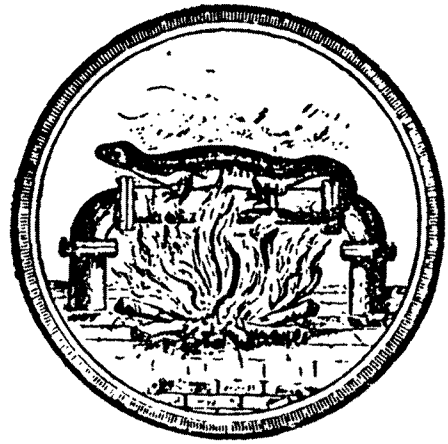
# OFFICIAL JOURNAL

## International Association

# Heat and Frost Insulators

## and Asbestos Workers

OCTOBER, 1914



69. 69

ISSUED QUARTERLY, JANUARY, APRIL, JULY, OCTOBER

GENERAL EXECUTIVE BOARD

JOSEPH A. MULLANEY, President.
JOHN McCORMICK, 1st Vice-Pres.
JOHN FISHER, 2nd Vice-President.
WM. LANDIS, 3rd Vice-President.
EDW. BRINKER, 4th Vice-President.
CHAS. C. RICE, 5th Vice-President
THOMAS J. McNAMARA, Secretary Treasurer.


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JOSEPH A, MULLANEY
Re-elected President


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Official Organ of International Association of Heat and Frost Insulators and Asbestos Workers

## CONVENTION MINUTES.

Toronto, Canada, October 5, 1914.

The Ninth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers was called to order at the Walker House by International President Jos. A. Mullaney, at 10 a. m. The visiting delegation was welcomed by Representative Scott on behalf of Local No. 20. President Mullaney responded on behalf of the International Association. The President then named the following Credential Committee:

Thomas Kennedy, Local No. 17, Chicago.
Michael Happel, Local No. 12 New York City.
Thomas J. McNamara, Local No. 1, St. Louis, Mo.

A recess of one hour was then declared, in which to enable the Credential Committee to prepare and present its report.


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The convention reconvened at 11:30 a. m. The report of the Credential Committee was read:

We, the Credential Committee, find the following delegates and recommend that they be seated, and beg leave to report the following:

St. Louis: Entitled to two, sent one, Thos. J. McNamara.

Pittsburgh: Enitled to two, sent one, W. C. Landis.

Cleveland, O.: Entitled to two, sent two, S. J. Downs, Sam Shultz.

Buffalo, N. Y.: Entitled to two, sent two, Chas. J. Hearn, Chas. C. Rice.

Boston, Mass.: Entitled to three, sent three, Bert Badger, A. Olson, John Fisher.

Cincinnati, O.: Entitled to two, sent one, J. L. Owens.

New York: Entitled to five, sent four, Dan Neary, Jos. Mullaney, Michael Happel, Thos. Curry.

Winnipeg: Entitled to two, sent one, B. Ransom.

Philadelphia: Entitled to three, sent three, John Murtha, Geo. Brum, John McCormick.

Chicago: Entitled to three, sent three, Thos. Kennedy, Jas. Grady, A. Dillon.

Toronto: Entitled to two, sent two, Wm. Scott, E. Mansfield.

Detroit: Entitled to two, sent two, Ed Brinker, Geo. Marten.

Rochester: Entitled to two, sent two, B. H. Coon, F. W. Baetzel.

Providence: Entitled to two, sent one, Alf. Anderson.

Wilkesbarre: Entitled to two, sent one, P. A. Walsh.

Total, 30 delegates,
(Signed) T. KENNEDY, Chairman.
MICHAEL T. HAPPEL,
THOMAS J. McNAMARA.

It was moved and seconded that the report be adopted as read. Carried.

The president then appointed the following committees:

Finance—Abraham Olson, Local No. 6; W. C. Landis, Local No. 2; B. H. Coon, Local No. 26.

Grievances and Appeals—S. J. Downs, Local No. 3; F. Batzel, Local No. 26; B. Badger, Local No. 6.

Resolutions—John McCormick, Local No. 14; Daniel A. Neary, Local No. 12; James Grady, Local No. 17.

President's Report—John Murtha, Local No. 14; Wm. Scott, Local No. 20; Edward Mansfield, Local No. 20.

Secretary's Report—C. J. Hearn, Local No. 4; Samuel Schultz, Local No. 3; John L. Owens, Local No. 8.

Constitution and By-Laws—Thomas J. McNamara, Local No. 1; Chas. Rice, Local No. 4; Edw. Brinker, Local No. 25.

Rules—Alfred Anderson, Local No. 31; A. Dillon, Local No. 17; Geo. Brum, Local No. 14.

Outside Communications—P. A. Walsh, Local No. 38; John Murtha, Local No. 14; John Fisher, Local No. 6.

Press—Thos. Curry, Local No. 12; R. L. Chamberlain, Local No. 33; President Mullaney (ex-officio).

The chair then appointed: F. W. Baetzel, Local No. 26, assistant secretary; Daniel A. Neary, Local No. 12, reading clerk.

The President's report was then presented, read and referred to its proper committee, hereto attached, after which the session adjourned to reconvene at 9:30 a. m., Tuesday, October 6.

**Tuesday Morning Session, Oct. 6, 1914.**

Convention called to order by President Jos. A. Mullaney, and roll call found all delegates present. Brothers Mansfield, Scott and Grady spoke in regards to the conditions existing at the hotel.

**Report of Rules Committee.**

"To the Ninth Convention International Association Heat and Frost Insulators in Convention Assembled, Greetings:

Your Committee on Rules beg leave to present the following recommendations:

That Morning Sessions be held from 9:30 to 12:30 a. m.

That Afternoon Sessions be held from 2 to 5 p. m.

That all resolutions be presented before adjournment of morning session, Tuesday, October 6th, after which no resolution can be presented unless by unanimous consent.

(Signed),
ALF ANDERSON,
A. DILLON,
GEO. BRUM,
Committee.


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It was moved and seconded that the report be received as read. Carried.

It was moved and seconded that the reading of the Minutes be dispensed with, owing to the fact that each member had a copy of same. Carried.

A telegram from the International Pressmen and Assistants was read and the secretary ordered to answer same.

"The International Pressmen and Assistants' Union send fraternal greetings and genuine well wishes for the success of your convention and the membership of your International Union. GEO. L. BERRY."

The secretary's report was read, and referred to its proper committee.

### Report of Secretary-Treasurer.

To the Officers and Delegates of the Ninth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers. Greeting:

It is with a considerable degree of satisfaction that I now have the pleasure of reporting the good work which has been accomplished by us in the last two years in our Association. Our affiliations during the past two years have been favorable, as the records will show more Locals have affiliated with the Association than any time since its organization, principally through the efforts of President Joseph A. Mullaney.

Permit me to preface my report with the statement that the International Association of Heat and Frost Insulators and Asbestos Workers is marching to-day in the front ranks of organized labor. The proud position of our organization has been assured only through the efforts of its general officers.

Since my election as secretary-treasurer, I have endeavored to look after the welfare of the organization to the best of my ability. It would be useless to go into detail and take up your time at this time with matters which I have already reported through the Official Journal. I shall, therefore, dwell only upon the most important events of the last two years.

Several controversies of considerable magnitude took place, but in all instances the Local has been successful in securing their demands of better conditions, wages and hours. There has been some jurisdiction disputes, which have been settled satisfactorily to our Locals.

### Locals Organized.

Since the last Convention, we have been successful in organizing and reorganizing sixteen Locals, viz.:

Buffalo, N. Y., Local No. 4.
New Orleans, La., Local No. 10.
Indianapolis, Indiana, Local No. 18.
Toronto, Canada, Local No. 20.
Dallas, Texas, Local No. 21.
Montreal, Can., Local No. 23.
Rochester, N. Y., Local No. 26.
Syracuse, N. Y., Local No. 30.
Hartford, Conn., Local No. 33.
Minneapolis, Minn., Local No. 34.
Youngstown, Ohio, Local No. 35.
Portland, Ore., Local No. 36.
Birmingham, Ala., Local No. 37.
Wilkesbarre, Pa., Local No. 38.
Omaha, Neb., Local No. 39.
Albany and Troy, N. Y., Local No. 40.

From all accounts received from these Locals, they are in a most flourishing condition.

Also wish to report one Local disbanded, viz., Houston, Texas, Local No. 22.

The Executive Board saw fit to revoke the charter of Local No. 29, New Haven, Conn.

Expect in the near future I will be in position to report several new Locals, which we have already under way.

### Prospective Locals.

At this time, I wish to report we have prospective Locals at Memphis, Tenn.; Springfield, Mass.; Wilmington, Del.; Portsmouth, Va.; Louisville, Ky., and Atlanta, Ga.

I also hope to be in position to report charters having been issued to the above in a short time.

### Visits.

After the Convention adjourned, I proceeded to Buffalo, N. Y., as prearranged with Chas. Rice, and attended their meeting for the purpose of reorganizing. After a lengthy session in this regard, I practically reorganized that town and I am very glad to state that since that time a new charter has been issued to them and, from all accounts received at the meeting that night and from all reports sent in, the organization will soon be back to what it was some few years ago, i. e., one of the best organized Locals affiliated with the Association, and who only recently had a new agreement signed, thus leaving Buffalo a closed shop t[illegible]

After leaving Buffalo, I w[illegible] to Detroit, Mich., and met the officers of the Detroit Local and had their


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assurance that with a little assistance from the Association, their organization would be back to its former self. At that time they were practically disbanded. However, I wish to state that at this time the Detroit Local has a closed shop agreement, one hundred per cent organization and the only agreement in the city of Detroit with employers.

In the month of October, I visited our Local at Kansas City, Mo., and found everything in an excellent condition. The Local enjoying conditions which practically do not exist in many of the large cities. They now have every man working at the trade in the Union.

On Oct. 20th, I visited the city of Indianapolis, and organized and installed the new officers and am pleased to state at this time that the Local is one of the best of our new, small Locals.

In January, I again visited the city of Kansas City, in reply to a 'phone message from the Local secretary, and after attending their meeting, settled a dispute between the Sheet Metal Workers and our Local in regard to work being done on the Union Station job at that city. From all accounts same has been settled satisfactory to all concerned.

In June, I visited the city of Cincinnati and Louisville, Ky., being called to Cincinnati by the Local to straighten out Local matters, which I did, and also presided over the meeting at which they had election of officers. Will state in regard to Cincinnati, that the Local is moving along nicely and, in the near future, expect it to be one of our banner Locals. The only drawback which the Local had and which was fixed up by the Building Trades Department Executive Board Meeting, was the awarding of some of our work by the Local Council to the Plasterers. The work in question was asbestos ceiling and same has been settled satisfactory to our Local.

My visit to Louisville, I found the town had plenty of work and a good prospect, but most of it is done from Cincinnati; however, think in the near future we will have a Local in that city.

On Feb. 21st, I visited the city of Memphis, where we have a prospective Local. However, owing to the conditions existing in the town, I did not think it advisable to put a Local there at this time but hope to be in position to report same in the near future. Leaving Memphis, I went to New Orleans.

On Feb. 22nd, I visited the city of New Orleans and reorganized Local No. 10. Had an agreement signed, calling for wages of $3.00 per day for 8 hours' work, where they were formerly working nine hours for $2.25, $2.50 and $3.00 per day. Most of the men were contracting, piece workers and lumpers. The condition of the town in general is not very bright, as none of the other trades are thoroughly organized. Will state that this is the first trade agreement New Orleans ever had, i. e., the Local and one of the few in the town with labor organizations. Leaving New Orleans, I went direct home.

On April 19th, I was called to Cincinnati by President Jos. A. Mullaney, as it was impossible for him to make St. Louis, as was first outlined, and he wished to take up matters pertaining to the office. While in Cincinnati, I attended a special meeting on Sunday, over which I presided and at which meeting President Mullaney was also present. The strike situation was gone into thoroughly.

Leaving Cincinati, I went to Nashville; simply stopped over there on my way to Memphis. Arriving at Memphis, I went over the situation with several of the local men and as previously stated, and no doubt we will have a local there in the near future. Memphis, is one of the prosperous towns in the South. On my way home from Memphis, I stopped in Little Rock, in which town St. Louis has a few contracts.

On June 25th, I visited Leavenworth, Kas., in company with the President of the Building Trades Council, Chas. Lammert and Secretary Maurice Cassidy, who accompanied Morrin and Barry, two St. Louis Iron Workers, convicted in the conspiracy case and delivered them to the warden of that place, thus fulfilling the court's decision handed down by Judge Anderson. After leaving both men in good spirits, I returned to Kansas City, Mo., and attended the meeting of Local No. 27, as they had previously called a special meeting, which was well attended. After a general discussion on conditions and new agreement and the International Association in general, all the boys left feeling confident the new agreement would be signed without any trouble.


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### Agreements Signed.

Since the last Convention, the following agreements have been signed:

Philadelphia, Local No. 14.
Hartford, Conn., Local No. 33.
Buffalo, N. Y., Local No. 4.
Rochester, N. Y., Local No. 26.
Providence, R. I., Local No. 31.
Pittsburgh, Pa., Local No. 2.
Cleveland, O., Local No. 3.
Detroit, Mich., Local No. 25.
St. Louis, Mo., Local No. 1.
Milwaukee, Wis.; Local No. 19.
Chicago, Ill., Local No. 17.
Portland, Ore., Local No. 36.
Seattle, Wash., Local No. 7.
San Francisco, Cal., Local No. 16.
Indianapolis, Ind., Local No. 18.
Syracuse, N. Y., Local No. 30.
Toronto, Can., Local No. 20.
Cincinnati, O., Local No. 8.
New Orleans, La., Local No. 10.

### Executive Board Report.

Since the last Convention the following decisions have been rendered by the Executive Board:

Revoked Charter of Local No. 29, New Haven, Conn., for the best interests of the trade, and reorganized under new local charter No. 33.

Commissioned Daniel A. Neary to act as General Organizer, upon the appointment of our General President.

To discontinue publishing the financial statement of our association in the Journal but instead to send copies to each of the locals.

To discontinue the issuing of the Journal monthly and have it printed quarterly.

Ordering the following to be issued:

That the General Executive Board demands from the various Locals who are about to present agreements, or asking for increase in wages, that a copy be sent to the General Secretary-Treasurer, so that he may forward copies to the other members of the Executive Board for their approval, at least ninety days previous to the time said agreement is to go into effect. Otherwise, the Association will not support the Local financially, unless the above is lived up to.

