

1944

# RETIREMENT PAYMENTS, GROSS INCOME TAX

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RETIREMENT PAYMENTS, GROSS INCOME TAX California Proposition 11 (1944).  
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time is great, particularly in the smaller counties, where there has been no revision of elective officers' salaries in some cases for as much as 20 per cent.

With wartime conditions, many of the elective officers in the various counties find themselves working for much less than their deputies. Many of the smaller counties pay their county and township officials less than \$100 per month.

Unless the people vote in favor of this amendment, it will be impossible to adjust salaries of county, township and municipal officials until 1947, and in some cases, until 1949. This is obviously unfair to those entrusted with the management of county and city affairs.

This amendment allows an increase of salaries only if, in the judgment of proper authorities, an increase is justified. With legislative control, increases will not be given without justification, and in only rare cases, where the suffering is extreme.

It is a known fact that in some cases officials have been required to resign their office because of their inability to receive an increase recognized as necessary whereby they could maintain themselves as respectable citizens. Nonelective officials are entitled to salary adjustments whenever necessary, and elective officials should be granted

the same consideration, especially during times like the present, with the steady rise in the cost of living.

In California there is a constant change in population in certain areas. Increased population means increased labors for public officials. In many instances what was one time a part-time job has grown into more than a full-time job, with no opportunity under the present constitutional provision to give relief to the official affected.

This is only a wartime measure, and should receive an overwhelming "yes" vote, as it is only in keeping with the many other adjustments we have been obliged to make to keep abreast with the changing conditions, and to further the war effort. If adopted, this amendment will provide means whereby the Legislature, at its discretion and upon submission of proper evidence and investigation thereof, may bring about needed salary adjustments during the war emergency.

JESSE M. MAYO,  
State Senator,  
Twenty-sixth District.

R. R. CUNNINGHAM,  
State Senator,  
Twenty-seventh District.

**11 RETIREMENT PAYMENTS, GROSS INCOME TAX.** Initiative Constitutional Amendment. Adds Article XXX providing \$60 monthly payments, beginning June 1945, to citizens having required residence, who are sixty years old or over, or totally and permanently disabled, including those in military service, or blind. Recipients prohibited from gainful occupation and required to expend payments. Provides 3 per cent gross income tax on persons and organizations, except nonprofit organizations; proceeds distributed between State General Fund and special fund established for payments. Permits increase of payments, reduction and increase of tax, and relaxation of eligibility requirements. Repeals Sales and Use Tax.

YES

NO

(For Full Text of Measure, See Page 11, Part II)

**Argument in Favor of Initiative  
Proposition No. 11**

"The California Employment and Retirement Mutual Insurance Plan" provides social insurance for all citizens, guaranteeing monthly payments (\$60 min.) for total disability, blindness, and retirement at age 60. Acts to stimulate employment and business, helps maintain property values, creates postwar opportunity. Eliminates degrading characteristics of charity, case-worker investigations, relatives' responsibility, or pension deductions because of applicant's ownership of home.

Present Retail Sales Tax of 2½ per cent is repealed. (This tax amounts to as much as 6 per cent on small sales.) Funds are provided for the schools in larger amounts than now raised by the Retail Sales Tax.

Annuitants will be at least \$60 each month, and each more as the tax will raise. Financing

is accomplished by a 3 per cent gross tax on all incomes except charitable, religious, educational and other nonprofit service groups. (This tax is really a premium for noncancellable insurance covering citizens against hazards of blindness, total disability and poverty in old age.) The tax is on a "pay-as-you-go" basis, payable each month like ordinary household bills. Tax reports can be easily prepared. The measure decreases public borrowing, saving interest. Cost of administration and collection will be negligible.

Statistics show that most citizens reaching age 60 can not support themselves. All citizens may qualify and be assured of protection and retirement pay.

Recipients must retire from gainful employment and spend monthly benefits within 30 days, thus providing jobs for servicemen, war workers, etc. Hoarding is prevented. Regular distribution and enforced spending of annuities will sup-

port values, insure a vigorous expanding market for farmer and merchant.

Recipients may receive income from investments, earned pensions and/or Social Security benefits. Beneficiaries are not permitted to support an adult, except a spouse, in idleness. Residence requirements and penalties for violations are provided.

The Legislature may extend benefits and lower age requirements. Present old age assistance benefits will continue from State funds until June 1, 1945, when payments under this amendment begin.

