J. Goldberger, President
United Transportation Union (School Bus Drivers) Local 1741
D. Shortino, Local Chairman
San Francisco Police Officers Association



APPOINTMENT OF EMPLOYEE RELATIONS DIRECTOR

Ballot Title

Shall the Employee Relations Director be appointed by the Board of Supervisors rather than by the Chief Administrative Officer?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition F—Selection of Employee Relations Director

THE WAY IT IS NOW: The City Charter now says that the city's Chief Administrative Officer can hire, and fire, the Employee Relations Director. The Employee Relations Director negotiates wages and working conditions with unions and other groups representing city workers. However, any agreements must have final approval by the Board of Supervisors before they go into effect.

THE PROPOSAL: Proposition F would shift the authority for hiring, and firing, the Employee Rela-

tions Director to the Board of Supervisors, which has final authority over wage matters.

A YES VOTE MEANS: If you vote yes, you want the Board of Supervisors to have the power to hire, and fire, the city's Employee Relations Director.

A NO VOTE MEANS: If you vote no, you want the Chief Administrative Officer to keep the power to hire, and fire, the Employee Relations Director.

CONTROLLER'S STATEMENT ON PROPOSITION "F"

Should the proposed Charter amendment be adopted, it is my opinion that it would not, of itself, create any additional costs. However, future increased costs could occur if the position is reclassified to a higher paying classification.

JOHN C. FARRELL, Controller
City and County of San Francisco

Apply for Your Absentee Ballot Early

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION F**

**PROPOSED AMENDMENT ADDING
CHARTER SECTION 2.203-2**

NOTE: Additions or substitutions are indicated by **bold-face type**.

2.203-2 Employee Relations Director

Notwithstanding the provisions of section 3.510 of this charter, the employee relations director shall be appointed by the board of supervisors and shall hold office at the pleasure of said board.

Ordered submitted: Board of Supervisors, San Francisco, Mar 8, 1976.

Ayes: Supervisors Barbagelata, Feinstein, Francois, Kopp, Mendelsohn, Molinari, Nelder, Pelosi, Tamaras, von Beroldingen.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

Please tear out the coupon on the back cover of this pamphlet and take it with you into the voting machine. This will speed up voting in your precinct.



APPOINTMENT OF EMPLOYEE RELATIONS DIRECTOR

ARGUMENT FOR PROPOSITION "F"

Appointment of Employee Relations Director by Board of Supervisors

Vote Yes on Proposition "F"—a measure to provide that the Board of Supervisors shall appoint the Employee Relations Director.

A Yes vote on Proposition "F" is important to every taxpayer because it will assure that the City's chief labor negotiator works directly for and is responsible to the Board of Supervisors—the body which has final authority to set salaries and fringe benefits for City employees.

It is vital that the direction and control of labor management policy be provided by the Board of Supervisors which is elected by the people to carry out those policy-making functions. Working in close and direct conjunction with the Supervisors, the Employee Relations Director can—

Enable San Francisco to realize significant savings

in taxpayer money by working for equitable and fair salary settlements which are within the City's financial ability to pay. The past two years have seen the development of an improved labor-management relations process—Proposition "F" will enhance the effectiveness of that process by ensuring that the important work of the Employee Relations Director is in close harmony with the policies of your Board of Supervisors, and that the Director has immediate and direct access to the City's legislative body as the duties of that office are carried forward.

Make sure that your City's labor relations negotiator is truly in the most logical position to perform his job with the utmost effectiveness and responsiveness to your elected leaders—Vote Yes on Proposition "F".

Submitted by:

Supervisor John L. Molinari

No argument against Proposition F was submitted.

Polls are open from 7 A.M. to 8 P.M.

POLICE AND FIRE COMPENSATION

G

Ballot Title

Shall the compensation of policemen or firemen employed prior to July 1, 1976, be protected against reduction through June 30, 1979, and shall the compensation of such persons employed after June 30, 1976, be reduced below the present entrance compensation?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE **Proposition G—Setting Wages for Policemen and Firemen**

THE WAY IT IS NOW: In November 1975 the voters agreed that wages for city policemen and firemen shall be the average of wages paid to policemen and firemen doing similar work in the five other largest cities in California. And the Board of Supervisors may also offer a cost-of-living pay adjustment. This new way of setting wages will mean a cut in pay for most San Francisco policemen and firemen on July 1, 1976.

PROPOSAL: Proposition G would guarantee that the pay of policemen and firemen now working for the city would not be cut. Instead their wages will stay exactly the same until the average wage of the five largest cities grows higher than the wages now being paid in San Francisco. In addition Proposition G would lower the starting pay for new policemen and firemen hired after June 30, 1976. These new policemen and firemen would get a series of pay increases until they

reach the maximum wage after four years of work. Proposition G also makes clear the procedures to be used for figuring average pay and for figuring cost-of-living pay.

WHAT A YES VOTE MEANS: If you vote yes, you want the wages of San Francisco policemen and firemen to stay exactly the same until the average wage of the five largest California cities grows higher than the wages now paid in San Francisco. And you want new policemen and firemen hired after June 30, 1976, to start work at a lower wage with increases bringing them to the maximum pay after four years.

WHAT A NO VOTE MEANS: If you vote no, you want all city policemen and firemen to be paid the average wage of the five largest California cities, even if it means cutting the pay of San Francisco policemen and firemen.

CONTROLLER'S STATEMENT ON PROPOSITION "G"

Should the proposed Charter amendment be adopted, in my opinion, the cost of government of the City and County of San Francisco would be decreased by approximately \$517,951, \$868,115 and \$1,057,787, respectively over the next three years. Based on the 1975-76 assessment roll, this estimated potential annual decrease is equivalent to one and six-tenths (\$0.016), two and seven-tenths (\$0.027) and three and three-tenths (\$0.033) cents, respectively in the tax

rate. This is based on (a) a comparison of four year steps salary rates before and after June 30, 1976, (b) at the rates submitted by the Civil Service Commission of August 1975 in cities of 350,000 population in the State of California, (c) includes the current applicable rate of retirement contribution, and (d) at estimated hiring of 200 personnel yearly.

JOHN C. FARRELL, Controller
City and County of San Francisco

Workers are needed at the polls in many San Francisco neighborhoods. Apply now in room 155, City Hall

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION G**

NOTE: Additions or substitutions are indicated by **bold-face** type; deletions are indicated by ((double parentheses)).

8.405 Salaries of Uniformed Forces in the Police and Fire Departments

(a) Not later than the 1st day of August of each year, the civil service commission shall survey and certify to the board of supervisors rates of compensation paid police officers or patrolmen employed in the respective police departments in all cities of 350,000 population or over in the State of California, based upon the latest federal decennial census. For the purpose of the civil service commission's survey and certification the rates contained in said certification shall be the average of the **maximum rates** paid to **each police ((officer)) officer or ((patrolmen)) patrolman** classification performing the same or essentially the same duties as police officers or patrolmen in the City and County of San Francisco.

Thereupon the board of supervisors shall have power, and it shall be its duty, by ordinance, to fix rates of compensation for the members of the police department whose annual compensations are set forth in section 3.531 of this charter and said rates shall be in lieu of said annual compensations and shall be effective from the 1st day of July of the current fiscal year.

The rates of compensation, fixed in said ordinance,

(1) for the fourth year of service and thereafter for police officers, police patrol drivers and women protective officers, the compensation shall be fixed at a rate which is the average **maximum** wage paid to the police officers or patrolmen **classifications** in regular service in the cities included in the certified report of the civil service commission. "Average wage" as used in this paragraph shall mean the sum of the **maximum** averages certified by the civil service commission divided by the number of police officer **classification** in cities in said certification;

(2) for the first, second and third year of service for police officers, police patrol drivers and women protective officers shall ((include the same amount of adjustment as that used in fixing the rates of compensation for the fourth year of service)) **be**

established in accordance with the general percentage differential between seniority steps found in the salary ranges included in the cities certified by the civil service commission for the same class;

(3) for said members of the police department other than police officers, police patrol drivers and women protective officers shall include the same per cent of adjustment as that established by said ordinance for police officers in the fourth year of service; and

(4) shall be set at the dollar amount nearest the fractional amount which may result from percentage adjustment specified in this section, half dollars being taken to the next higher dollar amount.

The rates of compensation set forth in the budget estimates, the budget and the annual salary ordinance shall be those fixed by the board of supervisors as in this section provided and appropriations therefor shall be based thereon.

The expression "rates of compensation", as used in this section in relation to said survey, is hereby declared to apply only to a basic amount of wages, with included range scales, and does not include such working benefits as might be set up by any other city by way of holidays, vacations, other permitted absences of any type whatsoever, overtime, night or split shift, or pay for specialized services within a classification or rank, or other premium pay differentials of any type whatsoever. The foregoing enumeration is not exclusive, but it is the intent of this section that nothing other than a basic amount of wages, with included range scales, is to be included within the meaning of "rates of compensation".