The Executive Board, at the request of the President, levied an assessment of twenty-five cents per member, for the benefit of the Detroit Local, which later was declared off, before it went into effect.

Appeals to the Executive Board have been taken up and will be reported to the Convention.

### Special Meeting of the Executive Board.

Meeting called to order by Pres. Mullaney. Members present were Olson and McNamara.

Matter of charges preferred by McElligott, Watson and O'Connor, against the International Association, under date of 1909, was taken up. After a general discussion on same, the examining of witnesses, they adjourned to meet in Atlantic City, on Monday. present were Olson, McNamara and McCormick.

Monday morning—Meeting called to order by Pres. Mullaney. Members present were Olson, McNamara and McCormick.

The matter of charges against the International was taken up and it was the unanimous opinion of the board that the charges are not well founded and that the Executive Board appear in person before the Executive Board of the A. F. of L., to defend the International Association and an answer to charges to be given to the president of the A. F. of L.

Afternoon session—Meeting called to order by Pres. Mullaney. Members present were Olson, McNamara and McCormick.

As the matter of charges were refered to a special committee appointed by President Gompers, the board instructed President Mullaney to stand by the answer given to charges and was appointed to represent the International Association at such a place as a special committee will meet.

There being no further business, we adjourned.

Respectfully submitted,
Secretary-Treasurer.

### Membership.

Since the last Convention, the membership has increased about six hundred, due to the Organizing Campaign carried on by the officers and would recommend that something be done whereby an Organizer can be kept in the field at all times, which I think would pay for itself by the time the next Convention rolls around.

Following is the total membership of each Local:

| | |
|---|---|
| St. Louis, Local No. 1 | 35 |
| Pittsburg, Local No. 2 | 35 |
| Cleveland, Local No. 3 | 55 |
| Buffalo, Local No. 4 | 28 |
| Boston, Local No. 6 | 112 |
| Seattle, Local No. 7 | 29 |
| Cincinnati, Local No. 8 | 40 |
| New Orleans, Local No. 10 | 15 |
| Baltimore, Local No. 11 | 25 |


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| | |
|---|---|
| New York, Local No. 12 | 898 |
| Philadelphia, Local No. 14 | 126 |
| Winnipeg, Local No. 15 | 25 |
| San Francisco, Local No. 16 | 35 |
| Chicago, Local No. 17 | 150 |
| Indianapolis, Local No. 18 | 33 |
| Milwaukee, Local No. 19 | 40 |
| Toronto, Local No. 20 | 25 |
| Dallas, Local No. 21 | 12 |
| Houston, Local No. 22 | 20 |
| Montreal, Local No. 23 | 20 |
| Washington, Local No. 24 | 25 |
| Detroit, Local No. 25 | 75 |
| Rochester, Local No. 26 | 10 |
| Kansas City, Local No. 27 | 15 |
| Syracuse, Local No. 30 | 10 |
| Providence, Local No. 31 | 29 |
| Essex & Hudson Co., Local No.32 | 10 |
| Hartford, Local No. 33 | 15 |
| Minneapolis, Local No. 34 | 20 |
| Youngstown, Local No. 35 | 7 |
| Portland, Local No. 36 | 20 |
| Birmingham, Local No. 37 | 15 |
| Wilkesbarre, Local No. 38 | 20 |
| Omaha, Local No. 39 | 12 |
| Albany & Troy, Local No. 40 | 20 |

Initiation fees on file:

| | |
|---|---|
| New York | $200.00 |
| St. Louis | 100.00 |
| Boston | 200.00 |
| Rochester | 75.00 |
| Pittsburg | 150.00 |
| Philadelphia | 125.00 |
| Detroit | 100.00 |
| Buffalo | 150.00 |

In reference to initiation fees, would recommend that this matter be taken up and something done in regard to establishing or recording initiation fees and hope something will be done to relieve this situation.

### Wages Paid.

St. Louis, Local No. 1—Journeymen, 65 cents per hour; helpers, 25, 30, 35 and 40 cents per hour.

Pittsburg, Local No. 2—Journeymen, 54¾ cents per hour; helpers, 28⅛, 34⅜ and 40⅝ cents per hour.

Cleveland, Local No. 3—Journeymen, 50 cents per hour; helpers, 35, 40 and 45 cents per hour.

Buffalo, Local No. 4—Journeymen, 50 cents per hour; Helpers, 18 2-3, 31¼ and 43 2-3 cents per hour.

Boston, Local No. 6—Journeymen, 50 cents per hour; helpers, 25, 31½ and 40 cents per hour.

Seattle, Local No. 7—Journeymen, 62½ cents per hour; helpers, 31¼ cents, and up, per hour.

Cincinnati, Local No. 8—Journeymen, 50 cents per hour; helpers, 25, 35 and 40 cents per hour.

New Orleans, Local No. 10—Journeymen, 87½ cents per hour; helpers, 18¾ cents per hour.

Baltimore, Local No. 11 Journeymen, 50 cents per hour; helpers; 28⅛ cents per hour.

New York, Local No. 12—Journeymen, 59⅜ cents per hour; helpers, 37½ cents per hour.

Philadelphia, Local No. 14—Journeymen, 43¾ cents per hour; helpers, 25, 31¼ and 37½ cents per hour.

Winnipeg, Local No. 15—Journeymen, 40 cents per hour; helpers, 25, 30 and 40 cents per hour.

San Francisco, Local No. 16—Journeymen, 62½ cents per hour.

Chicago, Local No. 17—Journeymen, 67½ cents per hour; helpers, 25, 30 and 40 cents per hour.

Indianapolis, Local No. 18—Journeymen, 45 cents per hour; helpers, 25, 30 and 35 cents per hour.

Milwaukee, Local No. 19—Journeymen, 55 cents per hour; helpers, 25, 35 and 40 cents per hour.

Toronto, Local No. 20—Helpers, 25, 30, 35 and 40 cents per hour.

Dallas, Local No. 21—Journeymen, 50 cents per hour; helpers, 20 and 31¼ cents per hour.

Houston, Local No. 22—Journeymen, 50 cents per hour; helpers, 20 and 31¼ cents per hour.

Montreal, Local No. 23—Journeymen, 30 cents per hour; helpers, 20 cents, and up, per hour.

Washington, Local No. 24—Journeymen, 46⅞ cents per hour; helpers, 21¼ cents per hour.

Detroit, Local No. 25—Journeymen, 45 cents per hour; helpers, 25 to 32½ cents per hour.

Rochester, Local No. 26—Journeymen, 40⅝ cents per hour.

Kansas City, Local No. 27—Journeymen, 56¼ cents per hour. Helpers, 18¾ cents per hour; 2½ cents advance every six months.

Syracuse, N. Y., Local No. 20—

Providence, Local No. 31—Journeymen, 50 cents per hour; helpers, 25, 31¼ and 40 cents per hour.

Essex & Hudson Co., Local No. 32—Journeymen, 59⅜ cents per hour; helpers, 25 cents, and up, per hour.

Hartford, Conn., Local No. 33—Journeymen, 50 cents per hour; helpers, 28⅛, 34⅜ and 46⅛ cents per hour.

Minneapolis, Local No. 34—Journeymen, 45 cents per hour; helpers, 30, 32½, 35, and 37½ cents per hour; scale of 50 cents per hour to take effect Sept. 1st.

Youngstown, Local No. 35—Journeymen, 50 cents per hour.


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Portland, Local No. 30 Journeymen, 43¾ cents per hour.

Birmingham, Local No. 37 Journeymen, 43¾ cents per hour; helpers, 21⅞ cents per hour.

Wilkesbarre, Local No. 38—Journeymen, 37½ cents per hour; helpers, 21⅞, 28⅛ and 31¼ cents per hour.

Omaha, Local No. 39—Journeymen, 50 cents per hour.

### Finances.

The financial condition of the Association is not what it should be, owing to the fact that Locals are not paying their indebtedness regularly and with the increased cost of organizing, of which very good work has been done, and the Locals failing to pay on their full membership, leaves the Association on a scant margin. (To remedy this, I would suggest that all members be registered from the secretary's office and that the International Association issue Initiation Fee Stamps. Stamps for helpers, improvers, and apprentices, and also issue permit blanks for men working on permits. In this way, I think there will be enough revenue derived to support the Association.)

### Following Is the Financial Statement For the Year.

The year of 1912 and 1913:

| | |
|---|---|
| Total expenses for year | $3,891.33 |
| Total receipts for year | 3,137.43 |
| Deficit for the year | $ 753.90 |
| Cash on hand from last year | $802.50 |
| Deficit this year of | 753.90 |
| Balance on hand | $ 48.60 |

The year of 1913 and 1914:

| | |
|---|---|
| Total receipts for year | $4,100.15 |
| Total expenses for year | 4,084.10 |
| Balance for year | $ 16.05 |
| Balance on hand from last year | $48.60 |
| Cash on hand to date | $64.65 |

### The Journal.

Although our Official Journal has failed to meet my expectations, would recommend that it be continued and encouraged for the work it can do. Unions should subscribe for the Journal more liberally. It is a duty you owe to it. With your assistance, it would be made a great power and of much benefit to our Association. Would suggest that the delegates to this Convention solicit sufficient advertising to place it on a paying basis.

In conclusion, I again desire to thank the officers and the rank and file for the assistance rendered me in my work as secretary-treasurer. While the work of the office has almost doubled in the past two years, your secretary has done his best to keep up with the increased demand upon the office, and I certainly appreciate the assistance rendered by the various Local secretaries, as without same, my work would have been double what it is at the present writing.

Respectfully submitted.

THOMAS J. McNAMARA,
Secretary-Treasurer.

Being no further business, a recess was taken until 2 o'clock.

### AFTERNOON SESSION.

Meeting called to order by President Jos. A. Mullaney.

Roll call found all delegates present.

Report on President's Report was read.

To the Ninth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers.

Greetings:

We, your Committee on General President's Report, beg leave to report as follows:

That the report in its entirety is, to your committee, a most highly satisfactory one, and speaks best for itself without any praise at our hands. We recommend its adoption. We fully concur in the recommendations it contains, and further recommend that,

First. That this Convention furnish the General President a desk and files.

Second. That our affiliated Locals be instructed that, wherever possible, they conduct their meetings in halls on premises other than those which contain saloons.

Third. That this convention take such action as will put our Official Journal on a paying basis.

Fourth. In conclusion, your committee wishes to impress upon your minds that the field work of our president must be furthered and we sincerely trust that the intelligence of this Convention shall be equal to our pressing needs in this direction.

Respectfully submitted,

WM. SCOTT,
Local No
JOHN MURTHA,
Local No. 14.
E. MANSFIELD,
Local No. 20.


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It was moved and seconded that the report be received as read and the committee discharged with thanks. A motion to amend Section 2, to read "requested" instead of "instructed," was put and carried and the report was adopted.

**Report of Committee on Resolutions.**

Resolution No. 1, by James Grady, of Chicago Local No. 17:

In view of the abuses and irregularities of the present system of apprenticeship now in vogue in the different sections of the country, in the Covering and Insulation Industry, it is evident to all that action of some description must soon be taken to bring about a more uniform and satisfactory method of educating and controlling the incoming members of our craft,

Therefore, Be It Resolved, That the International Association investigate the feasibility of limiting the number and lengthening the term; also providing for the schooling of apprentices in the branches to the needs of our craft.

By reason of the increasing cost of supervising and accounting necessary to the efficient administration of our International affairs, and to provide a method reaching and interesting our individual Local membership, by Official Journal, or otherwise, we believe that this may be best accomplished by extending our system of assessment to all who work under the jurisdiction of the various Locals.

Therefore, Be It Resolved, That the Stamp Receipt method be applied to all Permits, and temporary working cards issued by the different Locals in proportion to payment made for same, and in the same ratio as prevailing, with regard to regular International Due Books in the separate Locals.

Believing, in view of the experience of many of our affiliated Locals, that many of the misunderstandings and difficulties arising from the receiving and acceptance of Transfer Cards, may be overcome by the International action.

Therefore, Be It Resolved, That the International Association take steps to provide a differential in the various Local Initiation Fees, to correspond with the various Local wage scales.

Committee recommends to non-concurred.

Chairman ruled that he would divide the resolution and have part 1 read. Section 1, of Resolution No. 1, read: In view of the abuses and irregularities of the present system of apprenticeship now in vogue in the different sections of the country, in the Covering and Insulation Industry, it is evident to all that action of some description must soon be taken to bring about a more uniform and satisfactory method of educating and controlling the incoming members of our Craft. Therefore, be it

Resolved, That the International Association investigate the feasibility of limiting the number and lengthening the term; also providing for the schooling of apprentices in the branches suitable to the needs of our Craft.

It was moved and seconded that the report of non-concurred be adopted. Carried. Section No. 2, of Resolution No. 1 was read.

Part 2. By reason of the increasing cost of supervising and accounting necessary to the efficient administration of our International affairs, and to provide a method of reaching and interesting our individual Local membership, by Official Journal, or otherwise, we believe that this may be best accomplished by extending our system of assessment to all who work under the jurisdiction of the various Locals.

Therefore, Be It Resolved, That the stamp receipt method be applied to all permits, and temporary working cards issued by the different Locals, in proportion to payment made for same, and in the same ratio as prevailing, with regard to regular International due books in the separate Locals.

It was moved and seconded that this part be referred back for further consideration. Carried.

Part 3 was read. Believing, in view of the experience of many of our affiliated Locals, that many of the misunderstandings and difficulties arising from the receiving and acceptance of transfer cards, may be overcome by International action.

Therefore, Be It Resolved, That the International Association take steps to provide a differential in the various Local initiation fees, to correspond with the various Local wage scales.

It was moved and seconded that part three be non-concurred in. Carried.


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Resolution Number Two, by Edw. Brinker, Local No. 25, Detroit, Mich., was read.

Resolution:

Whereas, the International Constitutions provide that any member in good standing must be recognized by all affiliated Locals and that said members pay their dues wherever employed and thereby become part and parcel of the Local.

And, Whereas, this increases the membership of the Local during the busy season and exceeds the demand for mechanics during the dull season.

Therefore, Be It Resolved, That the International By-Laws be amended to read:

"Article 12, Section 2. That all Local Unions have power to return transfer cards to all International members who have been employed within their jurisdiction during the busy season, thereby protecting local members."

Report of committee to non-concur was adopted.

Resolution Number Three, by Jno. Fisher of Local No. 6, Boston, Mass.:

To the Officers and Delegates to the Ninth Convention of the International Association of Insulators and Asbestos Workers.

Greetings:

Resolved, That a new section be added to Article 2, of the Constitution, to read as follows: "That none but citizens, or such as have declared their intention to become citizens of the country, shall be eligible to membership of this organization."