This tax is not an experiment, having been in successful operation in Hawaii for ten years. William Borthwick, Tax Commissioner, Territory of Hawaii, writes:

"If you adopt the Gross Income Tax in California you will confer a great favor on the citizens of your State. I can honestly say it is the best form of taxation we have. We materially reduced the tax rate twice. It is endorsed by all businessmen in the Islands. You will be able to abolish most nuisance taxes and have money far beyond your expectations. It saved the Territory of Hawaii from bankruptcy . . . and did not increase living costs."

The California Assembly recently unanimously petitioned Congress to enact a similar National law; 22 other State Legislatures have taken like action. Two hundred eight members of the present Congress, 20 of whom are from California, have signed a petition urging Congress to consider this measure this year.

INSURE the business future of our State and free our citizens from poverty!

VOTE "YES" ON PROPOSITION NO. 11—NOVEMBER 7th!

The sponsors:

DR. F. E. TOWNSEND,  
B. G. RANKINE,  
WILFORD HOWARD,  
JOHN C. CUNEO.

#### Argument Against Initiative Proposition No. 11

This measure should be overwhelmingly defeated because:

1. It takes unfair advantage of 650,000 young people in the armed forces by placing this measure on the ballot when their absence makes it difficult for them to oppose it.

2. It imposes a 3 per cent to 5 per cent tax on gross income from sales, services, salaries, wages and all other forms of receipts, thereby increasing State taxes about 1 billion dollars. Those taxes would hit everyone—from the small newsboy who would have to pay 3 per cent on the proceeds from the sale of his newspapers, to taxpayers with the largest income—everyone paying the same rate.

3. It allocates 80 per cent of the first 500 million dollars of revenue, all of the second 500

million dollars and 90 per cent of all over billion dollars solely for pension purposes. Only 10 per cent of the first 1 billion dollar revenue would go for support of State Government and public schools while 90 per cent goes to benefit about 10 per cent of our people. This is class legislation of the highest degree.

4. It would do away with the prior claim our public schools and the State University now have on all State revenues.

5. It imposes a 3 per cent tax on income from sale of all foods and other necessities now exempted from the sales tax.

6. There would be two income taxes in California—this gross income tax and the present net income tax.

7. It takes purchasing power away from 90 per cent of our people and transfers it to 10 per cent.

VOTE NO ON PROPOSITION No. 11.

MRS. J. J. GARLAND,  
President, California Congress  
of Parents and Teachers.

RAY B. WISER,  
President, California Farm  
Bureau Federation.

PAUL COWGILL,  
President, California State  
Employees Association.

MRS. CURTIS S. ALBRO,  
President, Y. W. C. A.

LELAND P. REEDER,  
Past President, California  
Estate Association.

JOSEPH SCOTT,  
Attorney, Los Angeles.

#### Argument Against Initiative Proposition No. 11

This measure, sponsored by the Townsend Movement, should be defeated, as it would work a cruel deception upon the aged people of California by nullifying the present liberal old-age security laws of this State.

It would force the aged to spend their grant within 30 days, depriving them of the very proper privilege of saving for emergency medical, funeral or other needs. An army of "snoopers" would have to be employed to administer this phase of the proposition.

The aged are now permitted to have income to take care of their needs over and above the \$50 a month granted them, and can visit out of the State for indefinite periods. The proposed law would deny them this freedom.

California would lose some \$40,000,000 annually from the Federal Government, now contributed toward old-age security.

The proposed law would pension rich and poor alike, thereby lessening the value of the dollar in the hands of the needy—an unjust and vicious proposal.

For the past approximately eleven years, the Townsend Movement leaders have failed to get the plan through Congress, and are now endeavoring to foist their proposals on the voters of California.

We, who are sincerely interested in the welfare of the aged, do not wish to see wiped out all the gains that have been made in behalf of the

present 157,605 recipients of old-age security in this State.

**WE ASK THAT YOU VOTE NO ON PROPOSITION No. 11.**

**GEORGE H. McLAIN,**  
Chairman, Board of Trustees, Citizens' Committee for Old Age Pensions.

**12** **RIGHT OF EMPLOYMENT. Initiative Constitutional Amendment.** Adds Section 1A to Article I. Declares right of employment, free from interference because employee does or does not belong to or pay money to a labor organization. Declares interference with such right unlawful and provides remedy by court action. Defines labor organization. Declares section self executing, and authorizes legislation to facilitate its operation.