Working benefits and premium pay differential of any type shall be allowed or paid to members of the police department referred to herein only as is otherwise provided in this charter.

For all purposes of the retirement system, the expression "rates of compensation" as used in this section, shall mean "salary attached to the rank" as used in section 166 of the charter of 1932, as amended, and, with the addition of fifteen dollars per

(Continued on page 48)

POLICE AND FIRE COMPENSATION



ARGUMENT FOR PROPOSITION "G"

Police and Fire Pay Reforms

Vote yes on Proposition G. It continues the police and fire pay reforms overwhelmingly adopted by the voters last November.

Proposition G is equitable and fair, and a big money saver. It says no presently employed police officer or firefighter will suffer a pay reduction from Charter reform and restructures pay for rookies.

An estimated 400 police and firemen will be hired next year, and 200 the year after. Currently, rookie pay almost equals fourth year pay. A rookie at the Police Academy earns \$1518 per month in base pay; a four-year veteran earns only \$50 more—a totally unrealistic range.

Proposition G will establish steps of pay from entrance to the fourth year of service for officers hired after June 30, 1976, to conform to the average of maximum rates in California cities with 350,000 or more people.

Taxpayers will save approximately \$4 million over the next two years, and millions thereafter, if San Francisco uses the same pay steps as other major cities in its new hires.

Proposition G also retains the principle of parity between the Police and Fire Departments. Both do difficult, hazardous work; and it has been a long-standing practice in San Francisco to give both departments the same pay. Proposition G assures continuation for this principle.

Vote yes on Proposition G to continue pay reforms and save money.

Submitted by:

John J. Barbagelata
Dianne Feinstein
Terry A. Francois
Robert E. Gonzales
Quentin L. Kopp
Robert H. Mendelsohn
John L. Molinari
Ronald Pelosi
Peter Tamaras
Dorothy von Beroldingen

ARGUMENT FOR PROPOSITION G

Proposition G makes sense. It makes sense for police and fire department personnel, it makes sense for the taxpayers, and it makes sense for San Francisco.

Proposition G would guarantee that no policeman or fireman takes a pay cut as a result of Proposition P on last November's ballot. Instead, pay rates will be frozen at present levels until pay scales in California's five largest cities catch up with those here.

Additionally, the City's archaic practice of paying entry-level police and fire personnel pay rates within \$50 per month of the top of the scale would be abolished with passage of Proposition G. Instead, pay for rookies hired after July 1, 1976, would be dropped 20 percent and the officer or fireman given five percent "step" increases each of his first four years.

The Civil Service Commission has estimated that, based upon the anticipated 300 new recruits for the police and fire departments in the next fiscal year, the savings to the taxpayers because of this change would be over \$1.5 million.

The opponents of Proposition G claim that lowering the starting pay for police and fire personnel will result in serious deficiencies in San Francisco's recruiting program. We believe firmly that this is a smoke-screen. However, if we find through experience that the City is in fact unable to attract the calibre of personnel needed for our public safety departments, we are protected by another provision which provides that the Civil Service Commission, with the concurrence of the Board of Supervisors, may establish one of the intermediate steps as the starting figure for recruits until the necessary personnel quota is filled.

The people of San Francisco proved last November that the concept of city pay reform is a necessary and worthy goal. Proposition G is another step in the reform process.

Vote YES on PROPOSITION G!

Submitted by:

William E. Dauer, Vice President
San Francisco Chamber of Commerce

No argument against Proposition G was submitted.

Arguments printed on this page are the opinions of the authors and have not been checked for accuracy by any official agency.



VETERANS' CREDITS

Ballot Title

Shall the conditions under which veterans' credits are granted be changed, shall such credit be granted only in entrance examinations and be abolished for military service commencing after January 26, 1973?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition H—Changes in Veteran Preference in Civil Service Examinations

THE WAY IT IS NOW: Veterans with thirty days or more of service in the Armed Forces in time of war, and their widows, get extra points added to their score when they pass civil service examinations. They can take this credit on one entrance examination and again on one promotional examination.

THE PROPOSAL: Proposition H would make the following changes in veteran preference: 1) A veteran must make his claim within ten years after leaving the service. 2) Preference is no longer allowed for reserve service. 3) Preference is not granted for service

after January 1973. 4) Preference is not given on promotional examinations. 5) Preference may be given for less than honorable discharge if there is no court martial. 6) Preference will be granted to widowers as well as widows of qualified veterans.

A YES VOTE MEANS: If you vote yes, you want to make the changes listed in the Proposition.

A NO VOTE MEANS: If you vote no, you do not want to make the changes listed in the Proposition. You want the law to remain the way it is now.

CONTROLLER'S STATEMENT ON PROPOSITION "H"

Should the proposed Charter amendment be adopted, it is my opinion that it would not, of itself, create any additional costs.

JOHN C. FARRELL, Controller
City and County of San Francisco

Apply for Your Absentee Ballot Early

TEXT OF PROPOSED CHARTER AMENDMENT PROPOSITION H

NOTE: Additions or substitutions are indicated by **bold-face type**; deletions are indicated by ((double parentheses)).

8.324 Veterans Preference in Examinations

Veterans with thirty days or more actual service, and widows **or** widowers of such veterans, who become eligible for appointment by attaining the passing mark in any entrance examination, shall be allowed an additional credit of five percent in making up the list of eligibles ((secured)) **established** by such examination. The term "veteran" as used in this section shall be taken to mean any person who has been mustered into, or served in, **or enlisted in** the United States Army, ((or enlisted in, or served in)) the United States Navy ((or)), the United States Marine Corps, ((of the United States)), the United States Army Air Corps, the United States Air Force, or the United States Coast Guard, and served on active duty in said branch of the armed forces of the United States, not including reserve service, at any time for a period of thirty (30) days or more in time of war and ((received an honorable discharge or certificate of honorable service)) **been separated from active duty and under conditions other than dishonorable and not resulting from courts martial, except no individual entering the armed forces on or after January 27, 1973, the date of the creation of the volunteer army, shall receive veterans preference in a civil service entrance examination for service of any type in the armed forces of the United States. In addition, an individual qualifying for veterans preference as herein defined shall be deemed entitled thereto on his or her date of separation from active duty in the armed forces. No person so qualified shall be granted veterans preference unless he or she indicates qualification therefor on an examination application received by the civil service commission not later than ten years from the date of his or her first entitlement thereto. ((In the case of promotive examinations, when the passing mark has been attained, a credit of three percent shall be allowed to veterans or to the widows of such veterans, when requested by such veterans or widows.)) When an eligible has secured a permanent appointment from a list of eligibles derived from an entrance examination, in which he or she has been allowed additional credits of five percent as herein provided, and has served the full probationary period therein as**

provided in this charter, such other additional credits of five percent that have been allowed him **or her** on the list of eligibles derived from other entrance examinations shall be automatically cancelled, and his **or her** rank on such other list or lists revised to accord with his **or her** relative standing before such additional credits were added and he **or she** shall not be allowed such additional credits in any other examinations. ((If he has received a permanent appointment from a list of eligibles derived from a promotive examination in which he has requested and been allowed the additional credits of three percent as herein provided, and has served the full probationary period therein as provided in this charter, such additional credits of three percent that have been allowed him on the lists of eligibles derived from other promotive examinations shall be automatically cancelled, and his rank on such other list or lists revised to accord with his relative standing before such additional credits were added, and he shall not be allowed such additional credits in any other promotive examinations.)) The civil service commission may, for services or employment specified by the commission, allow general or individual preference, but not ((less)) **more** than ten percent, for entrance appointment of veterans who have suffered permanent disability in the line of duty, provided that such disability would not prevent the proper performance of the duties required under such service, or employment, and provided that such disability is of record in the United States Veterans' ((Bureau)) Administration.

Definition of Time of War

In the administration hereafter of the provisions of ((section 8.320 (b) and (c), and)) this section ((,)) of this charter, ((the terms Army, Navy or Marine Corps of the United States shall be deemed to include the Army, the Air Corps, the Navy, the Marine Corps, and the Coast Guard of the United States, and for the purposes of determining whether any person was mustered into, or served in, the Army, the Air Corps, the Navy, the Marine Corps, or the Coast Guard of the United States, in time of war,)) the expression ((,)) "time of war" shall include the following periods of time:

- (a) The period of time from the commencement

(Continued on page 51)



VETERANS' CREDITS

ARGUMENT FOR PROPOSITION "H" Veterans' Credits, Civil Service Examinations

Vote for productive city employees!