Report of the committee to nonconcur was adopted.

Resolution Number Four, by S. J. Downs and S. Schultz of Local No. 3, Cleveland, O., was read.

Gentlemen:

Whereas, there has been for several years, and is now being carried on by bricklayers and operative plasterers throughout the country, a campaign looking to the elimination of a part of our industry, namely, slab cork, as it pertains to us, and,

Whereas, this matter, in our opinion, should be decisively and indefinitely adjusted, therefore, permit us to urge that you recommend to this Convention assembled, that this matter be taken upon the floor of this Convention and discussed with a view of arriving at a solution of the problem.

It was moved and seconded that the resolution be referred to Committee on Grievances and Appeals. Carried.

Resolution Number Five, by S. J. Downs, of Local No. 3, Cleveland, O., was read.

Gentlemen:

Kindly permit me to recommend that matter of new system of registration of delinquents be taken in this Convention and acted upon.

Referred to Committee on Constitution and By-Laws.

Resolution Number Six, by S. J. Downs, of Local No. 3, Cleveland, O.

Gentlemen:

Believing that a permanent organizer should be placed on the road by our International organization, and realizing that sufficient funds are not available for that purpose, I beg to offer a recommendation that this subject-matter be referred to this Convention for proper consideration.

Committee reports favorable, but recommends that it be laid over until the report of the Constitution and By-Law Committee. Recommendation concurred in.

Resolution Number Seven, by Jno. Fisher, of Boston, and same was withdrawn.

Resolution Number Eight, by Jno. Fisher, Local No. 6, Boston, Mass., was read.

To the Officers and Delegates of the Ninth Convention of the International Association of Insulators and Asbestos Workers:

Greetings:

Resolved, the following to be added to the third line of Section 6, of Article 10, of the Constituion. Withdrawal card by paying initiation fee in full, and all fines, dues and assessments up to date of issuing the same.

Referred to Committee on Constitution and By-Laws.

Resolution Number Nine, by Wm. Scott and E. Mansfield, of Local No. 20, Toronto, Can.

Resolution:

Whereas, the present method of assessment discourages the honest and beneficent use of the land for production and encourages the use of the land for speculation,

Therefore, this International Association of Heat and Frost Insulators and Asbestos Workers strongly urges that the Assessment Act be so amended as to encourage every man to do his best for his fellow man, and so as to remove the temptation to


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use the land for extortionate speculation.

To the Church Synods, Assemblies, Conferences and Unions, From the Tax Reform League, of Eastern Canada:

This league has been striving for some years to arouse the public to the iniquitous character of the laws which lead people to speculate in land.

The laws which have come to us from times of ignorance and barbarism, practically penalize men for doing their best for their fellows, and reward, often with large fortunes, those who despoil and degrade their fellows.

While Industry exercises every ingenuity to bring the abundance of prosperity, speculation strives to despoil Industry of that prosperity. In this way society, instead of being a brotherhood of mutual benefactors, each striving to do his best for his fellows, is divided into toilers helping to enrich and spoilers helping to impoverish.

The growth of this city in the last ten years has added fully $200,000,000 to the value of the land. According to our present method of taxation, this increased value to the land means a greater fortune to the landowners and an increased obligation to the occupiers thereof. Thus by the mere increase of population, society is divided in twain, one part rising year after year to greater fortune, the other crushed down beneath a greater tribute to inevitable misfortune.

Merely because increased population has made land more scarce, the owner of the land can claim greater abundance of the products of industry, while the men who toil to produce the abundance are despoiled and doomed to scarcity. To the men of leisure there thus comes greater wealth while to the home of hardship and toil there comes only the remaining fragment of penury.

This is not the relationship of brother to brother. It is not the religion that calls us to obey the apostolic injunction: "Render to every man his due;" "Bear ye one another's burdens, and so fulfill the law of Christ."

While from our pulpits we urge the religion of equity, the religion of the golden rule, the religion of the reconciliation of brotherhood, alas, by our defective laws, we set all these sublime ideals at naught, we make the word of none effect.

To pray, as we do, for the coming of the kingdom of love and brotherhood, to pray for the triumph of honesty and justice, then by our laws to maintain the kingdom of hostility and spoliation could anything be more tragically vain or more pitifully futile?

In order to aid in the correction of this injustice, we take the liberty of asking you to pass and publish a resolution to the following effect.

D. B. JACQUES,
President.
SYDENHAM THOMPSON,
Secretary.

The recommendation of the committee to concur in same was adopted.

Resolution Number Ten, by Abram Olson, of Local No. 6, Boston, Mass., was read.

To the Officers and Delegates of the Ninth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers.

Greeting:

Resolved, That the following be added to Section 2, of Article 3, of the By-Laws for the government of Local Unions. No meetings shall be held by any Local outside of the city or town to which the charter has been issued.

Referred to Committee on Constitution and By-Laws.

Resolution Number Eleven, by Walsh, Murtha, Brum and McCormick, was read.

The delegates representing Locals No. 38 and No. 14, respectfully offer the following resolution that there be a small International tax levied on each Local, to be paid twice a year according to their membership, to help defray expenses of International body.

Referred to Committee on Constitution and By-Laws.

Resolution Number Twelve, by Thos. McNamara, Local No. 1, of St. Louis.

To the Officers and Delegates of the Ninth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers in Convention Assembled.

Greeting:

Whereas, There are now before Congress three resolutions for the purpose of having the Federal Constitution amended to prohibit the sale and manufacture of intoxicating


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liquors, known as Joint Senate Resolution No. 50 and No. 88, and House Joint Resolution No. 168, and thereby attempting to bring about national prohibition, and,

Whereas, We are opposed to any amendment to the Constitution as above referred to, believing same to be an abridgement of our liberties, that prohibition would breed contempt for our laws, promote hypocricy and the illicit manufacture of liquors generally, destroy property and property rights, remove an enormous revenue from our government and in lieu thereof place a burdensome tax without a known beneficial return, throw hundreds of our members out of employment, and, further, believing that national prohibition if enacted would be nothing short of a national calamity, as same is wrong in principle, un-Christian in character, contrary to reason and nature and a menace to Labor generally.

Therefore, Be It Resolved, That the International Association of Heat and Frost Insulators and Asbestos Workers in convention assembled, make known their opposition to this movement in the national Congress, in the several States and in those corporations referred to, as same is contrary to the fundamental principles of Americanism, and call upon every member and friend of freedom to use their best efforts to stem every unreasonable assault upon our citizenship, and,

Be It Further Resolved, That this resolution be spread upon the minutes of our organization; that copies thereof be sent to the members of Congress, both House and Senate, to the other fraternal organizations and the magazine of our order for publication, and that each member write a personal letter to his Congressman and United States Senator apprising them of his vigorous opposition to prohibition, and, we further recommend that every member of this order use whatever legal and lawful means at his command to assist wherever possible in opposing prohibition in all its forms.

Report of the committee to concur in same was unanimously carried.

Resolution Number Thirteen was read.

To the Officers and Delegates of the Ninth Convention of the International Association of Insulators and Asbestos Workers.

Greetings:

Resolved, That the following be inserted in Article 12, Section 2, of the By-Laws, that he receives the wages paid in that locality unless it is lower than the scale of his own Local, in which case he shall receive the wages of his own Local.

GEO. BRUM,
JNO. J. M'CORMICK,
JNO. MURTHA,
Local No. 14.

Referred to the Committee on Constitutions and By-Laws.

Resolution Number Fourteen, by John Fisher, of Local No. 6, Boston, Mass., was read.

To the Officers and Delegates of the Ninth Convention of the International Association of Insulators and Asbestos Workers.

Greeting:

Resolved, That the jurisdiction claims to our constitution be amended so as to include asbestos curtains.

Referred to the Committee on Constitution and By-Laws.

Committee further reports progress. It was moved and seconded that the report be adopted as read. Carried.

Grievance and Appeals Committee reports settling of agreements between the Cleveland and Rochester and Cleveland and Pittsburg and further reports progress. It was moved and seconded that report be received as read. Carried. No further business before the House, they adjourned to meet at 9:30 a. m., Wednesday,

**MORNING SESSION—WEDNESDAY.**

Meeting called to order by President Joseph A. Mullaney.

Roll call found all delegates present.

The minutes of the previous meeting approved as read.

A telegram from Frank Morrison, secretary of the A. F. of L., was read:

"On behalf of the American Federation of Labor, I extend fraternal greetings to the officers and delegates in convention assembled, with the sincere wish for a harmonious and successful convention.

FRANK MORRISON."

The secretary was instructed to answer in the spirit in which it was sent.

A resolution by Jno. Fisher, of Boston, was read and referred to the Committee on Constitution and By-Laws.

Letter from Kansas City was read and filed.


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Letter from Dallas, Texas, Local was read and referred to the Committee on Outside Communications.

Letter from Albany and Troy, Local No. 40, was read and referred to Committee on Outside Communications. Request granted.

The Finance Committee's report was read:

To the Officers and Delegates of the Ninth Convention of Insulators and Asbestos Workers.

Greetings:

We, your Committee on Finance, having carefully examined the books, beg leave to report that we have found same to be correct in every respect, and report on financial standing as follows:

| | |
|---|---|
| Total expenses for first yr. | $3,891.33 |
| Total receipts for first yr. | 3,137.43 |
| Deficit for first yr. | $ 753.90 |
| Cash on hand first yr. | $802.50 |
| Deficit first yr. | 753.90 |
| Balance on hand first yr. | $ 48.60 |
| Total receipts for second yr. | $4,100.15 |
| Total expenses for yr. | 4,084.10 |
| Balance on hand for yr. | $ 16.05 |
| Balance on hand last yr. | $48.60 |
| Balance on hand this yr. | 16.05 |
| Total balance to date | $64.65 |

We find the following Locals delinquent:

| | |
|---|---|
| New Orleans, Local No. 10 | $ 6.00 |
| San Francisco, Local No. 16 | 35.00 |
| Indianapolis, Local No. 18 | 43.60 |
| Milwaukee, Local No. 19 | 24.00 |
| Washington, Local No. 24 | 34.65 |
| Syracuse, Local No. 30 | 25.00 |
| Essex & Hudson Co., Local No. 32 | 10.00 |
| Minneapolis, Local No. 34 | 4.00 |
| Portland, Local No. 36 | 39.00 |
| Birmingham, Local No. 37 | 6.00 |
| Albany & Troy, Local No. 40 | 4.00 |
| Total am't due International | $231.25 |

Fraternally submitted,
ABRAM OLSON,
WM. C. LANDIS,
B. H. COON.

It was moved and seconded that the report be adopted as read. Carried.

Report of Committee on Secretary-Treasurer's report:

Heat, Frost, General Insulators and Asbestos Workers of America.

Greeting.

We hereby recommend that the report of the International secretary be accepted as corrected, excepting that section of report which refers to finances, and that (finance section) be taken up at same time as the resolutions regarding permanent organizer.

(Signed) CHAS. HEARN,
S. L. SCHULTZ.

It was moved and seconded that the report be adopted as read. Carried.

**The Grievances and Appeals Report. Partial Report.**

San Francisco Local vs. Wm. Bancroft and others. Committee reports progress. In the case of A. Anderson vs. St. Louis Local, we, your committee, recommend that the subject-matter be referred to the Convention for final action, feeling that it is not within the jurisdiction of this committee to decide this case.

The chairman ruled that the entire case be left to the Convention to decide. McNamara stated the St. Louis side of the case. It was moved and seconded that the fine and penalty stand. Tom Kennedy spoke in favor of the penalty and after a lengthy and general discussion on same, the motion was withdrawn and it was moved and seconded that the fine portion of the subject-matter stand, but the penalty be eliminated. Motion carried.

John R. Livezey vs. Philadelphia Local was taken up, and, inasmuch as the Executive Board had already passed upon the case, which was settled satisfactory, no further action was taken.

The case of James Grady vs. Chicago Local was taken up. We, your committee, after examining the constitution and by-laws of the Chicago Local, find that Brother Grady's appeal should be sustained and therefore recommend that the Convention act accordingly. It was moved and seconded that the report of the committee be adopted and the appeal sustained. Carried.

The Case of the Chicago Local vs. Oscar Rouding:

Prefacing our report on this subject-matter, beg leave to state that we have found this a very difficult case to handle and after due consideration of all the facts in evidence submitted, as well as examining of several witnesses who are familiar with the details of the case, we believe


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that Local No. 17 should be sustained in the stand which they have taken in this matter. Therefore, we recommend that the Convention concur in the action of Local No. 17. It was moved and seconded that the report be concurred in. Carried.

Resolution Number Four, by S. J. Downs, relative to the cork slab, was taken up.

We, the Grievance Committee, after some considerable discussion on this topic, during which time we took the opportunity to get in touch with several interested parties, feel that this is a matter that should be taken up in this, the supreme body of our organization, and definitely settled for all time.

We feel that this question requires the earnest co-operation of every representative of our organization. We further feel that it is only by concerted action on the part of all concerned that the proper results can be obtained. Therefore, we recommend that this subject-matter be given to this body for a full and ample consideration.

Respectfully submitted,
SAM J. DOWNS,
BERT BADGER,
F. W. BAETZEL,
Grievance Committee.

After a lengthy discussion on same, it was moved and seconded that the question of cork slab be referred to the incoming Executive Board, with instructions to fight for this work and no Local would be allowed to enter into an agreement with any other union that will relinquish any part of it. Motion carried.

Brother Mansfield, of the Toronto Local, invited the delegates to the Local meeting to-night.

Harry Anderson vs. International Association, committee reports progress.

There being no further business, the Convention adjourned to meet at 2 p. m.

## AFTERNOON SESSION, OCT. 7th.

Meeting called to order by President Jos. A. Mullaney.

Roll call found all delegates present.

Minutes of the morning session approved as read.

Credentials Committee reports:

To the Officers and Delegates of the Ninth Convention of the Heat and Frost Insulators and Asbestos Workers' Convention Assembled.

Greeting:

We, your Credential Committee, recommend that Brother Chamberlain be seated as a delegate.

Respectfully,
T. KENNEDY,
M. HAPPEL,
T. M'NAMARA.

It was moved and seconded that the report be adopted. Carried.

It was moved and seconded that the custom be observed and that the Association pay for the Convention pictures. No objection, it was so ordered.

Committee on Outside Communication reports:

Albany, Oct. 5, 1914.

International Association of H., F. I. and Asbestos Workers.