YES	
NO	

(For Full Text of Measure, See Page 14, Part II)

**Argument in Favor of Initiative Proposition No. 12**

Do you believe every person should have the right to get and hold a job regardless of whether he does or does not belong to or pay money to a labor organization? If you do—vote "Yes" on Proposition No. 12. This amendment will add to our State Constitution a guarantee of this right.

The opportunity to earn a living is a vital freedom. Yet no State law now exists protect-  
that freedom.

Shall our young men returning from war find their path to employment barred by labor union tollgates?—have to pay for the right to work—and be forced to submit to union rules, regulations and orders, in the making of which they have little or no voice? Shall they be denied a job because a union refuses them membership?

Shall housewives continue to be required to pay tribute to labor unions when they patriotically volunteer, in canneries and packing houses, to help save the Nation's food supply?

Shall workers moving from war production jobs to peacetime work be compelled to join a labor union; or belonging to one union be forced to join another?

Shall a person, in order to hold his job, continue to be forced to remain in a union? Even when its leadership has been discredited?

No, of course not. Then—vote "Yes" on Proposition No. 12, and establish freedom in the right to work.

Steam railroad and airplane transport employees, under Federal laws, now have this freedom. Proposition No. 12 will secure it for all other workers in California.

Labor unions, like other group institutions, will have real strength and dignity when they find power, not through the slavery of enforced membership, the fear of helpless employers, or by threatening political representatives, but through earned respect of society and the free alle-

giance of those who voluntarily join, attracted by wise and honest leadership and demonstrated benefits.

Collective bargaining is established by law. Proposition No. 12, by assuring the right to join a labor union, recognizes collective bargaining with the right of the individual employee, if he so chooses, to join a bargaining group. The closed shop is not necessary to collective bargaining; the National Labor Relations Act permits the closed shop only when State laws do not prohibit.

The major war work in this State is in open shops, where an employee belongs or not to a union, as he chooses. The chief interference with war effort in the United States by strikes has been connected with closed shops.

Enact Proposition No. 12; otherwise when war controls, including the "Hot Cargo" Act, are gone, involuntary servitude to the closed shop will be forced upon us.

The assertion that Proposition No. 12 will interfere with free speech is nonsense. The Constitution and decisions thereunder definitely establish that right.

The language of this measure is clear; can not be misunderstood. The question is not a party issue—but of right or wrong. "Yes" on Proposition No. 12 is a vote for the right.

**E. C. KIMBALL,**  
Citrus Grower, Ventura County. Chair-  
man, California Committee for the  
Right to Work.

**JAMES L. BEEBE,**  
Lawyer, Los Angeles.

**BYRON C. HANNA,**  
Lawyer, Los Angeles.

**MARK HOLTHOUSE,**  
Dairyman, Los Altos.

**R. F. SCHMEISER,**  
Farmer, Fresno.

pensation of all deputies, assistants, and employees of the counties.

The provisions of this section shall not be construed to modify or otherwise affect the provisions of sections 7 1/2, 7 3/4 and 8 1/2 of this article, relating to county or city and county charters. That certain act entitled "An act to add a new section to the Political Code to be numbered 4056d, relating to powers and duties of boards of supervisors with respect to county and township officers, deputies, assistants and employees," as enacted by the Legislature at its Fiftieth Session, is hereby validated and made fully and completely effective.

The compensation of any county, township or municipal officer shall not be increased after his election or during his term of office, nor shall the term of any such officer be extended beyond the period for which he was elected or appointed.

The Legislature by a two-thirds vote of the mem-

bers of each House may suspend the provision hereof prohibiting the increase of compensation of any county, township or municipal officer after his election or during his term of office for any period during which the United States is engaged in war and for one year after the termination of hostilities therein as proclaimed by the President of the United States.

The provisions of this section shall not prevent the allowance of any new or additional deputy or assistant to the principal in any county office during his term, nor shall they prevent any increase in the compensation of any deputy or assistant to such principal at any time.

The provisions of this section shall not abridge, modify or otherwise limit the power of the Legislature by general and uniform laws to prescribe the qualifications of any county officer or of any deputy or assistant, or to prescribe the method of appointment of any person so qualified.