The Charter now permits a special interest group to advance by granting points on promotive exams. Proposition "H" rewards hard work and achievement by allowing for promotions solely on the basis of merit. City employment policies should reward productivity and promote employees in an equitable fashion. Proposition "H" allows full merit promotions and brings an end to discrimination in advancement. Existing or entrance level credit points will not be affected by Proposition "H".

Vote for fair employment policies!

VOTE YES ON PROPOSITION "H".

Submitted by:

Barbara Scott, Chairperson, Citizens for Merit Employment

Endorsed by:

Willie L. Brown, Assemblyman	Janice M. Holloway
Commission on the Status of Women	Esther Marks
Dian Blomquist, Bay Area Women's Coalition	Mary Lou Schneider
Sharon O'Shea, Casa de las Madres	Pat Schultz
Barbara P. Scott, Citizens for Merit Employment	Jean Crosby
Laura Rendon, Consilio de Mujeres	Roma Guy
Cecile Michael, League of Women Voters of San Francisco	Elisa Baker
Sonia E. Melara, Maternal Infant Care Project	Sherry Reson
Beatrice Cardenas Duncan, President,	Vicki Strang
National Women's Political Caucus, San Francisco	Bonnie E. Engel
Preston E. Cook, Member, Republican County Central	Ellen M. Roberts
Committee	Phyllis Lyon
Harold "Duke" Smith	Susan Bierman
Ann Eliaser	Sandra Kutik
John Dukes	Gordon S. Brownell
Sandra Taylor	
Jeanne Ross Miller	
Dorothy Yee	
Henry Der	
Dorothy L. Cox	
Jane McKaskle Murphy	
Arthur Agnos	
Donald B. King	
Elizabeth E. Denebeim	
Yori Wada	
Harriet Haber	
Harold Yee	

ARGUMENT AGAINST PROPOSITION "H"

This Charter amendment will, in effect, eliminate veterans points for promotional examinations and, in many cases, also eliminate this benefit for entrance examinations.

Moreover, there is a retroactivity involved in this amendment in that it provides that an individual presently qualified for veterans preference will lose this benefit if more than ten years have elapsed since his or her date of separation from active duty in the armed forces.

This means that many members of both the fire and

police departments who earned this benefit by serving in the armed services during time of war will never have an opportunity to use it.

This Charter amendment was put forth to the electorate by pressure groups and individuals who could have served their country in time of war but did not.

Vote NO on Proposition H.

Submitted by:

Fire Fighters Union
Leon Bruschera, Secretary
James Ferguson, President

ARGUMENT AGAINST PROPOSITION "H"

Proposition "H" Is Unfair

While our veterans had been out of the labor force for two years or more serving their country their fellow workers had been building up seniority in their City jobs. This puts vets at a distinct disadvantage when it comes to promotional civil service exams.

Veterans' credits are strictly limited now.

For many years Civil Service has partially corrected this inequity by allowing the vet to add 5% to his or her civil service test score. But this can be done only once in the employee's career.

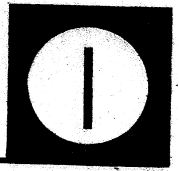
Proposition "H" would eliminate this entirely. Vote No on proposition "H".

Submitted by:

Joseph Lee

Arguments printed on this page are the opinions of the authors and have not been checked for accuracy by any official agency.

CHILD CARE—DECLARATION OF POLICY



DECLARATION OF POLICY: It shall continue to be the policy of the people of the City and County of San Francisco that low cost, quality child care be made available to all San Francisco children. Child care shall include infant care, pre-school and after-school programs. Policy shall be made by the parents and faculties at each center. Funding shall be procured by the City and County of San Francisco.

Ordered submitted: Board of Supervisors, San Francisco, Mar 8, 1976.

Ayes: Supervisors Barbagelata, Feinstein, Francois, Kopp, Molinari, Tamaras.

Noes: Supervisors Mendelsohn, Nelder, Pelosi, von Beroldingen.

I hereby certify that the foregoing Declaration of Policy was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE **Proposition I—Declaration of Policy on Child Care Centers**

THE WAY IT IS NOW: In November 1973, the voters adopted the policy that low cost, quality child care would include infant care, pre-school programs. The way the center would be run would be decided by parents and faculties at each center. The City and County of San Francisco would get the money to pay for these centers.

THE PROPOSAL: Proposition I will continue the policy, which has not yet been carried out, of offering child care to all San Francisco children. Child care would include infant care, pre-school and after school programs. The way the center would be run would be decided by parents and faculties at each center. The

City and County of San Francisco would get the money to pay for the centers.

A YES VOTE MEANS: If you vote yes, you want to continue the policy of offering child care to all San Francisco children and you want parents and faculties at each center to decide how the center will be run. You also want the City and County of San Francisco to get the money to pay for these centers.

A NO VOTE MEANS: You do not want to continue the policy that child care shall be available to all San Francisco children.

CONTROLLER'S STATEMENT ON PROPOSITION "I"

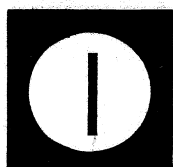
Should the proposed Declaration of Policy be adopted, in my opinion, the cost of government of the City and County of San Francisco could be increased up to \$188,443,200, of which \$177,230,830 represents ad-valorem taxes. Based on the 1975-76 assessment roll, this estimated potential annual increase is five dollars and fifty-nine and one-tenth cents (\$5.591) in the tax rate.

This is based on (a) a total of 50,000 eligible children, as contained in a pending lawsuit, less the monthly average of 2,700 children who currently receive child care services, (b) a monthly cost of \$332 per child incurred by the San Francisco Unified

School District for the period of July 1, 1975, through February 29, 1976, and (c) an estimate that approximately 5.94% of the costs will be funded by parent fees and subsidies. (This was the same percentage which the School District received for the period of July 1, 1975 through June 30, 1976.)

These estimates do not contain any construction costs, as no decision has been made on the number or type of additional buildings to be utilized.

JOHN C. FARRELL, Controller
City and County of San Francisco



CHILD CARE—DECLARATION OF POLICY

ARGUMENT FOR PROPOSITION "I"

Vote Yes for Childcare!

Quality childcare centers are needed by more and more San Francisco families. The rising cost of living makes it necessary for both parents to work. Also thousands of single parents are working to support their children. And many more would be able to reject welfare and seek work if good childcare centers were available. The need for childcare centers is as much a necessity for today's families as is public education.

City Government can increase the number of childcare centers. They were mandated to do this in 1973 when the very same proposition was passed with over 97,000 votes. They could vigorously apply for existing and new federal and state funds. They could make unused City facilities available for childcare centers. They could ease prohibitive restrictions on licensing facilities for childcare use. They could speak up for San Francisco citizens in appealing to the United States Congress and State Legislature to provide more funds for the needs of the people. These steps could already have been taken without the expenditure of funds.

It will take money to provide good childcare centers for all who need them. This revenue can be raised without increasing the taxes of the already overtaxed small home owner, contrary to the claims of those who attempt to mask their opposition to childcare by using the tax scare argument. San Francisco banks, corporations, insurance companies and large businesses (many who have been making record profits) do not pay their fair share in taxes. Their property is scandalously underassessed by the City. These same companies are the employers of thousands of the people who need childcare services. We have every right to expect them to contribute to the community they benefit from.

Most of our tax dollars go to pay for the 110 billion dollar federal war machine. A YES vote for childcare would get the message to Washington that we want our taxes spent on human needs not on war.

Vote YES for CHILDCARE!

Submitted by:

Patricia Crawford and Sylvia Weinstein, Co-Chairpersons
Child and Parent Action

ARGUMENT FOR PROPOSITION "I"

San Francisco children have a right to quality childcare. Vote YES on Proposition I.

Assemblyman Willie Brown, Jr.

Board of Education members:

Dr. Lee Dolson, President

Dr. Zuretti Goosby

Lucille Abrahamson

Community College Board of Governors:

Ernest Ayala

Irving Breyer

Robert Burton

John Chinn

Reynold Colvin

Calvin Dellefield

Peter M. Finnegan

John Riordan

Doris Ward

Chancellor Louis Batmale

Sheriff Richard Hongisto

Msgr. James B. Flynn, Chairman, Commission on Social Justice, Archdiocese of San Francisco

John Crowley, Secretary, Labor Council

Agar Jaicks, Chairman, Democratic County Central Committee

Lorraine Lahr, Member, Commission on Aging

Elizabeth Denebeim, Member, Delinquency Prevention Commission

James Kramer, Executive Director, Classroom Teachers Association

James Ballard, President, San Francisco Federation of Teachers

Joan-Marie Shelley, Vice-President, Teachers Union

Walter Johnson, Secretary-Treasurer, Department Store Employees Union

Jayne Townsend, President, San Francisco National Organization for Women

Linda Festa, Vice-President S.F. NOW

Pegge Lacey, President, San Francisco PTA

Joan Dillon, President, Civil Service Association

Reeva Olson, President, Office and Professional Employees Union

Ruth Harer, Secretary, Coalition of Labor Union Women

Shelley Fernandez

Shirley Yawitz

Mary Elizabeth Zimmerman

Gerry Meister

Sandra Mack

Carole Seligman, Member, Child and Parent Action

Marjorie Stern

Harvey Milk

Sally Finnegan

Art Agnos

Patty Siegel

Vicki Strang

Dorothy Yee

CHILD CARE—DECLARATION OF POLICY



ARGUMENT AGAINST PROPOSITION "T" VOTE NO ON PROPOSITION "T"

A Declaration of Policy, Proposition M, submitted by a group of citizens by initiative and adopted in November, 1973, established that "low cost, quality child care be available to all San Francisco children" and funding be procured by the City and County of San Francisco.