To the Convention Assembled:

Dear Sirs and Brothers:—Local No. 40 wishes to enter a protest against the unfair firm of the D. R. Douglas & Co., of New York City. This firm now has non-union men working on the Mica building, Schenectady, N. Y. Local No. 40 requests all Locals to withdraw its men from this firm, particularly Locals No. 12 and 33. This firm has been a thorn in the International's side for years. As a further request, I trust the convention assembled will instruct Local No. 12 to withdraw its members now working for the above unfair firm, to Local No. 40 until the D. R. Douglas Co. sign our trade agreement. Trusting that the above will meet with the approval of the convention, I remain,

Yours fraternally,
JOHN WICKERSHEIM,
President and Business Agent.

We, your committee, recommend that the request of Local No. 40 be granted and also support of Local No. 12. It was moved and seconded that the report be adopted. Carried.

September 12, 1914.

Mr. Thos. J. McNamara,
2516 Slattery St., St. Louis, Mo.

Dear Sir and Brother:—As the time for the International Convention is drawing near, we realize that it will be impossible for us to have a delegate at the convention, due to the fact that conditions are very bad at present and we have but very little money in our treasury, and the membership is in no condition financially to stand the extra assessment that would be necessary to send a delegate to the convention. Therefore, we ask you to take up the following measures before the convention and the


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Executive Board, and see if we cannot get some relief:

The conditions on which we want relief are the Houston Local and its outlaw members. For your information, I will state that Houston has a "Builders' Trade Council" as strong as any in the country and will back up any demands that we can make and in fact are anxious for us to take some action to regain the work that has been lost there. There are three companies contracting business in Texas, which are H. W. Johns-Manville Co., Keesby-Madison Co. and the Armstrong Cork Co. The Johns-Manville Co. have a shop (or office) in Dallas that takes in all north Texas and the shops at Houston and Galveston take in south Texas. Keesby-Madison Co. has a shop in Houston that takes in all of Texas, and the Armstrong Cork Co. has an office in Dallas covering the entire state of Texas. Besides there are plumbing shops in all large cities in Texas will give us their work without contest.

We get the Armstrong Cork Co.'s pipe covering work and the Keesby-Madison Co. work without contest. The Johns-Manville Co. wants to give us the work in Dallas and vicinity, but wants to work who they please in Houston and other parts of the state. The men that are being worked in Houston are the men that broke up the Houston Local, and we will never succeed in closing that town and vicinity and organizing another Local there until we are allowed to extend the scope of our jurisdiction down there and put our delegates in the "Labor Council" and force the men out. That is why we have no signed agreement with any shop, especially the Johns-Manville Co. Because we would not cut out Houston and South Texas. We accepted the 50 cents per day increase in our wages and concluded to work on a verbal agreement for the remainder of the year, and so far as we know they have lived up to the agreement, excepting Houston, where they promised to discharge Hamilton and make him come clean, and so far they have done neither.

What we want is this: We want to extend our jurisdiction to Houston and the territory that the office covers. We want to place our delegates in the Labor Council at Houston to enforce our demands. We furthermore want to know what penalty you will assess against the members of the old local, who shared in the division of the funds of the old local, so that we can collect such funds and penalties of the members that want to come back into the union.

We have the applications of most all the old members, especially the helpers. We understand that $15.00 apiece will cover the amount each man received out of the funds of the old treasury.

Wm. Hamilton came into the local at Houston with a transfer card from St. Louis, Local No. 1, and now Local No. 1 claims he never was transferred and is still a member of that Local, and I understand that they have written him wanting him to pay up his indebtedness to that Local and get his card. And this we wish to make a protest, as it is a known fact that Hamilton paid dues in Houston, Local No. 22, until it disbanded and now that we refuse to give him a card, it does not look like a fair proposition for Local No. 1 to issue him a card until he has cleared his standing with the International Association.

The next proposition we want information on is, how you handle the sheet cork work. We cannot get any of the companies to sign up on that, as they claim the Bricklayers' Union claims this work and if they sign up with us they are liable to get into trouble. The Armstrong Cork Co. will not let a pipe coverer handle sheet cork work under any circumstances and are using skates on all of their sheet work. Only giving the bricklayers the cork that goes up in cement mortar, and doing that only when cornered. The Johns-Manville Co. wants to give us the sheet cork work but does not want to sign up for it for the same reason, and they also claim that they do not sign up for the work anywhere in the country. They also claim that in the North and East the pipe coverers do not do the sheet cork work at all. The only place in Texas where the bricklayers claim the work is in Houston and Galveston, and we so far have been able to handle the work there when it was contested. In Dallas and North Texas they never have been bothered by bricklayers, in fact, you couldn't get one on the job if you wanted him to take it.

We would like to know if there is such a thing as organizing a separate local for handling sheet cork work, and have it under the same international head such as Plumbers and Steamfitters? By organizing such


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local we could bring a number of men that are not pipe coverers, but are good sheet cork men, and also keep the pipe coverers off the sheet cork work that are not competent to put it up. That is one of our greatest troubles at present, having pipe coverers insisting on doing work on sheet cork work and not knowing anything about applying it.

The largest part of the work in this part of the country are one-man jobs. For a man to make good at that class of work he must be able to take a set of blue prints and put up the job unassisted. We have in our local five members that can handle the sheet cork work according to the above requirements while the remainder of the membership does not know anything about the work. The same thing applies to quite a few men who are now engaged in cold storage work, who do not know anything about pipe covering.

I am reliably informed that a proposition like this would meet with the approval of the companies now engaged in sheet cork work in this territory. The management of the Armstrong Cork Co. says that they would sign an agreement with such a local.

By allowing what members that are in our local that can handle the sheet cork to hold membership in the other local, we could organize a local within two weeks' notice. The same thing exists here with the slate and tile roofers and sheet metal workers, the sheet metal workers holding membership in the slate and tile roofers to fill out and help hold a charter.

This occurs to me as the only way that we can ever successfully handle sheet cork work, and keep the brick layers out, who will eventually take it away from us if we go on as we are going.

We would thank you for the above information.

Yours fraternally
J. A. CONGLETON,
Recording Secretary.

We, your Committee on Outside Communications, after carefully going over letter from Local Union No. 21, recommend that this communication be referred to the incoming Executive Board. Moved and seconded that report be adopted.

Grievance and Appeals Committee further reports:

In the case of Harry Anderson vs. the Houston Local, we, your committee, recommend that the action of the General Executive Board, through its General President, be sustained in its entirety and all Locals so notified. It was moved and seconded that the report be adopted. Carried.

In the case of the San Francisco Local vs. Wm. Bancroft and others, we, your committee, recommend that the action of the General Executive Board be concurred in and we further recommend that this Convention go on record that no one shall receive traveling time at night where berths and meals are provided for. It was moved and seconded that the report be adopted and the appeal sustained. Motion carried.

The Hon. Frank Buchanan, Congressman from Chicago, Ill., Safety Appliance Act was read, which runs as follows:

That any house, building, bridge, viaduct, or other structure being constructed or erected by any person, firm or corporation, shall be so erected and constructed as to give proper and adequate protection to the life and limb of any person or persons employed or engaged thereon or passing under or by the same.

That all scaffolds, hoists, cranes, stays, ladders, supports, or other mechanical contrivances erected or constructed by any person, firm or corporation for use in erection, repairing, alteration, removal, or painting of any house, building, bridge, viaduct, or other structure shall be erected and constructed in a safe, suitable and proper manner, and shall be erected and constructed, placed, and operated as to give proper and adequate protection to the life and limb of any person or persons employed or engaged thereon or passing under or by the same.

That scaffolding or staging swung or suspended from an overhead support more than twenty feet from the ground floor, shall have, where practicable, a safety rail bolted, secured, and braced, rising at least thirty-four inches above the floor or main portion of such scaffolding or staging and extending along the entire length of the outside and ends thereof and properly attached thereto, and such scaffolding and staging shall be fastened so as to prevent the same from swaying from the building or structure.

That all swinging and stati[illegible] scaffolding, platforms, and other devices shall be so constructed as to


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bear four times the maximum weight required to be depended therein or placed thereon when in use, and such swinging scaffolding and staging shall be fastened so as to prevent the same from swaying from the building or structure.

That all swinging and stationary scaffolding, platforms, and other devices shall be so constructed as to bear four times the maximum weight required to be depended therein or placed thereon when in use, and such swinging scaffolding, platforms, or other device shall not be so overloaded or overcrowded as to render the same unsafe or dangerous.

That any workman or mechanic whose duties require him to use a scaffold, hoist, crane, ladder or other contrivance in connection with the construction, alteration, repairing, removing, cleaning or painting of any building, bridge, viaduct, or other structure may notify the inspector of buildings, calling attention to any defect or weakness which, in the employee's opinion, renders the scaffold dangerous, and such communication shall be strictly confidential.

That when it shall come to the notice of the inspector of buildings that the scaffolding or the slings, hangers, blocks, pulleys, stays, braces, ladders, irons or ropes of any swinging or stationary scaffolding, platform, or other similar device used in the construction, alteration, repairing, removing, cleaning or painting of buildings, bridges or viaducts are unsafe or liable to prove dangerous to the life and limb of any person, the said inspector shall immediately cause an inspection to be made of such scaffolding, platform, or device, or the slings, hangers, blocks, pulleys, stays, braces ladders irons or other parts connected therewith. If after examination such scaffolding, platform, or device, or any of such parts, is found to be dangerous to the life or limb of any person, the inspector shall at once notify the person responsible for its erection or maintenance, of such fact, and warn him against the use, maintenance, or operation thereof, and prohibit the use thereof, and require the same to be altered and reconstructed so as to avoid such danger. Such notice may be served personally upon the person responsible for its erection or maintenance, or by conspicuously affixing it to the scaffolding, platform, or other device, or the part thereof declared unsafe. After such notice has been so served or affixed the person responsible therefor shall immediately alter or strengthen such scaffolding, platform, or other device in such manner as to render it safe, or remove it. The building inspector, or any of his deputies, shall have free access at all reasonable hours to any building or structure or premises containing scaffolding, platforms, or other similar device, or parts thereof, or where they may be in use.

That any owner, contractor, subcontractor, foreman, or other person having charge of the erection, construction, repairing, alteration, removal, or painting of any building, bridge, viaduct, or other structure within the provisions of this Act shall comply with all the terms thereof, and any such owner, contractor, subcontractor, foreman, or other person violating any of the provisions of this Act shall, upon conviction thereof, be fined not less than $25.00 nor more than $500 or imprisoned for not less than three months, nor more than two years, or both fined and imprisoned, in the discretion of the court.

That it shall be the duty of the owner of every house, building, or structure (except a private house, used or to be used exclusively as a private residence) now under construction, or hereafter to be constructed, to affix and display conspicuously on each floor of such building during construction, a placard stating the load per square foot of floor surface which may with safety be applied to that particular floor during such construction, or if the strength of different parts of the floor varies, then there shall be such placards for each varying part of such floor. It shall be unlawful to load any such floors or any part thereof to a greater extent than the load indicated on such placard. All such placards shall be verified and approved by the inspector of buildings.

That in all buildings in the course or construction and in all buildings having elevators intended for freight lifts only, and not constructed, protected and operated as required for passenger elevators, it shall be unlawful to use hoists and elevators for hoisting materials, and so forth, in any such buildings or building unless the well holes or openings for such elevators or hoists on each and every floor of the building shall be closed to a height of at least six feet with no opening greater than two and one-half inches; and the semi-automatic


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gates or doors at least five feet with no openings greater than two and one-half inches. By semi-automatic gates or doors it is meant to provide gates or doors which will close automatically when the car leaves the landing. All such elevators shall have a notice conspicuously painted or securely attached thereon, so as to be read clearly at all times, which notice shall read as follows: "No person is allowed to ride on this elevator," which notice shall at all times be maintained on elevators of this class. Such other safety or equivalent appliances as the inspector of buildings may determine to be necessary for the protection of life and limb shall also be provided.

That any hoisting machine or engine used in building construction shall, where practicable, be set up or placed on the ground, and where it is necessary in the construction of such building to place such hoisting machine or engine on some floor above the ground floor, such machine or engine must be properly and securely supported with a foundation capable of safely sustaining twice the weight of such machine or engine. If a building in course of construction is three stories or more in height, no material needed for such construction shall be hoisted or lifted over a public street or alley unless fifteen feet or more of such street or alley shall be barricaded from use by the public.

That if elevating machines or hoisting apparatus operated or controlled by other than hand power are used in the construction, alteration or removal of any building or other structure, a complete and adequate system of communication by means of signals shall be provided and maintained by the owner, contractor, or subcontractor during the use and operation of such elevating machines or hoisting apparatus in order that prompt and effective communication may be had at all times between the operator of engine or motive power of such elevating machine and hoisting apparatus and the employees or persons engaged thereon or in using or operating the same.

That where the plans and specifications require the floors to be arched between the beams thereof, or where the floors or filling in between the floors are fireproof material or brickwork, the owner, contractor, or subcontractor shall complete the flooring or filling in as the building progresses to not less than within three tiers of beams below that on which the ironwork is being erected. If the plans and specifications of such buildings do not require filling in between the beams of floors with brick or fireproof material, the owner, contractor, or subcontractor for work in course of construction shall lay the underflooring thereof or a safe temporary floor on each story as the building progresses to not less than within two stories or floors below the one to which such building has been erected. Where double floors are not to be used, the owner or contractor shall keep planked over the floors two stories or floors below the story where the work is being performed. If the floor beams are of iron or steel, the contractor for the iron or steel work of a building in the course of construction, or the owner of such building, shall thoroughly plank over the entire tier of iron or steel beams on which the structural iron or steel work is being erected, except at such spaces as may be reasonably required for the proper construction of such iron or steel work for raising and lowering of materials to be used in the construction of such buildings, and such spaces as may be designated by the plans and specifications for stairways and elevator shaft.

It was moved and seconded that the Convention concur in same. Carried.

Being no further business, the Convention adjourned to meet at 9:30 a. m., Thursday.

## THURSDAY MORNING SESSION, OCTOBER 8th.

Convention called to order by President Jos. A. Mullaney.

Roll call found all delegates present.

The minutes of the previous meeting approved as read.

Report of the Committee on Constitution and By-Laws:

The Officers and Delegates of the Ninth Convention of Heat and Frost Insulators and Asbestos Workers' Convention Assembled.

Greetings:

We, your Committee on Constitution and By-Laws, after carefully going over all resolutions referred to us, and the recommendations of the president and the secretary-treasurer, beg leave to report as follows:

That Resolution Number Four, by S. J. Downs, of Cleveland, the committee recommends to non-concur.