**11** **RETIREMENT PAYMENTS, GROSS INCOME TAX. Initiative Constitutional Amendment.** Adds Article XXX providing \$60 monthly payments, beginning June 1945, to citizens having required residence, who are sixty years old or over, or totally and permanently disabled, including those in military service, or blind. Recipients prohibited from gainful occupation and required to expend payments. Provides 3 per cent gross income tax on persons and organizations, except non-profit organizations; proceeds distributed between State General Fund and special fund established for payments. Permits increase of payments, reduction and increase of tax, and relaxation of eligibility requirements. Repeals Sales and Use Tax.

YES	
NO	

Sufficient qualified electors of the State of California have presented to the Secretary of State a petition and request that the proposed amendment to the Constitution, by adding Article XXX thereto, hereinafter set forth, be submitted to the people of the State of California for their approval or rejection at the next ensuing general election or as provided by law. The proposed amendment to the Constitution is as follows:

(This proposed amendment does not expressly amend any existing article of the Constitution but adds a new article thereto; therefore, the provisions thereof are printed in BLACK-FACED TYPE to indicate that they are NEW.)

**PROPOSED AMENDMENT TO THE CONSTITUTION.**

**California Employment and Retirement Mutual Insurance Plan Article XXX**

**Sec. 1.** Every person, including those who become totally and permanently disabled while serving in the armed forces of the United States, and those termed "blind" by law, shall have the right, upon application, to receive an annuity payable in

monthly installments of \$60.00 during the remainder of his life (such benefits to annuitants totally and permanently disabled while serving in the armed forces to be in addition to any and all benefits to be paid by the Federal Government), upon showing in his sworn statement the following facts:

(a) That he is a citizen of the United States of America.

(b) That he is sixty years of age or over; or totally and permanently disabled, or blind as defined by law.

(c) If a resident on or before July 1st, 1943: that he has been a legal resident of the State of California for at least five years out of the preceding nine years, with one year's residence immediately preceding the date of application.

(d) If the person has taken up residence after July 1, 1943: that he has been a legal resident of the State of California for at least ten years out of fifteen years immediately preceding date of application.

Annuity may leave the State for a period not to exceed 90 days in any one year without being disqualified.

(e) That as long as he continues to receive the annuity he will not engage in any occupation, business, or other activity from which a profit, wage, or

other compensation is realized or attempted, except as provided in Section 4 hereof, and that he will not support an ablebodied person in idleness except a spouse, or children under 18 years of age, or both, and that he will not pay any person any salary, wages, or other compensation in disproportion to the services rendered.

Sec. 2. Monthly payments of annuities under this article shall begin June 1, 1945.

Sec. 3. Annuities received under the provisions of this article or the right to receive them shall not be alienated by assignment, sale, mortgage, or other hypothecation, and shall be exempt from attachment or execution.

Sec. 4. Nothing in this article shall be construed to prohibit an annuitant from collecting interest, rents, or other revenues from his own investments, provided he does not participate in or contribute to the management or operation of the revenue-producing business or enterprise.

Sec. 5. Any person who accepts an annuity under this article shall not be entitled, for any period for which such annuity is received, to any old age assistance or other aid to which he would otherwise be entitled under State law by the provisions of the Welfare and Institutions Code.

Nothing in this section shall be construed to prohibit an annuitant from receiving a pension or retirement benefits for services rendered a public or private agency or person, workmen's compensation, unemployment insurance, war veterans' benefits or other benefits earned by him prior to his acceptance of the annuities provided by this article.

Sec. 6. There shall be levied, collected and paid monthly a tax of 3 per centum of the gross income of every person, firm, association, copartnership or corporation and every trust and every trustee in his or its representative fiduciary capacity residing or doing business in California, derived from any and all sources, except that portion of gross income derived from business conducted in commerce between states, but only to the extent the State of California is prohibited from taxing such gross income by the Constitution and laws of the United States.

Sec. 7. The provisions of this article shall not apply to:

(1) Fraternal benefit societies, orders or associations, operating under the lodge system, or for the exclusive benefit of the members of the fraternity itself, operating under the lodge system, and providing for payment of death, sick, accident or other benefits to the members of such societies, orders or associations, and to their dependents or beneficiaries;

(2) Corporations, associations, or societies organized and operated exclusively for religious, charitable, scientific, or educational purposes;

(3) Business leagues, chambers of commerce, labor organizations, boards of trade, civic leagues, and other similar organizations operated exclusively for the benefit of the community or for the promotion of social welfare, and not for commercial trading in any

form, and from which no profit inures to the benefit of any private stockholder or individual;

(4) Hospitals, infirmaries and sanatoria, from which no profit inures to the benefit of any private stockholder or individual;

(5) Individuals or organizations receiving money or property to be held in custody or as a deposit for others without pecuniary benefit to the holder of such money or property; but not trustees in their representative capacity, who are herein above expressly declared to be subject to the provisions of this article;

(6) Gross income on sales to the United States or any agency or instrumentality thereof except a corporate agency or a corporate instrumentality;

Provided, however, that exceptions (1) to (5), inclusive, shall apply only to the gross income received from nonprofit activities and transactions.