On December 19, 1975, proponents obtained a court order mandating the City to present a plan within 60 days for implementation.

In light of the since-computed costs of implementation, the majority of the Board of Supervisors is re-submitting the issue to the voters as Proposition "T" on the June 8, 1976, ballot.

The San Francisco Unified School District provides child care services for approximately 2,000 children, costing over \$300 per month per child, for an expenditure of \$7,200,000 annually, exclusive of the cost facilities.

The proponent's law suit estimated 50,000 children would be eligible for child care. To fund such a program would cost \$181,000,000. This might be reduced somewhat if some less costly private facilities are used.

The estimate does not include any cost for building necessary additional facilities.

If it should be attempted to fund the entire program in the first year, the cost to local taxpayers would be \$86,000,000, providing that matching state and federal monies are available. If not, the cost to local taxpayers would increase accordingly.

To fund an \$86,000,000 a year program, the tax rate would have to be increased by \$3.04 per hundred. The average San Francisco taxpayer who now pays \$767 would pay \$970.

San Francisco citizens have always been generous and progressive, but New York City provides a good example of what happens to a city which tries to do more than it can afford.

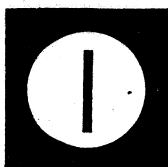
To implement such a child care program, other vital social programs would have to be drastically curtailed. San Francisco simply cannot fund a program of such magnitude without risking bankruptcy. The Mayor and Board of Supervisors should have the authority to determine from time to time the amount the City can afford to spend to meet the various social needs.

Vote NO on Proposition "T".

Submitted by:

Supervisor Terry A. Francois

Please tear out the coupon on the back cover of this pamphlet and take it with you into the voting machine. This will speed up voting in your precinct.



CHILD CARE—DECLARATION OF POLICY

ARGUMENT AGAINST PROPOSITION "I" VOTE NO ON PROPOSITION "I"

Estimated costs to fund Proposition "I", the child care program, as demanded by its proponents would be \$181,632,000, according to Harvey M. Rose, budget analyst for the San Francisco Board of Supervisors. This means, according to Rose, that \$86,093,568 would have to be financed annually with local funds. That would represent about \$3.04 on the tax rate.

The above figures, of course, are dependent upon matching Federal and State funds. President Ford on April 6, vetoed a child day care bill, saying it would cause "unwarranted federal interference in states rights and cost the taxpayer too much.

The budget allocation for child care services for the entire State of California is only \$14,488,000. Without Federal funds and limited State funds, such a program could conceivably bankrupt the City.

Ms. Christine Simmons, Director of Children's Centers Department of the San Francisco Unified School District, advised that in 1974-75 the school district provided child care service for about 2,000 children per month for a total cost of \$7,673,008, which amounted to approximately \$320 per month for each child. Proponents of Proposition "I" estimate that 50,000 children are eligible for this care.

While realizing the need for child care, thoughtful citizens also know that other important needs must

be met, such as the Welfare General Assistance program which is mandated by Court Order to be provided 100% by the County. This is why we must leave the priority of these needs to the judgment of our elected officials.

It is important that you vote **NO** on Proposition "I".

Submitted by:

Don Fazackerley

Endorsed by:

Joseph J. Allen
Roosevelt Carrie
George Christopher
William E. Dauer
Virginia Fusco
Alfred Gee
Harold E. Gillette
Andrew J. Howard
Frank Hunt
Walter J. Kaplan
Clarissa Shortall McMahon
Arch Monson, Jr.
William Moskovitz
Julia G. Porter
Roy Scola
Mary Louise Sutro
Marguerite Warren
Morris Weisberger
Joseph B. Williams
H. K. Wong
Downtown Association of San Francisco
Marina Civic Improvement & Property Owners
Association, Inc.

Polls are open from 7 A.M. to 8 P.M.

WAGE RATES—DECLARATION OF POLICY



DECLARATION OF POLICY: Shall the Board of Supervisors submit to the voters of San Francisco at the election to be held on November 2, 1976, a proposition amending Section 8.401 of the Charter by specifically defining "prevailing rates of wages"?

Submitted by Members of the Board of Supervisors:

Quentin L. Kopp, President, John J. Barbagelata, Dianne Feinstein, Terry A. Francois, Robert E. Gonzales, Robert H. Mendelsohn, John L. Molinari, Alfred J. Nelder, Ronald Pelosi, Peter Tamaras, Dorothy Von Beroldingen.

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE **Proposition J—Setting Wages for City Employees**

THE WAY IT IS NOW: Wages for all city workers, except for police, firemen and muni drivers, are set according to the average wages paid to workers doing similar jobs in public and private employment in California. But, the charter is not exact in stating what "average", means. Wages paid city employees may be considerably different from the actual state wide average.

THE PROPOSAL: Proposition J, asks, do you want the Board of Supervisors to find a more exact way to determine how "average", is to be defined? And, do

you want this new definition to be on the November 2, 1976 ballot for you to vote on?

A YES VOTE MEANS: If you vote yes, you want the Board of Supervisors to write a more exact definition of "average", for the purpose of setting city workers' wages. And you want this new definition to be on the November 2, 1976 ballot for you to vote on.

A NO VOTE MEANS: If you vote no, you do not want the Board of Supervisors to write a new definition of "average", for wage setting purposes. You want to keep the charter the way it is now.

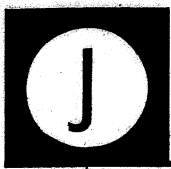
CONTROLLER'S STATEMENT ON PROPOSITION "J"

Should the proposed Declaration of Policy be adopted, in my opinion, the cost of government of the City and County of San Francisco would be increased by \$6,000 one-time expenditure. Based on

the 1975-76 assessment roll, this increase is equivalent to nineteen thousands (\$0.00019) of one cent in the tax rate.

JOHN C. FARRELL, Controller
City and County of San Francisco

Apply for Your Absentee Ballot Early



WAGE RATES—DECLARATION OF POLICY

ARGUMENT FOR PROPOSITION "J"

Vote yes on Proposition J to continue the salary reforms begun last year.

Prop. J will direct City officials to develop a fair and comprehensive definition of prevailing pay rates, which definition will be submitted to the voters in November.

Last year, the voters ended the special Charter privileges enjoyed by "crafts" workers and said that their pay would be set at the same time and in the same manner as most other City workers.

Craft workers, dissatisfied with the result, called a strike.

Now is the time to establish a clear and understandable formula for paying City workers, including the craft unions.

The Charter already says City workers should get the same salaries most people do. It says pay should be set "generally" at the prevailing rate paid in private or public employment.

However, the Courts have allowed a lenient interpretation of this Charter section, and so certain powerful groups of City workers have obtained raises far above prevailing rates. Meanwhile, other workers, year after year, got raises too small to bring them up to prevailing rates.

The taxpayer has paid the cost. Untold millions have gone into raises for the overpaid. Prop. J will help bring fair treatment to workers and taxpayers alike.

Prop. J will give the voter a chance to define fair pay in November. Next spring, this definition will be part of the new pay package.

Vote yes on J, the fair-pay policy statement.

John J. Barbagelata
Dianne Feinstein
Terry A. Francois
Robert E. Gonzales
Quentin L. Kopp
Robert H. Mendelsohn
John L. Molinari
Alfred J. Nelder
Ronald Pelosi
Peter Tamaras
Dorothy von Beroldingen

No argument against Proposition J was submitted.

Please tear out the coupon on the back cover of this pamphlet and take it with you into the voting machine. This will speed up voting in your precinct.

CRAFT WORKERS' COMPENSATION SCHEDULES

K

Ballot Title

Shall the salary standardization ordinance for 1976-77 be amended to fix compensation of certain employee classifications for the next two succeeding fiscal years?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition K—Pay Schedule Ordinance for City Employees

THE WAY IT IS NOW: Each year the Board of Supervisors passes a Salary Standardization Ordinance that sets the wages for city employees. The salary ordinance for 1976-77, which was passed by the supervisors in March, was not agreed to by certain craft workers because it meant a cut in their pay.