That Resolution Number Five, by S. J. Downs, of Cleveland, the committee recommends the adoption of same.


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Resolution Number Eight, by Jno. Fisher, Local No. 6. The committee recommends to non-concur on the grounds that none but members can receive withdrawal cards.

Resolution Number Ten, by Abram Olson, of Local No. 6. The committee recommends the adoption of same, with a change within its chartered limits, or agreement limits.

Resolution Number Eleven, by P. A. Walsh, John Murtha, Geo. Brum and John J. McCormick. The committee recommends to non-concur.

Resolution Number Thirteen, by John Murtha. The committee recommends the adoption of same.

Resolution Number Fourteen, by John Fisher, Boston. The committee recommends the adoption of same.

The committee recommends the adoption of the Constitution and By-Laws, as per copies with changes.

Respectfully submitted,
THOMAS J. M'NAMARA,
CHARLES C. RICE,
EDW. BRINKER.

It was moved and seconded that the report be adopted as read, except that part pertaining to the Constitution, which shall be taken up section by section. Motion carried.

The president ruled to take up the Constitution and By-Laws and have Section 1 read.

## Constitution and By-Laws, International Association Heat & Frost Insulators and Asbestos Workers.

### PREAMBLE.

The object of the International Association of Heat and Frost Insulators and Asbestos Workers shall be to assist its membership in securing employment; to defend their rights and advance their interests as workingmen; and by education, co-operation and concentration, raise them to that position in society to which they are justly entitled.

The delegates to this Ninth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers do hereby, in convention assembled, enact, declare and establish the following as a constitution, by-laws and future rules of government.

### ARTICLE I.

Section 1. This organization shall be known as the International Association of Heat and Frost Insulators and Asbestos Workers. Adopted.

### ARTICLE II.

Membership.

Section 1. All persons of good moral character at work in or at the practical application of heat or frost insulation, such as magnesia, asbestos, hairfelt, woolfelt, cork, mineral wool, infusorial earth, mercerized silk, flax fiber, fire-felt, asbestos paper, asbestos curtain, asbestos mill board or any substitute for these materials, or engaged in any labor connected with the installing of, erecting, or applying of the same as mechanics, or helpers, may become members of this Association. All names on the Local roster must be registered at the General Office for purpose of identification and to determine the exact monthly per capita a Local should and must pay, i. e., one stamp for each member.

The chairman ruled that the section be adopted if no objections. No objection to the rule and so ordered.

Sec. 2. Application blanks for membership shall read as follows:

1. Name and address.
2. Age.
3. Firm where last employed.
4. Number of years at trade.
5. Where spent?
6. Were you ever a member of a union?
7. Ever suspended or expelled?
8. For what cause?
9. When?
10. At that time were you indebted to said union?
11. I hereby agree to forfeit all moneys paid by me, along with all rights to a membership in Local ——, if they find my answers herein contained, untruthful.
12. Signature of applicant.

These applications shall be dated and filed by Local Unions, and copies of same forwarded General Office by Local Secretary for registration. Adopted.

### ARTICLE III.

Section 1. Local Union charters may be issued to seven (7) men actually engaged in the scientific application of insulating materials who apply with charter fee of fifteen ($15.00) dollars. Adopted.

Sec. 2. Local Union charters will not be issued in localities situated within a thirty mile radius of any affiliated Local Union unless the latter consents to same by vote at a regular meeting and by further official com-


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munication to the International Secretary-Treasurer. Adopted.

Sec. 3. A Local Union, when suspended by the International, or which suspends itself, or which ceases operation, shall forward the General Office all money, books, cards, seals, stamps, and all other paraphernalia immediately. The officers of said Local Union will be denied recognition by the International Association until such time as this clause is lived up to in letter and spirit. In cases where members disband a Local and divide Local funds, or in any way dispose of Local's property they shall be ineligible to join any Local of this International until they have made restitution in full, providing said restitution be made before criminal action has been commenced against them. Objections raised and after a general discussion on same, it was moved and seconded that Section 3 be adopted. Carried.

Sec. 4. A Local Union cannot withdraw from the International Association or dissolve so long as seven (7) members in good standing object, except in cases where a Local charter is revoked by the General Executive Board, when, in the opinion of the latter, the best interest of the trade demands it. Carried.

ARTICLE IV.

Section 1. The International Association shall convene biennially on the first Monday in October, at such places as already decided upon by the preceding session of the General Executive Board. Objections raised; several delegates speaking for conventions every year. It was moved and seconded that Section 1 be adopted as read. Carried.

Sec. 2. No business shall be transacted at a convention unless seven (7) delegates are present. This number shall constitute a quorum. Adopted.

Sec. 3. Local Unions shall be represented by delegates who have been regularly nominated, elected and credentialed. Adopted.

Sec. 4. Each Local Union can be represented by one (1) delegate and by additional delegates at the ratio of one (1) for every hundred (100) of their paid per capita membership, or any fraction thereof, upon which said Local has paid the General Office (each month for the six (6) months preceeding the convention. Adopted with the change to insert each month. It was moved and seconded that discussions be limited to five minutes and that no delegate be allowed to speak more than once. Motion carried. After a general discussion on same, and with the consent of the Convention, the motion was withdrawn.

Sec. 5. All decisions of the Convention shall be reached by majority vote. Each delegate at all times shall cast one (1) vote, his own, and no other. Adopted.

Sec. 6. Delegates to the Convention shall be nominated and elected at meetings of their Local Unions, by majority votes. To be eligible, a member must be in good standing and affiliated for six (6) months. The candidate receiving second highest vote approaching an election shall be an alternate delegate. Carried.

Sec. 7. The International President and Secretary-Treasurer may sit in Convention if nominated, elected and credentialed by any Local Union that sends credentials for no other delegate. Carried.

Sec. 8. Convention delegates, and alternates, must comply with the terms and conditions as contained in official blanks supplied their Local Unions by the International Secretary-Treasurer, in order to be seated at conventions. Adopted.

ARTICLE V.

International Officers and Their Election.

Section 1. The officers of the International Association shall consist of a President, a Secretary-Treasurer, and five (5) Vice-Presidents. They shall constitute the International Association Executive Board. No two of these officers shall be members of the same Local Union. Adopted.

Sec. 2. International officers shall be elected at the Convention. Only seated delegates shall be eligible for office. A name properly presented and duly seconded shall be considered as a nomination, provided, however, the candidate be present, and does not decline. Nominations shall not be closed until the Chair asks: "Is there any further nominations?" After which, none being heard, they shall be closed. Adopted.

Sec. 3. Elections shall be by majority vote; in case of tie, balloting shall continue until an election sults. Adopted.

Sec. 4. The vote shall be by secret ballot and supervised by an elec-


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tion committee of five (5) elected by the Convention, who shall distribute, receive, tally and announce all results in the presence of the Convention. Adopted.

Sec. 5. Officers shall be pledged by the Convention as follows: "I do solemnly and sincerely pledge my word as a man, to faithfully discharge the duties of my office, that I will support the Constitution of this International Association and enforce the same to the best of my ability, without prejudice or partiality." Adopted.

Sec. 6. Vacancies on the International Executive Board shall be filled by appointment of the International President, with the approval of the International Executive Board. Adopted.

## ARTICLE VI.

### Duties of the International President.

Section 1. It shall be the duty of the International President to preside at all sessions of the International Association, conduct the same according to parliamentary rules and in conformity with the Constitution. He shall vote in case of a tie. He shall be the official Business Agent and Organizer of the International Association. He shall work for the International Association only. He shall receive a salary of twenty-five ($2,500.00) dollars per annum, in monthly installments. Adopted.

Sec. 2. When away from home, he shall receive mileage, and forty ($40.00) dollars weekly for expenses. Adopted.

## ARTICLE VII.

### Duties of Vice-Presidents.

Section 1. The First Vice-President shall assume the duties of the President, when the latter is absent, as shall the Second and Third Vice-Presidents in the order named, in the event of absence. They shall, when ordered away from home on International Association business, receive mileage, expenses and Six Dollars ($6.00) daily wages. Article adopted with the words Fourth and Fifth Vice-Presidents and the wage of $6.00 per day added.

## ARTICLE VIII.

### Duties of the International Secretary-Treasurer.

Section 1. The International Secretary-Treasurer shall keep a correct record of the proceedings of the Convention and meetings of the General Executive Board, and furnish copies of same to each Local Union and preserve all important correspondence or documents. He shall conduct all correspondence between the General Office and Local Unions. He shall receive applications for charters, sign, seal, and deliver same, should they be granted by the General Executive Board. Adopted.

Sec. 2. He shall keep accounts between Local Unions and the International; designate from what sources the finances have been derived, and shall mail to each Local Union a quarterly statement of receipts and expenditures and for what purposes. Adopted.

Sec. 3. He shall issue transfers, withdrawals and membership books, ledgers, seals, and all other necessary paraphernalia. Adopted.

Sec. 4. He shall keep a register of all suspended and expelled members, working detrimental to the interests of the International Association. It was moved and seconded that the words "working detrimental to the International Association" be stricken out. Carried. Article adopted as amended.

Sec. 5. He shall compile and print for membership distribution a yearly report according to the Locals' correspondence, with a detailed report of the expenses of his office, the General Executive Board and an itemized report of the International Association's income for the preceding year, in addition to a list of affiliated Local Unions, their meeting nights, meeting place and names and addresses of Local's President and Secretary. Adopted.

Sec. 6. He shall make no disbursements other than those sanctioned by a majority of the Executive Board, and then only on vouchers signed by the International President. Adopted.

Sec. 7. He shall deposit all funds in the name of the International Association of Heat and Frost Insulators and Asbestos Workers, subject to withdrawal only when countersigned by the International President. Adopted.

Sec. 8. He shall make a general report to the General Executive Board quarterly, and when ordered by that body, produce anything within his keeping. Adopted.

Sec. 9. He shall perform all other duties required of him by the General Executive Board, for the faithful performance of which he shall receive the yearly sum of three hundred and sixty ($360.00) dollars. Adopted.


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## ARTICLE IX.

### Duties of the International Executive Board.

Section 1. The International Executive Board, known and sometimes mentioned as the "General Executive Board," shall decide all cases by correspondence, all of which, including appeals to the General Executive Board, shall be delivered and mailed to the Secretary-Treasurer. Adopted.

Sec. 2. The General Executive Board shall decide all grievances, appeals and points of law properly presented to them. Their findings or decisions shall stand until reversed by the vote of a Convention. Adopted.

Sec. 3. The General Executive Board shall be governed by laws as adopted by Conventions. Any action taken or document issued by them in opposition to the expressed will of a Convention shall be null and void. Adopted.

Sec. 4. The General Executive Board shall, upon resolution of a Convention, turn over to the Secretary of the Convention, within twenty-four hours, that which in their keeping is demanded from them by the Convention. Adopted.

Sec. 5. The General Executive Board shall prepare, and hold, the bonds of the Secretary-Treasurer, audit the latter's accounts, and examine all bills between Conventions. Adopted.

Sec. 6. The General Executive Board shall have power to sanction or order strikes, when in conformity with this Constitution, by majority vote only, and then only when an International officer is on the ground, and recommends the action. Adopted.

Sec. 7. The General Executive Board shall have general supervision of the affairs of the International Association and can recommend, adopt or order, when at least four of its members vote in accordance. Adopted.

Sec. 8. Any officer of General Executive Board negligent in his duty, or who violates the Constitution or By-Laws, or who acts contrary to the expressed will of the Convention, or the General Executive Board, shall, upon a petition of any five (5) Local Unions, be tried by the General Executive Board, and if found guilty impeached. Adopted.

Sec. 9. Any party to a trial by the General Executive Board may appeal the finding to the next following Convention, whose action, if any be taken, shall be final. Adopted.

Sec. 10. The General Executive Board shall between Conventions, hold one regular meeting on the first Monday in October at such place as they may choose, and special meetings when in their opinion, occasion requires. The General Executive Board shall also convene immediately upon Convention adjournment and pass upon all matters referred to them, Adopted.

Sec. 11. In cases where strikes, sanctioned by the General Executive Board, or lockouts, prolong themselves further than thirty (30) days, the General Executive Board is empowered to levy an equal assessment upon each and every one of the entire membership of the International Association. Adopted.

Sec. 12. When, through strike, or lockout, the members of this Association are forced into idleness, it shall be the duty of the General Executive Board to distribute, and find employment for said members within the ranks of all affiliated Local Unions. Adopted.

## ARTICLE X.

### Initiation Fee, Dues and Assessments.

Section 1. Local Unions shall receive a membership initiation fee of twenty-five ($25) dollars, six months after the date of their first charter meeting, ten per cent of which sum shall go to the International Treasury and be forwarded to the General Office. Adopted.

Sec. 1A. No Local shall fix an initiation fee of more than Two Hundred ($200) Dollars, and then only after being affiliated eight (8) years, and possessing closed shop agreements for the same period. Initiation fees shall not be raised more than once a year and in an amount not exceeding Twenty-five ($25) dollars. A fixed initiation cannot be raised until the local has gained at least three (3) members who paid it. Filed application for membership shall not be subject to any raise of initiation. A member affiliated internationally five years shall not be subject to more than a Fifty ($50) dollar difference fee should he transfer locally. It was moved and seconded that the words and figures, two hundred and fifty dollars be inserted in the place of two hundred. Motion carried. It was moved and seconded that the words, "For the same period" be stricken out. Motion carried. The hour for


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adjournment arrived and the Convention adjourned to meet at 2 p. m.

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## AFTERNOON SESSION, THURSDAY, OCT. 8th.

Meeting called to order by President Jos. A. Mullaney.

Roll call found all delegates present.

Minutes of the previous meeting approved as read.

A continuation of the report of the Committee on Constitution and By-Laws:

### ARTICLE X.

Sec. 2. Members of the International Association shall pay fines, assessments, initiation fees and dues, to their Local Union, into whose funds the same shall go. Initiations, assessments, fines and dues shall be payable in the order of precedence as here mentioned. Adopted.

Sec. 3. A mechanic drawing a transfer card shall pay dues for the month in which he draws it to the Secretary who issues it, and no other Local Union shall charge dues for that same month. The dues of all Local Unions shall be payable in advance, and in localities where Building Trades Councils issue "quarterly" cards, the Local dues shall be quarterly, in no case shall a transfer be issued to an Improver. Adopted.

Sec. 4. A member of Local Union who shall fail to pay his fines, dues and assessments, Local or International, within three months from date when same are due, shall stand suspended, and after four months, expelled. Expelled members may reaffiliate only by rules governing new membership, and then only in the local from which they stand expelled. Adopted.