Sec. 8. The taxes imposed by this article shall be administered and collected by the State Board of Equalization and said Board is hereby empowered to require all persons, firms, associations, copartnership or corporation, trusts and trustees to register and designate the manner and place for filing returns and payment of taxes, and shall provide such simplified forms and instructions and regulations as may be necessary for the proper administration of this article.

From and after March 1, 1945, tax returns shall be made monthly, and all taxes shall be due and payable on or before the last day of the succeeding month.

No injunction or writ of mandate or other legal or equitable process shall ever issue in any suit, action or proceeding in any court against the Board of

Equalization, or any member or officer thereof, to prevent or enjoin the collection of any tax levied under the provisions of this article, but after payment thereof action may be maintained to recover, in such manner as may be provided by law, any tax claimed to have been illegally collected.

Wilful violation of the requirement to make a tax return or to make a payment of tax, as required hereby, shall be a misdemeanor punishable by a fine not exceeding \$500.00 or by imprisonment in the county jail not exceeding six months, or by both such fine and imprisonment.

Wilful making or filing of a false tax return by a taxpayer, or of a false affidavit by a recipient of any benefit under this article with intent to defraud, shall be a misdemeanor, punishable by a fine not exceeding \$500.00 or by imprisonment in the county jail not exceeding six months, or by both such fine and imprisonment.

All penalties received under this article shall be sent without delay by the person receiving them to the State Treasurer to be deposited in the State Treasury to the credit of the Employment and Retirement Mutual Insurance Fund.

Sec. 9. (a) Out of the total gross income tax receipts collected under this article, twenty percent (20%) thereof, but not exceeding one hundred million dollars per year, shall be deposited in the

General Fund (but such moneys shall be kept in a separate account to be expended for the support of State Government functions and the public schools, which are now financed by revenues received under the Sales and Use Tax Law (which is repealed by this article) and no part of the moneys in this account shall be used by the State for old age assistance, aid to the needy blind, as defined by law, or for totally and permanently disabled persons). All gross income tax receipts over one hundred million dollars, or all such receipts not deposited in the General Fund as herein directed, shall be deposited in a special fund to be known as the Employment and Retirement Mutual Insurance Fund to be expended solely for the purposes of this article and the proper administration thereof.

(b) If the gross income tax produces over one billion dollars annually, ten percent (10%) of all tax receipts over one billion dollars annually shall be deposited in the General Fund as an addition to the maximum of one hundred million dollars annually provided for in subdivision (a) of this section, to be used proportionately for the purposes enumerated in said subdivision.

Sec. 10. Any balance remaining each month in the Employment and Retirement Mutual Insurance Fund after payment of the minimum annuity of \$60.00 monthly to all annuitants and the proper cost of administration, shall be divided equally among, and paid the following month to the qualified recipients, in addition to the \$60.00 minimum payment due at time.

Sec. 11. If the sum raised by the 3% gross income tax shall be insufficient to pay the minimum monthly annuity of \$60.00, then the Board of Equalization shall increase the rate of the gross income tax to raise the additional amount required to meet the minimum payments, except that the rate shall not exceed 5%.

Sec. 12. (a) The annuity shall be spent within the United States, its possessions or territories.

(b) Each monthly installment of the annuity shall be spent by the annuitant within 30 days after the time of its receipt. This subsection shall not become operative until six months following cessation of hostilities of the present war.

(c) Each annuitant shall, at the time he receives his monthly installment, execute the affidavit attached thereto to the effect that he has complied with the provisions of subdivision (b) of this section in respect to any annuity installment theretofore received by him.

Sec. 13. The State Social Welfare Board shall administer and handle the qualifying of recipients and the disbursing of annuities. It is authorized to prescribe such rules and regulations as may be necessary to carry out the provisions of this article with regard to eligibility of recipients and issuance of warrants to them and pointing out in a simplified clear-cut manner their rights and responsibilities when making the affidavits.

The determination as to eligibility to receive such annuities shall be subject to review by a court of competent jurisdiction.