THE PROPOSAL: Proposition K would amend the 1976-77 Salary Standardization Ordinance. It would restore a portion of lost pay for certain craft workers over a two-year period. (The exact pro-

posed pay rates are detailed in the city's salary schedule. For exact data contact the clerk of the Board of Supervisors, 558-3184.) Proposition K cannot go into effect unless voters also approve Proposition L.

A YES VOTE MEANS: If you vote yes, you approve the two-year salary schedule for certain craft workers.

A NO VOTE MEANS: If you vote no, you do not approve of this proposal.

CONTROLLER'S STATEMENT ON PROPOSITION "K"

Should the proposed ordinance be adopted, in my opinion the cost of government of the City and County of San Francisco, would be increased for each of the first two fiscal years by \$704,374 annually, of which \$441,035 represents ad valorem (real estate and personal property) taxes. Based on the 1975-76 assessment roll, this estimated annual potential increase is equivalent to one and four-tenths cents (\$0.014) in the tax rate. This is based on (a) the number of positions currently funded in these enumerated classifications and (b) the passage of

Proposition "L" by the electorate on June 8, 1976. This ordinance will be effective on July 1, 1977 unless the Mayor with the approval of the Board of Supervisors declares an emergency under the provisions of Charter Section 3.100-1. If an emergency is declared, this ordinance could become effective on July 1, 1976.

JOHN C. FARRELL, Controller
City and County of San Francisco

Polls are open from 7 A.M. to 8 P.M.

TEXT OF PROPOSED ORDINANCE PROPOSITION K

AN ORDINANCE AMENDING ORDINANCE NO. 97-76 (SALARY STANDARDIZATION ORDINANCE 1976-77, CHARTER SECTIONS 8.400 AND 8.401), APPROVED MARCH 29, 1976, BY AMENDING CERTAIN PROVISIONS THEREOF AND SCHEDULES OF COMPENSATION TO BE PAID CERTAIN EMPLOYEE CLASSIFICATIONS SUBJECT TO PROVISIONS OF SECTIONS 8.400 AND 8.401 OF THE CHARTER; SAID SCHEDULES OF COMPENSATION TO TAKE EFFECT OVER A TWO YEAR PERIOD.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Ordinance No. 97-76 (Salary Standardization Ordinance 1976-77, Charter Sections 8.400 and 8.401) is hereby amended by adding Section XIII.1 thereto, reading as follows:

Section XIII.1 Multi-Year Rates of Compensation for Certain Craft Classifications Enumerated Below

A. The schedules of compensation to be effective the first year shall be as set forth in this amendment to the Salary Standardization Ordinance. Schedules of compensation for the succeeding year shall be determined as the difference between the schedules adopted by the Board of Supervisors in Ordinance No. 97-76 and any clerical error amendments thereto, and the amounts contained in this amendment.

B. Craft classifications and schedules of compensation are as follows:

3402	Farmer	32.7
3404	Jail Farm Supervisor	35.2
3410	Assistant Gardener	33.7
3416	Gardener	36.7
3418	Gardener Sub-Foreman	39.7
3419	Municipal Stadium Groundkeeper	39.7
3422	Park Section Supervisor	40.7
3424	Insecticide Spray Operator	37.2
3428	Nurseryman	39.7
3430	Chief Nurseryman	42.7
3432	Assistant Director, Aboretum	41.7
3434	Tree Topper	38.8
3436	Tree Topper Foreman	42.3
3440	Landscaping and Street Planting Supervisor	42.7
3462	Assistant Director, Golf Course Maintenance	40.7
3464	Area Supervisor, Parks, Squares and Facilities	42.7
7204	Chief District Water Serviceman	41.9
7211	Cement Finisher General Foreman	43.5
7213	Plumber Foreman	45.0
7215	General Laborer Foreman	36.7
7216	Electrical Transit Shop Foreman	41.5
7220	Asphalt Finisher Foreman	37.3

7221	Asphalt Plant Foreman	42.3
7222	Blacksmith Foreman	38.0
7226	Carpenter Foreman	44.3
7227	Cement Mason Foreman	40.5
7229	Transmission Lineman Foreman	44.6
7230	Fire Department Water System Foreman	45.7
7233	Glazier Foreman	42.2
7234	Transportation Equipment Shop Supervisor	43.5
7235	Transit Lineman Foreman	44.6
7236	Locksmith Foreman	44.3
7238	Electrician Foreman	44.6
7239	Plumber General Foreman	45.9
7240	Water Meter Shop Foreman	40.7
7247	Sheet Metal Worker General Foreman	46.0
7248	Steamfitter General Foreman	45.9
7250	Utility Foreman	45.0
7255	Powerhouse Electrician Foreman	44.6
7256	Electric Motor Shopman Foreman	41.5
7257	Communication Lineman Foreman	44.6
7258	Maintenance Machinist Foreman	42.2
7272	General Foreman Carpenter	48.3
7273	Communication Lineman General Foreman	46.8
7274	Transit Lineman General Foreman	46.8
7276	Electrical General Foreman	46.8
7284	Utility General Foreman	45.9
7285	Transmission Lineman General Foreman	46.8
7305	Blacksmith	35.0
7307	Bricklayer	42.1
7308	Cable Splicer	44.6
7311	Cement Mason	39.5
7316	District Water Serviceman	36.9
7317	Senior District Water Serviceman	39.9
7318	Electrical Maintenance Technician	42.2
7319	Electric Motor Shopman	36.4
7321	Elevator Mechanic	42.1
7323	Fire Department Water System Sub-Foreman	44.7
7326	Glazier	40.1
7327	Granite Cutter	34.7
7332	Maintenance Machinist	40.7
7338	Lineman	42.2
7342	Locksmith	42.5
7344	Carpenter	42.5
7345	Electrician	42.2
7347	Plumber	42.7
7348	Steamfitter	42.7
7349	Steamfitter Sub-Foreman	43.8
7353	Water Meter Repairman	38.7
7358	Patternmaker	40.0
7360	Pipe Welder	42.7
7361	Plasterer	40.2
7363	Powerhouse Electrician	42.2
7370	Rigger	37.3
7376	Sheet Metal Worker	42.0
7378	Tile Setter	40.7
7379	Electrical Transit Mechanic	36.4
7380	Electrical Transit Mechanic Sub-Foreman	38.4

(Continued on page 52)

CRAFT WORKERS' COMPENSATION SCHEDULES

K

ARGUMENT FOR PROPOSITION "K"

Proposition "K" is an ordinance which embodies the Board of Supervisors "last best offer" to the striking craft unions. It contains $\frac{1}{3}$ of the total Health and Welfare payments demanded by the unions, and it will cost \$637,000 a year. This ordinance is binding for two years and, if passed by the voters along with Proposition "L," a Charter Amendment enabling such multi-year contracts, will implement a two-year contract with craft workers.

A "yes" vote on "K"

will provide a small cost of living increase ranging from \$100 to \$500 per year for each craft employee for fiscal 1977-78 and 1978-79.

A "yes" vote on "K"

will enable the Board of Supervisors to carry out a two-year ordinance with minimal salary increases. It will mean a better planned budget and savings of several million dollars to the taxpayer. In fact, the savings to the City from Proposition "K" over the unions' demands contained in the old method of

setting these salaries (8.403) is \$5,617,473. Craft salaries will not be renegotiated in fiscal 1977-78 if this ordinance is passed.

A "yes" vote on "K"

will support the Board of Supervisors in our effort to carry out the mandate of Proposition "B" which the voters passed in 1974.

By a "yes" vote on "K"

the people of San Francisco will establish the first multi-year labor contract in our history.

Submitted by:

John J. Barbagelata
Dianne Feinstein
Terry A. Francois
Robert E. Gonzales
Quentin L. Kopp
Robert H. Mendelsohn
John L. Molinari
Alfred J. Nelder
Ronald Pelosi
Peter Tamaras
Dorothy von Beroldingen

ARGUMENT AGAINST PROPOSITION "K"

We urge every voter to read the text of this proposition. If you do, you cannot avoid voting NO.

This proposition doesn't make sense. Perhaps the Supervisors know what it is intended to do but the proposition itself keeps it a deep, dark secret. Certainly, no ordinary citizen can understand its legal gobbledegook.

What we do know—from what the Supervisors have said—is that Proposition K seeks to use your vote to impose a pay cut on some 2,000 city employees.

The Mayor got a raise of over \$3,000 a year. Other top city brass were awarded raises of \$3,000 to \$5,000. Despite still-rising living costs, and persistent inflation, the Supervisors demand that these city employees take a cut in pay.