Sec. 5. Members of the International Association in good standing shall receive a membership stamp book stamps, constitution and by-laws, free of charge. Members losing, or defacing stamp book may be supplied with new ones at a charge of ten cents. It was moved and seconded that the words "fifteen cents" be inserted in the place of ten cents. Motion carried and section adopted.

Sec. 6. A member quitting the trade to engage in another occupation can secure a withdrawal card, which will exempt him from dues and allow him to reaffiliate at any time, with Local Union issuing same, providing he has in no way worked against the interests of organized labor. Should, however, he return to the trade within one (1) year, he shall pay all back dues to date of admission. It was moved and seconded that the words (all arrearages) be inserted after the word dues. Motion carried and section adopted.

Sec. 7. A member presenting a transfer card is subject to Local autonomy as regards initiation fee, mechanical examination, and all other rules governing affiliation, and shall not work within the jurisdiction of any Local Union without first complying with the same. Adopted.

### ARTICLE XI.

#### General Funds.

Section 1. The funds of this International Association shall be derived from charter fees, and per capita tax in amounts as decided upon by this International Association in Convention. The per capita tax shall be thirty (30) cents per member and shall not be increased nor reduced except by vote of Convention. Adopted.

Sec. 2. If *at any time*, the funds of this International Association fails to meet its expenses, the General Executive Board shall, and is empowered to levy a general membership assessment. Adopted.

Sec. 3. To insure the continuance of the salaried office of General President, created by this Convention, an assessment of ten (10) cents a month shall be paid by the general membership. This assessment shall be subject to no change, unless by vote of Convention, or when our finances warrant the General Executive Board to reduce or suspend it. Adopted.

### ARTICLE XII.

#### General Laws.

Section 1. Every Local Union shall have the power to regulate the hours of labor less than eight (8) hours daily, and fix wages, *within its chartered jurisdiction.* Also to regulate the working conditions of either mechanics, helpers or improvers, in any manner they deem proper. It was moved and seconded that the words (except in restriction of the individual effort) be inserted after the word "proper" and the word (apprentice) after the word "improver." Motion carried and section adopted.


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Sec. 2. Local Unions shall exercise local autonomy when it does not conflict with laws of the International Association. No more than one (1) member of any Local Union can work on premises within the jurisdiction of another Local Union, unless latter Local Union fails to supply sufficient mechanics. Such member must receive the wage rate that is highest in either of the two locals. Adopted.

Sec. 3. Local Unions shall use all means in their power to make the eight hour work day universal. It was moved and seconded that the words (and advance the Saturday half holiday) be inserted after universal. Motion carried and section adopted.

Sec. 4. Duties of the local organizers (Vice-Presidents or good standing members otherwise appointed by the International President, shall act as Organizers) shall be to institute new Local Unions, and take an active part in extending the influence of this International Association. Adopted.

Sec. 5. The General Executive Board shall do all in its power to discourage strikes, and shall adopt such means as will tend to bring about an amicable understanding between all Local Unions and their employers. Adopted.

Sec. 6. A member at issue with his Local Union, for any cause, *may, after exhausting all Local Union By-Laws or Constitutional Clauses in an effort of redress, appeal* to the International Executive Board in writing. Adopted.

Sec. 7. The first Monday in September (Labor Day) of each year is hereby set apart as a National Holiday for members of this Association. It was moved and seconded that we insert the words (on which day they shall work only in special cases of emergency and for not less than triple (3) times rate of wage). Motion carried and section adopted.

Sec. 8. No proxy will be entertained at the Convention of the International Association of Heat and Frost Insulators and Asbestos Workers except in case of the President and General Secretary-Treasurer, as heretofore provided for. Adopted.

Sec. 9. Immediately after opening Convention, the General President shall appoint the following committees:

1. Credentials.
2. Finances.
3. Grievances and Appeals.
4. Resolutions.
5. General President's Report.
6. General Secretary-Treasurer's Report.
7. Constitution and By-Laws.

All other Committees, the President shall appoint at such time as the Convention may decide. Adopted.

## ARTICLE XIII.

### By-Laws for the Government of Local Unions.

Section 1. The business of the Local Unions of this Association shall be conducted by the following officers: President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Three Trustees, Executive Board of Five (5) Members, Sergeant-at-Arms, and Business Agent. The President and Business Agent must be mechanics who have applied covering for at least four years and who have been local members at least six months. Adopted.

Sec. 2. Local Unions shall hold at least two meetings monthly to transact business. All initiation fees, dues, assessments, fines and other income shall be paid at these meetings. It was moved and seconded that we insert after the word monthly (within their chartered limit). Motion carried and section adopted.

Sec. 3. Should any question come before a Local Union on which the rules are silent, or not clearly defined, same shall immediately be referred to the International Secretary for decision. Such decisions shall be inserted in the minute book for reference. It was moved and seconded that we insert the word (Local) before the word "minutes." Motion carried and section adopted.

Sec. 4. No member shall be allowed to vote on any question unless he is present at the meeting of his Local Union, and is in good standing. Adopted.

Sec. 5. Should an officer engage in other business or act as foreman or superintendent in our trade, he shall immediately resign his office. In case of resignation, death, or disability of an officer, his office shall be filled at the next regular meeting. Adopted.

Sec. 6. Any officer absenting himself from three consecutive meetings without reasonable excuse shall have his office declared vacant and his successor elected. Adopted.

Sec. 7. All newly elected officers shall be obligated as soon as elected and shall take the following obligation:


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"I, ....., do hereby solemnly pledge my honor as a man, that I will faithfully discharge the duties of the office to which I have been elected in this Union; and that I will support the Constitution of the International Association and its by-laws and I will enforce the same to the best of my ability, without prejudice or partiality." Adopted.

Sec. 8. Obligation for New Members:

"I do solemnly swear on my honor as a man, to uphold the constitution and by-laws of Local Union No....., and carry out all its just demands, do all in my power to aid and assist my fellow members." Adopted.

## ARTICLE XIV.

Duties of Officers of Local Unions.

Section 1. The President shall preside and preserve order at all meetings, sign all orders on the Treasurer authorized by the union, and perform all other customary duties pertaining to his office. He shall be an ex-officio member of all boards and committees, with a voice, but no vote, except in case of tie. Adopted.

Sec. 2. The Vice-President shall in the absence of the President, perform all duties appertaining to his office. Adopted.

Sec. 3. The Recording Secretary shall keep a correct record of the proceedings of the Union and attest all orders signed by the President and Financial Secretary. He shall be the custodian of the archives and seal of the Union, and shall read all communications received from the Union at its meetings. As statistician, he shall communicate and gather information relating to wages and working hours and labor movement in general. He shall receive such compensation or salary as the Union, by motion or resolution may determine. Adopted.

Sec. 4. The Financial Secretary shall receive and keep a correct record of all moneys paid into the Local Union, shall issue all warrants for moneys ordered paid, and pay over all moneys to the Treasurer at the close of each meeting, and receive receipt for same. He shall enter in his book all dues and payments made, and make out all cards issued to members. He shall also see to the payment of strike and lockout benefits and shall give four weeks' notice to members liable to suspension for arrears. It was moved and seconded that we strike out the words (four weeks). Motion carried and section adopted.

Sec. 5. The Financial Secretary of each Local Union shall, each quarter, forward to the International Secretary-Treasurer a statement as to number of members at the commencement of quarter, the names of new members, retired, withdrawn, suspended or expelled. He shall also submit a yearly report. He shall forward a monthly report stating the condition of the trade in his locality. A copy of statements to the General Office should be filed by the Local Union. Adopted.

Sec. 6. The Financial Secretary shall not be allowed to act as Treasurer or Trustee, and shall be paid such amount for his services as the Local Union may determine. Adopted.

Sec. 7. The Treasurer shall receive and receipt for all money paid to him, by the Financial Secretary, and disburse the same upon the order of the Union, duly signed by the President and Financial Secretary, attested to by the Recording Secretary with the seal thereon. He shall keep an account of all money received and expended and produce his books, cash books, and all other securities whenever called upon by the Trustee to do so, and shall deposit all money or funds in such bank as the Union may designate. He shall furnish such bond as the Union may require, and receive such compensation as the Union may determine. It was moved and seconded that the word (Local) be inserted in the place of "Union." Motion carried and section adopted.

Sec. 8. The Sergeant-at-Arms shall examine all cards and see that all present are entitled to remain and report the same to the Chairman; he shall conduct candidates through the initiation ceremony and he shall be furnished by the chair with an assistant when necessary. Adopted.

Sec. 9. Every Local Union shall elect an Executive Board of five (5) members at the same time they elect the remainder of officers of their Union, whose duties it shall be to meet *at least* every two weeks. The Executive Board shall be empowered to comply with the directions of the Executive Board of the International Association as provided in this Constitution and By-Laws. It was moved and seconded that we insert the words (or appoint) after the word "elect." Motion carried and section adopted.

Sec. 10. Each Union shall elect three (3) Trustees, who shall have general supervision over all funds and property of the Local Union, examine


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and approve all officers' bonds, and keep in their possession all property of the Union not otherwise provided for; they shall see that the Treasurer deposits all moneys in such bank as the Union may direct, in their names, and shall sign no orders for withdrawal of said money unless authorized by motion of the Union. The Trustees shall at any time, when required by the decision of a Union meeting, deliver all money, checks or other property in their possession, to persons designated by the Union to receive same. Adopted.

## ARTICLE XV.

### Trials.

Section 1. Charges against a member must be signed, submitted and read at a regular meeting of the Local. The accused may copy same. He must appear for trial on the date set by the Presiding Officer, and trial shall proceed unless adjourned by a two-thirds vote of the members present. A two-thirds vote of the members at any meeting can suspend a member pending trial, when, in their opinion, the nature of the case demands it. Adopted.

Sec. 2. The Executive Board shall sit as the trial jury. Three (3) of them, at least, must be present, and acting, in order that a trial may proceed. Only those that sit at trial can vote to find a verdict. Verdicts are final, and binding, and are not debatable. Adopted.

Sec. 3. The Presiding Officer of the Local shall sit as trial judge and decide all points that call for decision. Adopted.

Sec. 4. Each party to the dispute may be represented by any member in good standing as counsel. Adopted.

Sec. 5. It shall take a three-fifths vote of a jury to return a verdict. Adopted.

Sec. 6. Appeals for rehearings or new trials may be made within four weeks after verdict, to the Local Executive Board, who shall consider the reasons advanced and grant or deny the appeal. Adopted.

Sec. 7. Any statement made to the Executive Committee or at trial must be reduced to writing, and sworn to before a notary, upon request. Should a member refuse this request he stands suspended. Adopted.

Sec. 8. A member presenting charges against another for the purpose of malicious injury, be fined or expelled. Adopted.

All questions of parliamentary nature not provided for in this Constitution shall be decided by Roberts' Rules of Order, which shall be the recognized guide of all locals.

It was moved and seconded that the Report of the Constitution and By-Law Committee, be received and adopted as read and amended. Carried.

It was moved and seconded that the Committee be discharged with a vote of thanks. Carried.

It was moved and seconded that the Committee on Finance be discharged with a vote of thanks. Carried.

The Committee on Grievances and Appeals was discharged with a vote of thanks.

The Committee on Resolutions was discharged with a vote of thanks.

The President's Report Committee was discharged with a vote of thanks.

The Secretary-Treasurer's Report Committee was discharged with a vote of thanks.

The Rules Committee was discharged wih a vote of thanks.

The Committee on Outside Communications was discharged with a vote of thanks.

The Press Committee was discharged with a vote of thanks.

There being no further business before the house, the Chairman then declared nomination and election of Officers in order.

For President—Jos. A. Mullaney, Local No. 12, New York, was nominated. No further nominations, the nomination was closed and the Secretary instructed to cast one ballot for Jos. A. Mullaney as President.

For Secretary-Treasurer—Thomas J. McNamara, Local No. 1, St. Louis, Mo., was nominated. No further nominations, the nomination was closed and the Assistant Secretary instructed to cast one ballot for Thomas J. McNamara for Secretary-Treasurer.

As there was a contest for First Vice-President, the President ruled that five tellers shall be elected, which results were: Shultz, Dillon, Coon, Badger and Neary were elected.

Nominations for First Vice-President—John McCormick, Local No. 14, Philadelphia, was nominated. James Grady, Local No. 17, Chicago. No further nominations, the nomination closed. Result of the ballot was McCormick, 21; Grady, 5. It was moved by Grady that the election of McCormick be unanimous. Carried.

Nominations for Second Vice-President—S. J. Downs, Local No. 3, Cleve-


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Top row, left to right—B. Mansfield, Local No. 20; S. Shultz, Local No. 3; A. Anderson, Local No. 31; B. Coon, Local No. 26; C. Rice, Local No. 4; G. Marten, Local No. 25; R. Chamberlain, No. 33; E. Brinker, No. 25; J. Fisher, No. 6.
Middle row—A. Dillon, No. 17; G. Brum, No. 14; W. Scott, No. 20; S. Downs, No. 3; J. Grady, No. 17; B. Badger, No. 6; T. Kennedy, No. 17; T. Curry, No. 12; M. Happel, No. 12.
Bottom row—P. Walsh, No. 38; T. McNamara, No. 1; A. Olson, No. 6; J. Mullaney, No. 12; J. McCormick, No. 14; J. Murtha, No. 14; C. Hearn, No. 4.
Sitting—F. Baetzel, No. 26; D. Neary, No. 12; W. Landis, No. 2.

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land, Ohio, and John Fisher, Local No. 6, Boston, were nominated. No further nominations, the nomination closed. Result of the ballot was, Fisher, 16; Downs, 9. It was moved by Downs that the election be declared unanimous. Carried.

Nominations for Third Vice-President—Wm. C. Landis, Local No. 2, Pittsburgh, was nominaed. There being no further nominations, the nomination closed, and the Secretary instructed to cast one ballot for W. C. Landis as Third Vice-President.

Nominations for Fourth Vice-President—Edw. Brinker, Local No. 25, Detroit, Mich, was nominated. There being no further nominations, the nomination closed, and the Secretary instructed to cast one ballot for Edw. Brinker as Fourth Vice-President.

Nomination for Fifth Vice-President—Chas. C. Rice, Local No. 4, Buffalo, N. Y., was nominated. There being no further nominations, the nomination closed, and the secretary instructed to cast one ballot for Chas. C. Rice, as Fifth Vice-President.

Delegates of both Conventions of the A. F. of L. and the B. T. D., were in order. Jos. A. Mullaney, of New York, Local No. 12, was nominated; no further nominations, the nomination closed and the Secretary instructed to cast one ballot for Jos. A. Mullaney as Delegate to both Conventions.