Sec. 14. The Legislature may lower the residence and age requirements provided in this article, include widows with minor children as eligible recipients, extend the annuity in whole or in part to those persons partially and not permanently disabled.

Sec. 15. Adequate funds shall be made available to the Board of Equalization and the State Social Welfare Board for the full and proper administration of this article.

Sec. 16. The California Sales and Use Tax Law is repealed as of March 1, 1945, when the gross income tax as provided herein shall become operative. Expenses of state for payment of old age assistance, blind aid, school and educational operations and other social activities paid for from revenues derived from the Sales and Use Tax shall be paid from the State "General Fund" during the period of March 1, 1945, to June 1, 1945, on which latter date disbursements from funds accumulated through the application of this article shall begin.

No state tax other than the California Sales and Use Tax is directly or impliedly repealed by this article.

Sec. 17. If and when the United States Government enacts legislation making uniform grants and providing for uniform payments to all citizens, under a system similarly financed and operated, with similar qualifications and requirements for the receipt of benefits therefrom, to those provided for in this article, the amount of such Federal grants or payments shall be deducted from the total amounts that would otherwise be payable to recipients of benefits under this article. The State Board of Equalization shall then lower or decrease the rate of tax provided for by this article, by a sufficient amount or proportion, to reduce the total amount of money to be raised by the Gross Income Tax provided for in this article, by an amount that shall be as nearly as possible equal to the amount that will so be paid by the Federal Government to all of the recipients of benefits under this article. The Board of Equalization is expressly authorized to make such reduction in the rate of such tax. It is the intent of this section that if such provision shall be made by the Federal Government hereafter, then the amount of the money to be raised by the tax provided for hereby, and the amounts of the benefits to be paid hereunder, thereafter, when added respectively to the amounts of money so provided by the Federal Government and the amounts of the benefits to be paid or provided by it, shall be equal to the respective amounts that would at that time have been raised by taxation and paid as benefits, by this article, in case the Federal Government had made no such contribution or provision.

Sec. 18. In the event that any decision or order of any court shall hold invalid or unconstitutional any provision, section, subsection, sentence, clause or

phrase of this article, or the application thereof to any person or circumstance, such decision or order shall not affect the validity of the remaining portions of this article, and the remaining portions of this article and the application of such provisions to other persons or circumstances shall not be affected thereby.

The people of the State of California do hereby declare that they do adopt and would have adopted this article and each section, subsection, sentence, clause and phrase thereof irrespective of the fact that one or more sections, subsections, sentences, clauses or phrases be declared invalid or unconstitutional.

**12** **RIGHT OF EMPLOYMENT. Initiative Constitutional Amendment.** Adds Section 1A to Article I. Declares right of employment, free from interference because employee does or does not belong to or pay money to a labor organization. Declares interference with such right unlawful and provides remedy by court action. Defines labor organization. Declares section self executing, and authorizes legislation to facilitate its operation.

YES	
NO	

Sufficient qualified electors of the State of California have presented to the Secretary of State a petition and request that the proposed amendment to the Constitution, by adding section 1-A to Article I thereof, hereinafter set forth, be submitted to the people of the State of California for their approval or rejection at the next ensuing general election or as provided by law. The proposed amendment to the Constitution is as follows:

(This proposed amendment does not expressly amend any existing section of the Constitution, but adds a new section thereto; therefore, the provisions thereof are printed in BLACK FACED TYPE to indicate that they are NEW.)

**PROPOSED AMENDMENT TO THE CONSTITUTION.**

A new Section 1-A is hereby added to Article I of the Constitution of the State of California to read:

**Sec. 1-A.** Every person has the right to work, and to seek, obtain and hold employment, without interference with or impairment or abridgment of

said right because he does or does not belong to or pay money to a labor organization.

Anything done or threatened to be done which interferes with, impairs or abridges, or which is intended to interfere with, impair or abridge said right, is unlawful. Relief against or on account of anything so done or threatened to be done shall be granted in a civil action, legal or equitable, initiated in the Superior Court of any County in which anything so done or threatened to be done shall occur, upon the complaint of any person or upon complaint of the District Attorney of such County.

The term "labor organization" means any organization of any kind, or any agency or employee representation, committee or plan, which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, rates of pay, hours of employment or conditions of work.

This section is self executing and shall supersede all provisions in conflict therewith; legislation may be enacted to facilitate its operation but no law shall limit or restrict the provisions hereof.