The Supervisors didn't put the mayor's raise on the ballot. It didn't submit the Chief Administrative Officer's boost to the voters. It simply whooped them through.

This proposition, though, puts the dirty work into the laps of the voters. You have to cut the pay of your neighbor, your fellow San Franciscan.

Even worse, it represents still another refusal of the Board of Supervisors to live up to the responsibility imposed on it by state law and city ordinance. Both law and ordinance direct the Supervisors to set city pay by collective bargaining.

But the Supervisors have refused to respect that legal obligation. They have used countless devices for evading the bargaining table. They froze the economic issues by its own, one-sided action, without real negotiations. They then refused to discuss them with union representatives. They cut themselves off from face-to-face talks. They rejected no-strings mediation.

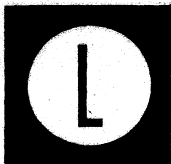
Now they seek to settle a strike by evading their responsibility totally and dumping the question into the laps of the voters.

This is an act of desperation, of ineptitude, of irresponsibility. It should be treated as such.

Vote NO on Proposition K.

San Francisco Labor Council, AFL-CIO
John F. Crowley, Secretary-Treasurer
Joseph O'Sullivan, Carpenters' Local 22
George Evankovich, Laborers, Local 261
Stanley Jensen, Machinists, District Lodge 115
Stanley M. Smith, Building & Construction Trades Council

Arguments printed on this page are the opinions of the authors and have not been checked for accuracy by any official agency.



MULTI-YEAR COMPENSATION SCHEDULES

Ballot Title

Shall the Board of Supervisors be empowered to fix schedules of compensation of City and County officers and employees for periods in excess of one year?

ANALYSIS BY BALLOT SIMPLIFICATION COMMITTEE

Proposition L—Length of Time for Wage Agreements for City Employees

THE WAY IT IS NOW: The charter says that each year the Board of Supervisors shall set employee wages for a one-year period. This is done by passing a salary ordinance.

THE PROPOSAL: Proposition L changes the charter to allow the Board of Supervisors to set wages for city employees for more than one year. **Proposition L also states that any salary ordinance that lasts more than one year shall contain a no-strike clause for all employees covered by a long-term wage agreement.**

A YES VOTE MEANS: If you vote yes, you want the charter changed to allow salary ordinances to be in effect for more than one year. And you want it illegal for employees to strike when they are covered by a long-term wage agreement.

A NO VOTE MEANS: If you vote no, you want salaries to be set for one year at a time, the way it is now.

CONTROLLER'S STATEMENT ON PROPOSITION "L"

Should the proposed Charter amendment be adopted, it is my opinion that the effect of its provisions on the cost of government of the City and County of San Francisco and its tax rate cannot be determined at this time. Such determination can be made

only after the receipt of statistics related to general prevailing rates of wages and union negotiations have been consummated.

JOHN C. FARRELL, Controller
City and County of San Francisco

Apply for Your Absentee Ballot Early

**TEXT OF PROPOSED CHARTER AMENDMENT
PROPOSITION L**

**PROPOSED AMENDMENT ADDING
CHARTER SECTION 8.401-1**

8.401-1 Duration of Compensation Schedules.

Notwithstanding any of the provisions of sections 8.400 or 8.401 or any other provisions of this charter, in fixing schedules of compensation as provided in section 8.401, the board of supervisors may fix said schedules for periods in excess of one year with respect to any or all classifications of employment.

Any ordinance fixing schedules of compensation which is adopted pursuant to this section for a period of more than one year shall contain a provision to the effect that during said period of time it shall be unlawful for the employees receiving the compensation so fixed, to engage in a strike or conduct hindering, delaying or interfering with work at city and county facilities.

Schedules of compensation fixed in excess of one year shall not be deemed to conflict with any present language of the charter or any subsequent amendments to the charter, relating to prevailing rates of compensation.

Ordered submitted: Board of Supervisors, San Francisco, Apr. 15, 1976.

Ayes: Supervisors Barbagelata, Feinstein, Francois, Gonzales, Kopp, Mendelsohn, Molinari, Nelder, Pelosi, Tamaras, von Beroldingen.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

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pamphlet and take it with you into the voting
machine. This will speed up voting in your precinct.**



MULTI-YEAR COMPENSATION SCHEDULES

ARGUMENT FOR PROPOSITION "L"

Vote Yes on Proposition "L"

The recent City employees' strike revealed a major deficiency in the tools which the Board of Supervisors have available to negotiate with City employees in an orderly way and in a way that best meets the needs of San Francisco taxpayers. One such tool is the ability—which the Charter now prohibits—to execute pay ordinances which last for more than one year. Going into labor-management negotiations without this ability is going in with one hand tied behind our back. Proposition "L" will give the Board this needed ability.

Vote Yes on Proposition "L"

Proposition "L" amends the Charter to permit the Board of Supervisors to adopt salary ordinances with a duration of more than one year, and thus reach multi-year compensation agreements with City employees. By permitting this to be done, Proposition "L" provides a basis for improved employee relations and in the process can save money for the taxpayer. It also allows the City to know several years in advance what salary expenditures in the annual budget will be, allowing the Mayor and the Board of Supervisors to plan ahead intelligently in terms of budget priorities and programs.

ARGUMENT FOR PROPOSITION "L"

**L = Long Term Tax Savings
and
Labor Peace**

In addition to making life more difficult for us, the city employee strike served to reinforce the determination of the citizens and the Supervisors to pay city employees on a fair and equitable basis. The strike brought into sharp focus the need to bring crafts pay into line with wages paid other workers in both public and private employment. The strike also underscored the refusal of the City to give in to unfair demands.

Yes on L

The strike also pointed up the need for the Super-

Vote Yes on Proposition "L"

Multi-year contracts have been used for many years in private industry and are a business-like approach to labor-management negotiations. Private businesses have found that such contracts in the long run are more economical and workable. San Francisco taxpayers should be in a position to enjoy these same kinds of economies now.

Vote Yes on Proposition "L"

There is another excellent reason to vote for Proposition "L." It would also provide that during the life of these multi-year agreements, employees would be obligated by contract not to strike. Thus, Proposition "L" guarantees labor peace for a considerable number of City employees.

Submitted by:

John J. Barbagelata
Dianne Feinstein
Terry A. Francois
Robert E. Gonzales
Quentin L. Kopp
Robert H. Mendelsohn
John L. Molinari
Alfred J. Nelder
Ronald Pelosi
Peter Tamaras
Dorothy von Beroldingen

visors to have the ability to negotiate agreements with city employees for more than one year at a time. This ability is at present denied by the Charter. Proposition L would remedy this by giving the Board of Supervisors the authority to execute agreements lasting two or more years.

Yes on L

Such multi-year contracts would include no-strike agreements and would give San Francisco taxpayers the economic benefits of stabilizing wages and long-range budget planning. Proposition L is a needed reform which will both save tax dollars and provide long-term protection against strikes.

Supervisor Bob Mendelsohn

MULTI-YEAR COMPENSATION SCHEDULES



ARGUMENT AGAINST PROPOSITION "L"

This is an effort by the Board of Supervisors to handcuff city employees.

If—it seems to say—a city employee's pay is set for a period of one year, he is free to strike. But if his pay is set for more than one year, he is arbitrarily denied the right to strike.

Any denial of the right to strike—except in free, fair and good-faith collective bargaining—is the act of authoritarian government, of dictatorship—not of a democracy.

This proposition (like Proposition K amending Ordinance 97-76) is another evasion of legal responsibility by the Board of Supervisors. It represents still another device by which the Supervisors hope to escape the obligation to sit down at the bargaining table and negotiate to a fair and democratic conclusion.

Instead, the Board seeks to impose still more restrictions, still more unilateral decisions, still more

arbitrary regulations. It accompanies these acts by a continued evasion of its legal obligation to bargain collectively.

It cannot fulfill that obligation by putting these punitive and desperate measures on the ballot. It can only fulfill them by intensive, good-faith negotiations.

Certainly, it cannot—as it seeks to do in this instance—settle a strike by deferring two months until Election Day.

It is irresponsible, inept, vindictive legislation.

Vote NO on Proposition L.

San Francisco Labor Council, AFL-CIO
John F. Crowley, Secretary-Treasurer
Joseph O'Sullivan, Carpenters' Local 22
George Evankovich, Laborers, Local 261
Franz E. Glen, Electricians, Local 6
Stanley Jensen, Machinists, District Lodge 115
Joseph P. Mazzola, Plumbers & Pipefitters, Local 38
Stanley M. Smith, S. F. Building & Construction Trades Council

Polls are open from 7 A.M. to 8 P.M.