Newly elected officers were then sworn in and installed by the retiring First Vice-President, Abram Olson.

President Jos. A. Mulaney then declared the Convention adjourned until the first Monday in October, 1916, at a place designated by the General Executive Board.

Respectfuly submitted,
THOMAS J. McNAMARA,
Secretary-Treasurer.

# PRESIDENT HAS SIGNED ANTI-TRUST BILL

## ANOTHER MILE POST IN THE MARCH OF HUMAN PROGRESS

### Labor Unions Secure Exemption from Anti-Trust Laws.—Issuance of Injunction Orders is Regulated and Jury Trials Provided in All Cases of Alleged Indirect Contempts.—American Federation of Labor Wins Sweeping Victory.

**President Wilson's Views on the Labor Exemption Clause in the Clayton Bill.**

In a letter to Representative Underwood, October 17:

"Incidentally, justice has been done the laborer. His labor is no longer to be treated as if it were merely an inanimate object of commerce, disconnected from the fortunes and happiness of a living, human being, to be dealt with as an object of sale and barter. But that, great as it is, is hardly more than the natural and inevitable corrollary of a law whose object is individual freedom and initiative as against any kind of private domination."

Washington.—President Wilson signed the Clayton anti-trust bill, with the labor sections intact, on Thursday, October 15, and presented the pen to President Gompers.

The Clayton bill is now a law, and marks the beginning of a new epoch. because of the following amendment, introduced by Senator Cummins, a. which is destined to become historic:

**"The labor of a human being is not a commodity or article of commerce."**


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The labor sections contained in the bill are substitutes for the Bartlett-Bacon bill, which made no mention of jury trials in alleged indirect contempts, which is fully covered in the new act. The Clayton bill provides for the exemption of trade unions from trust classification in the following manner:

**"That the labor of a human being is not a commodity or article of commerce. Nothing contained in the anti-trust laws shall be construed to forbid the existence and operation of labor, agricultural, or horticultural organizations, instituted for the purpose of mutual help, and not having capital stock or conducted for profit, or to forbid or restrain individual members of such organizations from lawfully carrying out the legitimate objects thereof; nor shall such organizations or the members thereof, be held or construed to be illegal combinations or conspiracies in restraint of trade, under the anti-trust laws."**

The sections regulating injunctions provide that no Federal court can issue a restraining order in any labor dispute unless necessary to prevent irreparable injury to property, or to a property right, for which there is no adequate remedy at law, and such property or property right must be described "with particularily" and sworn to in the application for a writ.

**No injunction can be issued for the following reasons:**

**To prohibit any person or persons, whether singly or in concert, from ceasing work or urging others so to do.**

**To prohibit any person or persons from "attending at any place where any such person or persons may lawfully be, for the purpose of peacefully obtaining or communicating information, or from peacefully persuading any person to work or to abstain from working."**

**To prohibit any person from withholding their patronage from any party to a labor dispute, or "from recommending, advising, or persuading others by peaceful and lawful means so to do."**

**To prohibit the payment of strike benefits or "other moneys or things of value" to persons engaged in labor disputes.**

**To prohibit peaceful assembling in a lawful manner and for lawful purposes.**

**To prohibit any act which might be lawfully done if no strike existed.**

It is further provided that none of the acts specified above shall be "considered or held to be violating any law of the United States."

Under this section, strikers are allowed to do peaceful picketing, to urge other workmen to join them, to urge a withholding of patronage from those parties to the dispute, and to assemble in a peaceful manner to discuss their grievances.

Jury trials are provided for any one charged with indirect contempt (disobeying the order of the court, outside the presence of the court). This does not apply to offenses committed in the presence of the court—indecorum, disrespect, disorderly conduct, etc.

The law applies to all Federal courts, and is intended to put an end to injunction orders of the Judge Dayton kind, where workers have been enjoined from attempting to organize non-unionists without the consent of employers.

The declaration that the labor power of a human being is not a commodity means that henceforth new ideas will be the rule in the treatment of workers by legislative and judicial bodies, for with the taking of labor from the "commodity class" the human element will be paramount, and the repeated declarations of the American Federation of Labor regarding the rights of man made possible.


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THOMAS J. McNAMARA
Re-elected Secretary-Treasurer


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# American Federation of Labor News

## DEALERS TOLD TO COLLECT WAR TAX FROM CONSUMERS.

**Stamps Will Be Required on Many Articles Under New Revenue Law.**

Acting on orders from Washington, D. C., United States Internal Revenue Collectors have notified liquor dealers in their districts to collect the recently added war tax on wines, champagne, cordials, liquors and carbonated wines from the consumer. Many other articles are to be collected from the consumer also, and in the notification were included all drug stores, cafes, saloons and clubs.

Some of the articles and their tax are:

Beer and all fermented liquors, per barrel, $1.50.

Bankers, for each $1,000 capital stock, $1.00.

Bonds, debentures, value $100 or less, schedule A, 5 cents.

Bills of lading, 1 cent.

Champagne and other sparkling wines—half pint or less, 5 cents; one pint, 10 cents; one quart, 20 cents; all other containers, per quart, 20 cents.

Carbonated wines, such as champagne, cordials, liquors, etc.—half pint or less, 1½ cents; half pint to one pint, 3 cents; one pint to one quart, 6 cents; all larger containers, per gallon, 24 cents.

Circuses, $100.

Adhesive stamps must be placed on the following:

Cigar Manufacturers—

100,000 or less per year, $3.
100,000 to 200,000, $6.
200,00 to 400,000, $12.
400,000 to 1,000,000, $30.
1,000,000 to 5,000,000, $150.
5,000,000 to 20,000,000, $600.
20,000,000 to 40,000,000, $1,200.
More than 40,000,000, $2,496.

Cigarette manufacturers—

1,000,000 or less, $12.
1,000,000 to 2,000,000, $24.
2,000,000 to 5,000,000, $60.
5,000,000 to 10,000,000, $120.
10,000,000 to 50,000,000, $600.
50,000,000 to 100,000,000, $1,200.
More than 100,000,000, $2,496.

Conveyances, $100 to $500, 50 cents; each aditional $500, 50 cents.

Beer, bonds, debenture; bills of lading; bonds, surety; champagne, carbonated wines, cordials, certificates of stock, certificates of profits, certificates of damage, contracts, brokers; conveyances, customs entry, customs entry withdrawal, cosmetics, chewing gum, fortified wines, promissory notes, power of attorney, protest, palace or parlor car seats and berths, perfumery, policies, passage tickets, still wines, sales, at exchange; sales, contracts; sales, memo; sales, shares stock; telegrams, telephone.

Special tax stamps go with the following:

Bankers, brokers, billiard tables, bowling alleys, commercial brokers, custom house brokers, circuses, commission merchants, cigar manufacturers, cigarette manufacturers, dealers leaf tobacco, dealers cigars, tobacco, etc., pawnbrokers, pool tables, public exhibitions, theaters, tobacco manufacturers.

The war tax is to be paid to the retailers at the time of regular payment or sale.

## PIPE MEN GET TOGETHER.

New York.—The slogan of "one union in the pipe industry" is now an assured fact. The Enterprise Association of Steamfitters of this city, and the helpers' organization, numbering about 3,000 men, will be installed next week. This is the largest organization of the old International Association of Steamfitters, which has only one other organization, the local union of Toronto, and it has decided to affiliate and will be chartered within the next few days. In the New York situation President Alpine and Organizer Leonard of the United Association have been holding almost daily conferences for the past ten months. Much credit is due these two officers for the splendid work they have accomplished without having to resort to a fight, with all its attendant bitterness. Every unionist in this city seems pleased that these two organizations have finally gotten together, and the incident is another indorsement of the patient policy that the A. F. of L. insists on in these matters.


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## PACKERS HIRE 3,000 EXTRA MEN TO FILL WAR ORDERS.

Chicago.—For the first time in 16 years the meat packers at the Chicago stockyards are working day and night in the canned meat and hide departments to fill orders caused by the war. In the canning departments alone 3,000 extra men have been put to work within a week.

The visible domestic supply of canning beef was depleted several weeks ago and the packers began sending to foreign fields for cattle suitable for this purpose. As a result, Canada, Mexico and the Southern States, which never before shipped livestock to this market, have been sending their cattle here and receiving a good price.

The packers announce their entire stock of hides on hand has been contracted for and that orders have been received which will exhaust the normal supply for November and December.

Until recently the normal trade in hides in Chicago has averaged from 40,000 to 75,000 hides a week. Recently 150,000 hides were sold on the local market.

## WANT A FIVE-DAY WEEK.

Seattle.—The Typographical Union has passed a resolution calling on all locals in the states of Washington, Oregon, California, Idaho, Montana, Utah, Nevada and Colorado to start a campaign for a five-day law for four months and asks the executive council of the International Typographical Union for assistance in enforcing this action.

## SHOES WILL BE HIGHER, MAKERS AND DEALERS SAY.

### Price Increase Will Eventually Reach Consumer, Trade Representatives Assert.

New York.—"The cost of shoes to the manufacturer, to the wholesaler and to the retailer must be increased and the scarcity of the leather will ultimately make itself felt to the consumer," according to a statement issued here by a committee representing the delegates to a conference of members of the National Boot and Shoe Manufacturers' Association, the National Shoe Wholesalers' Association and the National Shoe Retailers' Association.

The conference was called to order by Congressman A. S. Kreider of Pennsylvania, president of the National Boot and Shoe Manufacturers' Association, who said the purpose of the meeting was to discuss the effect of the European war on the shoe and leather trade in the United States.

In consequence of the conflict abroad, the nominal importations of hides and skins has been seriously curtailed, according to the committee's statement, among the signers of which was John A. Bush, of St. Louis.

## SECURE NEW AGREEMENT.

Quincy, Ill.—After a strike that lasted less than a week the Electrical Workers' Union has secured a new contract which calls for 42½ cents an hour and an eight-hour work day. This means an increase of five cents an hour and a reduction of hours from nine to eight. A special agreement was signed for the apprentices, who will hereafter receive higher wages and work the same number of hours as the journeymen. The new scale goes into effect December 1, but from now until then the rate will be 40 cents instead of 37½ cents. The agreement will continue until October 1, 1916.

## TO SPREAD ANTI-UNION FIGHT.

San Francisco.—In the event of success by the Stockton employers in their war against union labor, this city was the next point of attack, declared Rev. J. W. Byrd, who was a witness before the Federal Commission on Industrial Relations.

The clergyman repeated a conversation he had with President Bird, of the Stockton Manufacturers' Association, in which the employer stated that if the non-union shop movement was successful in Stockton the movement would be strengthened in other places that "somebody somewhere else would doubtless reduce wages and increase hours," and that it would then be time for the Stockton employers to do the same thing in order to compete.

The witness said that he was informed San Francisco would be in the fight to-day if it were not for the coming exposition.

The clergyman stated that while discussing that portion of the employers' declaration, which "unalterably opposed" wage reductions or the increase of hours, the employer told him that "they wanted this clause loophole because this was not sim... a local movement."


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JOHN McCORMICK
Elected First Vice-President


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# GENERAL PRESIDENT'S REPORT

TORONTO, CANADA, October 5th, 1914.

To the officers and Delegates of the International Association of Heat and Frost Insulators and Asbestos Workers in Ninth Convention assembled.

I desire to extend fraternal greetings to the representatives of the organized Asbestos Workers who meet here to review what has been accomplished during this, my first term of office. I feel it is in harmony with existing conditions to tender congratulations upon the progress made by our Craft during the past two years in strengthening our organization and securing better working conditions for the toilers in our craft. The past two years have brought, as the future will also bring problems to confront us which have and will again require most earnest consideration and deliberation. I trust that great good to those you represent may evolve from your labors in this Convention. To you has been entrusted the welfare of our membership and upon you rests the responsibility of earnestly striving to overcome wisely and surely the obstacles that impede our more rapid progress. It is here, and now in Convention assembled, that you have the fullest freedom in both discussion and action of improving every opportunity which presents itself for the general betterment of our craft. It is both your honor and privilege to take the initiative in any and all measures that benefit our International Association.

As it is necessary at this time to review the accomplishments of the officers of this Organization, I herewith present for your consideration a detailed report of my activities during my term of office.

On August 13th, 1912, I attended and addressed the meeting of Local No. 14, and arranged the details necessary to furthering the final adoption of the initiation fee as regard to, and understood by both employers and Local No. 14. At the request of the Local, I acquiesced to a time extension of two weeks, making August 30th the date of introduction for the twenty-five dollar initiation fee.

August 17th to 23rd was spent by me at our general office, St. Louis, where in conjunction with Secretary-Treasurer McNamara, I arranged for the transferring and proper re-depositing of the funds. The issuing of new stationery, Official Journal, and other


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general office details were taken up and many changes introduced. While there, I attended and addressed the meeting of Local No. 1, and also conferred with President Grob, Convention Delegate Weiss and Business Agent McNamara, in relation to local trade conditions upon which a plan of action was outlined and agreed upon.

August 30th found me in Philadelphia, at the special meeting of Local No. 14, held to ratify the trade agreement and Local Constitution and By-Laws. As I had previously contributed my mite towards the rehabilitating of Local No. 14, it afforded much personal pleasure to preside on this occasion, and when I took the train for New York City, I left behind a Local with exclusive closed shop recognition, and trade agreements signed by all employers that call for a fifteen cent daily wage increase.

I postponed a previous engagement in order to be again in Philadelphia on September 10th, where I was called by Local No. 14 over a question of trade agreement interpretation as to clause covering improvers. Conferences between certain employers, the Business Agent and myself during the day, and with the Executive Board in session before the meeting, succeeded in settling the matter to the entire satisfaction of all concerned as per resolution adopted at Local meeting that followed.

I attended the Convention of the American Federation of Labor at Rochester as the representative of our craft. It was but a large staged reproduction of local color. The old familiar scene of progress versus strife and the shadow of Labors' evil Genii, the Giant Jurisdiction, throwing his shadow across the bright sunshine of Progress. History repeating itself; human nature asserting itself; as it was, is, and I am much afraid always will be. Let it be understood that Jurisdiction is the cancer that is eating into the vitals of Labor to-day, and until the Labor Surgeons and their patients hold a consultation and agree as to the operating process there will never ensue an arresting of the disease, much less of the removal of the poisonous growth itself. I would have it understood by all our Craft, that my policy, as delegate there, was one of neutrality in the jurisdictional dispute involving the I. A. and I. A. Steam Fitters. and that I refrained from voting upon the report of the Credential Committee that resulted in the rejecting of I. A. delegates' credentials. It was to be regretted that both our friends and closest trade neighbors were at loggerheads over matters which directly concern themselves, and it behooved our membership to show neither any


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partiality. The day that brings them peace will bring them both, and in addition, the Asbestos Worker, prosperity.