TEXT OF PROPOSED CHARTER AMENDMENT PROPOSITION G

(Continued from page 30)

month now provided in subsection (b) with respect to members assigned to two-wheel motorcycle traffic duty, shall also mean "compensation earnable" as used in section 8.549.

The term "police officers or patrolmen" as used in this section shall mean the persons employed in the police departments of said cities of 350,000 population or over or of the City and County of San Francisco, to perform substantially the duties being performed on the effective date of this section by police officers, police patrol drivers and women protective officers in the San Francisco Police Department.

In determining years of service necessary for a police officer, woman protective officer and police patrol driver to receive the annual compensation as provided for herein, service rendered prior to the effective date of this amendment shall be given full credit and allowed.

The absence of any police officer, woman protective officer, or police patrol driver on military leave, as defined by section 8.361 of this charter, shall be reckoned a part of his service under the city and county, for the purpose of computing years of service in gaining added compensation as provided for herein.

On the recommendation of the chief of police, the commission may reward any member of the department for heroic or meritorious conduct. The form or amount of said reward to be discretionary with the commission, but not to exceed one month's salary in any one instance.

If any member of the department appointed as an assistant inspector is a sergeant at the time of the appointment or is appointed a sergeant thereafter, he shall receive the rate of compensation attached to the rank of sergeant.

(b) Not later than the 1st day of August of each year the civil service commission shall survey, and certify to the board of supervisors, **additional** rates of pay paid to members assigned to two-wheel motorcycle traffic duty in the respective police departments of all cities of 350,000 population or over in

the State of California, based upon the latest decennial census. For the purpose of the civil service commission's survey and certification the **additional** rates ((contained in said certification)) **for two-wheel motorcycle traffic duty shall ((be)) include** the average additional amount paid to members assigned to two-wheel motorcycle traffic duty in the cities surveyed.

Thereupon the board of supervisors shall have power, and it shall be its duty, by ordinance, to fix the **additional** rate of pay for the members of the police department who are assigned two-wheel motorcycle traffic duty ((,)). ((at a rate of pay which is)) **The additional rate of pay will be determined by the average additional wage paid to members in regular service in the cities included in the certified report of the civil service commission who are assigned to two-wheel motorcycle traffic duty.** "Average wage" as used in this paragraph shall mean the sum of the ((averages)) **additional rates of pay** certified by the civil service commission divided by the number of cities in said certification. Said **additional** rates shall be in lieu of said annual compensations and shall be effective from the first day of July of the current fiscal year.

Said rate of pay shall be in addition to the rate of compensation provided for in subsection (a).

In no event shall the additional rate so fixed be less than \$15.00 per month.

(c) Not later than the 1st day of August of each year, the civil service commission shall survey and certify to the board of supervisors rates of compensation paid firemen employed in the respective fire departments of all cities of 350,000 population or over in the State of California, based upon the latest federal decennial census. For the purpose of the civil service commission's survey and certification the rates contained in said certification shall be the average of the **maximum rates** paid to each ((firemen)) **fireman classification** performing the same or essentially the same duties as firemen in the City and County of San Francisco.

Thereupon, the board of supervisors shall have the power, and it shall be its duty, by ordinance, to fix rates of compensation for the members of the fire department whose annual compensations are

TEXT OF PROPOSED CHARTER AMENDMENT PROPOSITION G

set forth or otherwise provided in section 3.542 of this charter, and said rates shall be in lieu of said annual compensations and shall be effective from the 1st day of July of the current fiscal year.

The rates of compensation, fixed in said ordinance,

(1) for the fourth year of service and thereafter the rate of compensation shall be fixed at a rate which is the average of the maximum compensation paid firemen classifications in regular service in the cities included in the certified report of the civil service commission. "Average wage" as used in this paragraph shall mean the sum of the maximum averages certified by the civil service commission divided by the number of firemen classifications in cities in said certification;

(2) for the first, second and third year of service for firemen shall ((include the same amount of adjustment as that used in fixing rates of compensation for the fourth year of service)) be established in accordance with the general percentage differential between seniority steps found in the salary ranges included in the cities certified by the civil service commission for the same class;

(3) for said members of the fire department other than firemen shall include the same per cent of adjustment as that established by said ordinance for firemen in the fourth year of service; and

(4) shall be set at the dollar amount nearest the fractional amount which may result from percentage adjustment specified in this section, half dollars being taken to the next higher dollar amount.

The expression "rates of compensation" as used in this section, in relation to said survey, is hereby declared to apply only to a basic amount of wages, with included range scales, and does not include such working benefits as might be set up by any other city by way of holidays, vacations, other permitted absences for any type whatsoever, overtime, night or split shift, or pay for specialized services within a classification or rank, or other premium pay differentials of any type whatsoever. The foregoing enumeration is not exclusive, but it is the intent of this section that nothing other than a basic amount of wages, with included range scales, is to be included within the meaning of "rates of compensation".

Working benefits and premium pay differentials of any type shall be allowed or paid to members of the fire department referred to herein only as is otherwise provided in this charter.

For all purposes of the retirement system, the expression "rates of compensation", as used in subsections (c) and (d) of this section shall mean "salary attached to the rank" as used in section 169 of the charter of 1932, as amended and "compensation earnable" as used in section 8.549.

The term "firemen" as used in this section shall mean the persons employed, in the fire departments of said cities of 350,000 population or over or of the City and County of San Francisco, to perform substantially the duties being performed on the effective date of this section by drivers, stokers, tillermen, truckmen, or hosemen, in the San Francisco Fire Department.

The expression "members of the fire department" does not include members of the fire commission.

The absence of any officer or member of the fire department on military leave of absence, as defined by section 8.361 of this charter shall be reckoned a part of his service under the city and county, for the purpose of computing years of service in gaining added compensation as provided in this charter.

On the recommendation of the chief of department, the commission may reward any officer or member of the department for heroic or meritorious conduct, the form or amount of said award to be discretionary with the fire commission, but not to exceed one month's salary in any one instance.

The rates of compensation for the ranks of captain, bureau of fire prevention and public safety, and lieutenant, bureau of fire prevention and public safety, and lieutenant, bureau of fire investigation, shall be thirteen per cent (13%) above the compensation established for the ranks of captain and lieutenant as provided for in this section. The rates of compensation for the ranks of inspector, bureau of fire prevention and public safety, and investigator, bureau of fire investigation, shall be ten per cent (10%) above the compensation established for the rank of chief's operator as provided for in this section. The rate of compensation shall be set at the dollar amount

TEXT OF PROPOSED CHARTER AMENDMENT PROPOSITION G

nearest the fractional amount which may result from percentage adjustment specified in this subsection, half dollars being taken to the next higher dollar amount.

(((d) The rate of compensation fixed pursuant to the provisions of subsection (a) for police officers, police patrol drivers and women protective officers for the fourth year of service and thereafter and the rate of compensation fixed pursuant to the provisions of subsection (c) for firemen for the fourth year of service and thereafter shall be the same. Such rate shall not exceed the highest average rate of compensation fixed pursuant to subsections (a) and (c) above, whether it be paid to police officers, patrolmen or firemen; provided, further, that the minimum rate of compensation attached to the rank of sergeant in the police department shall be equal to the rate of compensation attached to the rank of lieutenant in the fire department.))

(d) The rates of compensation fixed pursuant to the provisions of subsection (a) (1), (2) and (3) and the rates of compensation fixed pursuant to the provisions of subsection (c) (1), (2) and (3) shall be the same. Such rates shall not exceed the highest average rate of compensation fixed pursuant to subsections (a) (1), (2) and (3) and (c) (1), (2) and (3) above, whether it be paid to police officers, patrolmen or firemen; provided, further, that the minimum rate of compensation attached to the rank of sergeant in the police department shall be equal to the rate of compensation attached to the rank of lieutenant in the fire department.

(e) Not later than the 25th day of August the board of supervisors shall have the power and it shall be its duty, subject to the fiscal provisions of the charter but, without reference or amendment to the annual budget, to amend the annual appropriation ordinance and the annual salary ordinance as necessary to include the provisions of paying the rates of compensation fixed by the board of supervisors as in this section provided for uniformed members of the police and fire departments for the then current fiscal year.

(((f) The board of supervisors may, in addition to the rates of compensation as established by this charter, and at the same time said rates of compen-

sation are established, increase said rates of compensation by an amount equal to the difference between the average yearly cost of living increase of the cities used for comparison in determining the rates of compensation and the actual cost of living increase for the San Francisco Bay Area. The statistical data for the determination shall be obtained from the United States Department of Labor, and when making this determination the consumer price index shall be adjusted as of the same date for all comparison cities.

((In the event the U. S. Department of Labor discontinues the compilation and publication of consumer price indexes, the board of supervisors shall appoint a statistical fact finding committee to determine the same data pursuant to the methods used by the Department of Labor. In the event of a dispute between the board of supervisors and the employees of the police and fire departments concerning the cost of living adjustment, and an agreement cannot be reached, then the matter shall be submitted to the voters at the next election, with the recommendation of the board of supervisors and that of the employees concerning the cost of living adjustment set forth separately.

((The results of the election concerning the choice of the two disputed cost of living positions shall be effective on the first day of July of the current fiscal year.))

(f) Not later than the 1st day of August of each year, the civil service commission shall determine and certify to the board of supervisors the percentage of increase or decrease in the cost of living during the twelve-month period ending March 31st of that same year as shown by the Consumer Price Index, All Items San Francisco, and the percentage of increase or decrease in the cost of living during the same period as shown by the Consumer Price Index, All Items, in the cities included in the certified report of said commission. The Consumer Price Index referred to herein is defined as that certain index issued by the U. S. Bureau of Labor Statistics and published in the Monthly Labor Review or a successor publication. In the event the U. S. Bureau of Labor Statistics discontinues the compilation and publication of said indexes, the board of supervisors shall have the power, and it shall be its duty, to appoint a statistical fact finding committee to determine the same data pursuant to the

TEXT OF PROPOSED CHARTER AMENDMENT PROPOSITION G

methods theretofore used by the U. S. Bureau of Labor Statistics. The cost of living adjustments as hereinafter provided shall be based upon the percentage of such increases or decreases. The board of supervisors may, in addition to the rates of compensation as established herein, and at the same time said rates of compensation are established, increase said rates of compensation by an amount equal to the difference between the average cost of living increase of the cities included in the certified report of the civil service commission and the actual cost of living increase for San Francisco. In the event the board of supervisors elects not to grant such cost of living increase in any year in which any such increase might be granted, the board of supervisors shall, upon a written request filed with the clerk of the board of supervisors not later than the 10th day of September of said year by representatives of the uniformed members of the police and fire departments, as designated by the police and fire commissions, respectively, submit the question of said cost of living increase to the qualified electors of the city and county at the next succeeding citywide election. In the event said cost of living increase is approved by a majority of the qualified electors voting thereon, said cost of living increase shall be effective as of the first day of the then current fiscal year.

(g) Notwithstanding any of the provisions contained in this section, no uniformed member of the police or fire department employed before July 1, 1976, whose compensation is fixed pursuant to the formula contained herein, shall suffer a salary reduction by the application of any new compensation schedules, and the rates for fiscal year 1975-76 shall continue until such time as the new schedules equal or exceed the current salary increment schedules, provided, however, that such time shall not be extended beyond June 30, 1979, and provided further that this prohibition against reduction of compensation for the designated employees shall not be deemed to supersede the provisions of section 8.406 of this charter.

Ordered submitted: Board of Supervisors, San Francisco, Mar 29, 1976

Ayes: Supervisors Barbagelata, Feinstein, Francois, Kopp, Mendelsohn, Molinari, Pelosi, Tamaras, von Beroldingen.

No: Supervisor Gonzales.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

TEXT OF PROPOSED CHARTER AMENDMENT PROPOSITION H

(Continued from page 33)

of a war as shown by any declaration of war, of the Congress of the United States, or by any statute or resolution of the Congress a purpose of which is to declare in any manner the existence of a state of war, until the time of termination thereof by any truce, treaty of peace, cessation of hostilities, or otherwise.

(b) The period of time during which the United States is or has been engaged in active military operations against any foreign power, whether or not war has been formally declared.

(c) The period of time during which the United States is or has been assisting the United Nations or any nation or nations in accordance with existing treaty obligations, in active military operations against any foreign power, whether or not war has been formally declared.

(d) The period of time during which the United States is engaged in a campaign or expedition in which a medal has been authorized by the government of the United States; provided, however, that no person shall be eligible for the benefits provided for veterans in this section unless he shall have been eligible to receive such a medal.

Ordered submitted: Board of Supervisors, San Francisco, Mar 29, 1976

Ayes: Supervisors Feinstein, Francois, Gonzales, Mendelsohn, Molinari, Pelosi, von Beroldingen.

Noes: Supervisors Barbagelata, Kopp, Nelder, Tamaras.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

G. H. BOREMAN, Clerk

TEXT OF PROPOSED ORDINANCE PROPOSITION K

(Continued from page 42)

7386	Utility Plumber Sub-Foreman	43.8
7388	Utility Plumber	42.7
7390	Welder	38.4
7395	Ornamental Iron Worker	39.9
7404	Asphalt Finisher	35.4
7409	Electrical Transit Serviceman	33.4
7414	Blacksmith's Finisher	34.5
7422	Cribber	37.0
7423	Cribber Sub-Foreman	38.8
7424	Dryer-Mixer	39.3
7428	Hodcarrier	37.7
7432	Lineman Helper	39.2
7434	Maintenance Machinist Helper	35.0
7448	Sewer Cleaner	37.0
7449	Sewer Serviceman	41.5
7462	Utility Plumber Helper	38.7
7463	Utility Plumber Apprentice	38.7
7502	Asphalt Worker	35.0
7514	General Laborer	34.7
7530	Street Cleaner	32.7
7562	Field Conservation Leader	36.7
7564	Field Conservation General Foreman	40.7
9240	Airport Electrician	44.2
9242	Head Airport Electrician	46.2
9330	Pileman	42.8
9332	Piledriver Foreman	44.5
9334	Deckhand, Tugs and Dredges	36.7
9335	Marine Fireman	36.6

9335.1	Dredge Leverman	42.0
9336	Head Dredge Leverman	42.9
9337	Diesel Tugboat Operator	42.0
9342	Ornamental Iron Worker Foreman	43.6
9343	Roofer	41.5
9344	Roofer Foreman	42.4
9345	Sheet Metal Foreman, Port	44.0
9346	Fusion Welder	42.1

Section 2. Effective Date.

This ordinance shall become effective as provided in Section 9.113 of the Charter; provided, however, that this ordinance shall become effective only in the event that, in the election of June 8, 1976, this Proposition K and Proposition L, both receive the number of votes necessary for their adoption.

Submitted by members of the Board of Supervisors

Supervisor Quentin L. Kopp, President
 Supervisor John J. Barbagelata
 Supervisor Dianne Feinstein
 Supervisor Terry A. Francois
 Supervisor Robert E. Gonzales
 Supervisor Robert H. Mendelsohn
 Supervisor John L. Molinari
 Supervisor Alfred J. Nelder
 Supervisor Ronald Pelosi
 Supervisor Peter Tamaras
 Supervisor Dorothy von Beroldingen

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THE AGONY AND THE ECSTASY

REGISTRAR'S NOTE:

Our printer told us there would be three blank pages at the back of the book. Since these pages would otherwise have been blank, we are able to reprint several editorial cartoons from our collection without any increase in the cost of the voters pamphlet.

Our thanks to Mr. Robert Graysmith, cartoonist for the San Francisco Chronicle for allowing us to reprint some of his work on these pages.

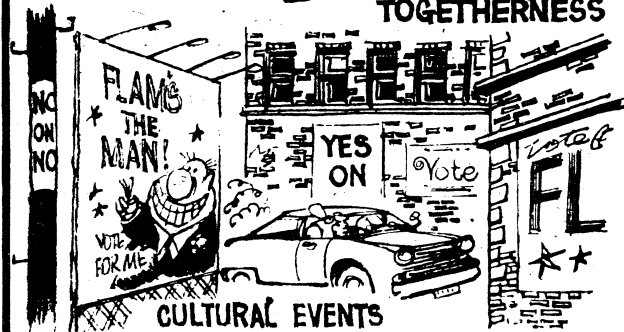
A guide to things to look forward to on your visit to
the **POLLS...**



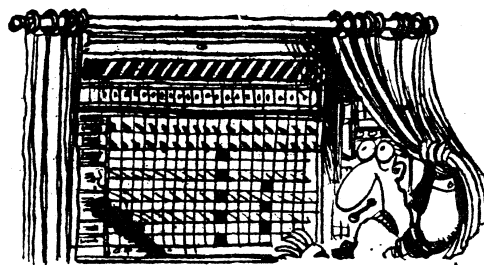
TOGETHERNESS



SPORTING EVENTS



CULTURAL EVENTS



SCIENTIFIC MARVELS

AND IN THE END...
THE THRILL OF VICTORY—
THE AGONY OF DEFEAT...



GRAYSMITH

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DIRECT PRIMARY ELECTION—JUNE 8, 1976

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STATE PROPOSITIONS		
	YES	NO
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CITY & COUNTY PROPOSITIONS		
	YES	NO
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J		
K		
L		

CANDIDATES

President _____

U. S. Senator _____

Congressman _____

State Senator _____

Assemblyman _____

County Committee:

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