I also attended the Convention of the Building Trades Department immediately upon the adjournment of the A. F. of L. Convention, after which I gave immediate attention to the organizing of New Haven and vicinity, where the charter of Local No. 29 had previously been revoked after a few years of a lingering, non-progressive, existence.

Organizer Neary and myself held a conference, at which a plan of action was outlined, and put in operation, in an attempt to organize "within that territory of Connecticut State situated west of the Connecticut River, and in Westcheser County, New York State, without the radius of twenty-five miles from New York City Hall," which heretofore had been a fertile field for the purely unorganized, as well as the general dumping ground for the "used to be" union man, who, when work grew scarce in his home town, "lit out" and left behind him the solid substance of the eight hour days' wage, to begin chasing the elusive shadow—riches, via the "piece work" or "lump" route.

On December 8th, Organizer Neary and myself arrived at Stamford, Conn., and there held an open meeting. Local No. 33 was the result and, on December 22nd, First Vice-President Olson, Organizer Neary, and myself, attended the installation meeting at the permanent headquarters, Long's Hotel, Hartford, Conn., on which occasion First Vice-President Olson presided. On January 5th, Organizer Neary and myself again attended the meeting of Local No. 33, at Hartford, and gave the membership final instruction along the line of self government. There is at the present writing a trade agreement in operation that gives Local No. 33 a territory of 800 square miles, that is recognized, and signed by all firms in our trade.

I later obtained the signed agreement of the Armstrong Cork Co. for Connecticut Local No. 33. This cleaned up this territory most completely, as it was the last of the firms active there to fall in line.

I visited Buffalo on March 8th and found more or less of an unsatisfactory condition prevailing on account of the employers and local being at loggerheads over the signing of a new trade agreement. The original proposition as submitted by Local 4, had been rejected by the employers and their counter proposition was to be


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considered at a special meeting of the Local called for the 10th. This meeting I attended and advised the rejection of the proposed form of trade agreement, as it proposed the enactment in trade law of the old "Chinese Wall" joker, so dear to the hearts of certain New York City employers, and for the signing of which they offered Local 12 a daily wage increase of 50 cents. This is much better known as the "work for us only agreement," and means that if any other fair employer, who is not one of "us" has work for an asbestos worker, he cannot procure the service of the latter, which means rival or "dual" organization, gradual disintegration of the local, and last, but not least, the attacking of the legality of the agreement itself through the interpretation of the Sherman law, which at its very best would have taken more time and money than any Local could afford to give to litigation. It was unanimously rejected. The meeting then empowered a committee of three, President John Coote, Charles Rice and myself, to act as they deemed best in the matter of trade agreement. The committee immediately got busy in its own way, and without going into the whys and wherefores, let it suffice to say, that on the 12th we signed up Johns-Manville Company, Keasbey & Mattison, Buffalo Asbestos Company, Patton Company, Rae & Company and the Carey Company, for two years, with a seventy-five mile radius, and a 25 cent daily wage increase from June until January 1st, on which date another daily wage increase of twenty-five cents went into effect. A good, long, heart-to-heart talk with the employers and men in conference brought many causes of trade discontent to the surface, cleared the atmosphere, and resulted in the formation of a joint trade board to prevent their recurrence.

After finishing my business in Buffalo, I reached Rochester in time to be present at a special meeting of Local 26 called for the purpose of considering the trade agreement. A proposed form was submitted by the committee, discussed, and adopted. It fell to the lot of yours truly to represent the Local in the negotiations. I met Mr. Nelsen, representing the Chamberlain Company, the next morning, submitted the agreement, and discussed its terms. We again met that afternoon in company Mr. Olsen, the shop superintendent, which was after I had interviewed the local representatives of the Johns-Manville Company and Keasbey & Mattison. A general understanding of the agreement was then reached, and another conference agreed upon for the following day. On the 15th, Chamberlain & Company signed the first trade agreement the Asbestos Workers of Rochester ever had, which carried with it the identical working conditions, radius and wage increases gained in Buffalo. Johns-Manville Company then signed, as later did Keasbey & Mattison.

March 22nd found me at Providence, R. I., where I spent the day going over local issues with First Vice-President Olson, and with


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whom I attended the special meeting of Local 31 that evening which was called to consider and take action upon the submitting of a trade agreement to the Providence employers. The discussion on the form of agreement as read was long and spirited, as it also was on the causes that led up to the withdrawal of men from a local operation. Vice-President Olson reported on his interview with the contractor interested. After listening to Brother Olson and myself, both talking from an International standpoint, common sense prevailed, and the men ordered returned to work. The agreement was then withdrawn and tabled.

April 17 to 27, inclusive, was spent by me on a trip to Pittsburgh, Cleveland and Detroit. At Pittsburgh the employers, a committee from Local 2 and myself, held a long conference on the question of new trade agreement, at which meeting a general understanding was arrived at, and a final meeting agreed to between us. (That meeting was held some weeks later, and a trade agreement calling for a wage increase of 25 cents a day was signed, and is now in operation.) At Cleveland, the employers, a committee from Local 3, and myself, spent much time in conference over an attempt to secure both a signed agreement and terms as demanded by Local 3, more especially their wage scale, which was a demand for $4.00 a day, which was an increase of 80 cents over the then rate of wages, i. e., $3.20. Nothing was agreed to on the wage scale, and the conference adjourned after agreeing to a future meeting. This meeting was held as agreed upon, but proved futile as to terms. The Local went on strike to enforce their demand. At Detroit, I succeeded in arranging a conference between the employers and a committee from Local 25, in an effort at bringing about the closed shop and increased wages. This meeting failed of its purpose, however, as the employers, after its adjournment, held a meeting of their own, after which they informed me as individuals, that they would not work closed shop, but would give Union men the preference. The letters from the three firms who comprised the trade in Detroit, had anything but a dampening effect upon the meeting of the Local, when read, to a much different meeting in both numbers and spirit than the one I first addressed a short time before. The membership decided to redouble their efforts to enforce their demands as originally submitted and decided to call another conference with the employers early in October, and then make a supreme effort to better their conditions, which, compared with that of other trades of Detroit, was, to say the least, very poor. May 23 found me again at Cleveland, where I was called to look over the situation as then existing there. I found a strike three weeks old, with both sides standing firm, and the employers resting particularly easy, a fact entirely due to their contracts, which were few and none of which were pressing for completion. I found that negotiations between the employers and Local 3 had been broken off, and the


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situation had resolved itself into a simple case of the survival of the fittest. Acting under the order of the Strike Committee, I asked for and succeeded in getting a conference with the employers, who, after a three hour conference, finally agreed with me to recognize the closed shop, and to sign a three-year agreement that included a wage increase of 20 cents daily each year, a total increase of 60 cents over the old scale. I presented this agreement to a special meeting of the Local, it was ratified, and the men returned to work May 26. June 13 found me at the meeting of Local 11, at Baltimore, during which the discussions as to working conditions, according to the existing trade agreement, clearly showed the latter in itself to be faulty in construction and against the best interests of both the Local membership and the employers, more particularly, in the clause covering the working of helpers. A committee selected by the meeting and myself were instructed to confer with the employers along the lines of general betterment as soon as possible. A conference was arranged for and held the next day and after a long and exhaustive consideration of the situation, a tentative plan of new agreement was arrived at, subject to consideration by both sides, until June 27th, which latter date was agreed upon for final conference. June 16th found me at the meeting of Local 24, Washington, D. C. Nothing at that meeting, or in the Local's situation, occurred or exists worth mentioning, outside the fact that the trade agreement was recognized and being lived up to in letter and spirit by both employers and men. June 27th, as previously arranged for, again found me in Baltimore in conference with the employers, and committee of Local 11. A three hour discussion resulted in the abrogating of the then existing trade agreements, and the substituting and signing of a new trade agreement, which was mutually satisfactory to both parties. The agreement was ratified the same evening at a special Local meeting held to consider it. It carried with it a wage increase of 25 cents a day for both mechanics and helpers.

On July 22nd, when I met the General Executive Board at Atlantic City, in Special Session at the Islesworth Hotel, the jurisdictional dispute between the Asbestos Workers and the Plasterers on the plastering of ceilings, was settled in favor of our organization before the Executive Board of the Building Trades Department of the A. F. of L., and Secretary Spencer, of the Building Trades Department, was ordered to notify the various Building Trades Councils throughout the country to that effect. This is merely calling attention to the fact that this work is covered by our chartered rights in the American Federation of Labor and is giving us nothing we never had, as we have plastered walls and ceilings with asbestos before the O. P. I. A., organization was in existence.

One other petty grievance has been settled to my entire satisfaction. On July 21th, the International Association was represented


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before the A. F. of L. Executive Board to answer to the "complaint" of two former disciplined members of Local No. 12, who complained that the former General Executive Board had failed to give them "redress." I was not an officer at that time (1909). It has since ended in Local 12 (at my personal request) reducing its fine of $50.00 against certain former members to the sum of $25.00 and taken them back in the fold.

After postponing my visit to Milwaukee on two previous unavoidable occasions, I started to the latter city by way of St. Louis, at which latter place I stopped off on September 20th, in hopes of contributing my mite toward the settling of the strike of Local No. 1, then in progress some three weeks.

At a special meeting of Local 1, held Sunday afternoon, September 21, the situation was thoroughly gone over, at which time I learned that the St. Louis employers had organized and joined the Manufacturers' Association. On Monday, September 22nd, I requested and was granted an interview with the Employers' Association, and after a five hour conference, we adjourned with a tentative plan of settlement outlined and agreed upon to be submitted to the strike committee of Local No. 1, the following day. On September 23rd, the employers and the strike committee got together at 12 noon, and at 5 p. m., adjourned with a trade agreement reached, and signed, for a period of four years. It carries a wage increase of 20 cents a day for the first two years and an additional twenty cents for the following two years, or $5.20 and $5.40 respectively. The same evening a special meeting of Local 1 ratified the agreement. Immediately after the meeting I started for Milwaukee, where I met Business Agent Zindel and the Executive Board of Local 19 and learned from them that their progress was blocked through their inability to unionize the Milwaukee Branch of the S. W. Johns-Manville Company. I succeeded in interviewing Vice-President Manville and on the 24th of September, the first trade agreement between the J. M. Co., and Local No. 19, was duly executed and was later ratified that night at a special meeting of the Local, at which time the working force of the J. M. shop joined in a body. The session of the General Executive Board was held at Boston on October 6 and 7, the minutes of which were printed in our Official Journal, at which time our General Executive Board were the guests of honor at a banquet given them by Local No. 6, to which Local and its officers I am indebted for the splendid reception and many courtesies shown us during our stay.

On election day, November 4th, I took a trip for, and began the long, tedious ride to the City of Seattle to represent the Asbestos Workers at the Thirty-third Convention of the American Federation of Labor, and its Building Trade Department that convened immediately upon the adjournment of the parent body.


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A. F. of L. Convention proper opened at the Hippodrome on the 10th and completed its labors on the 22nd of November. The numerical strength of the gathering was far in excess of what the long and expensive trip would lead one to believe it would be, and compared more than favorably with conventions previously held in more central locations.

The vacancies on the Executive Board were filled by John P. White, of the Miners, and Frank Duffy, of the Carpenters, as seventh and eighth vice-presidents respectively.

I had the honor of casting the first ballot in favor of Philadelphia, for the convention city in 1914.

The Building Trades convened at the New Washington Hotel on November 24th and continued in session until the following Saturday.

I settled one small matter in our favor without getting into the records, and sat back and enjoyed the festivities. The insurgents insurged James Short out of office. My vote was cast for Short. Secretary Spencer with the vote of yours truly, and thirty-one other noble Romans, succeeded in maintaining the right to sign official documents for another year by just two votes. The President-elect was Brother Williams of the Tile Layers.

Our own industry could, in my opinion, be greatly benefited by any representative who made a few visits going to, or coming from, a convention, and I think the following facts will prove that my activities, which took exactly ten days outside of the convention sessions, at least equalled my previous convention trip at which time I signed up both Rochester and Buffalo with increased wages.

At Seattle I found time to meet the employers in conference and win them over to the signed agreement and closed shop. This, too, in the wake of the unsuccessful strike of last year. One meeting of the local committee and employers' committee was sufficient to bring them together, after the pent-up exhaust on both sides had been blown off. Seattle is now a closed shop town since January 1st, 1914.

Sunday, November 30th, found me in Portland, Oregon, on which afternoon Local 36 held a special meeting to consider the presenting Trade Agreements to the employers. The meeting discussed the matter most thoroughly during their four and one-half hours' session, and finally adopted agreements sanctioned by the International Association. At this writing the City of Portland is working closed shop at 50 cents an hour, and is 100 per cent union. A very gratifying sequence to my one day's visit and a little additional subsequent correspondence. Results are the best arguments.

December 1st found me in the midst of the "Native Sons" at the St. Francis Hotel, San Francisco, where I met and went over the local situation with the Executive Board of Local 16 the same evening. The Local wanted (and badly) a Trade Agreement. The


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"greatest building trades council" in the United States would not help them get a closed shop nor allow them to strike in an effort to help themselves. By way of illustration, Local 16 could not get any kind of recognition and decided to strike. They informed the Council of the fact. A prominent labor leader went to the employers and asked them, "Does the conditions of the Trade warrant a wage increase?" And the employers promptly answered "No," in chorus, fortissimo, loud pedal, etc., as fully befitted the occasion. And Local 16 began scratching for a foothold like a little bunch of game cocks and crowed "We'll strike." And they were politely told that if they did, that *organized labor* would fill their places Well, there is now a closed shop Trade Agreement in San Francisco. It took the writer just exactly two and one-half days to get it signed. It satisfies the employers and Local 16. It infringes upon nobody's trade jurisdiction. It is hoped that it suits the owners, trainers and handlers of the "movement" on the Coast, although it forever bars the political letter bearer from becoming a foreman on work he knows nothing about.

December 6th and 7th were spent by me in Los Angeles, where, despite my letters and telegrams, I failed to meet or locate the Executive Board of Local 5, or hear from, or see Secretary James Rubly.

December 11th and 12th were spent by me in Kansas City in conference with the Employers' and Local's Committees, and while no great progress was made in the direction of placing a signed agreement there at that time, I will venture the opinion that an agreement will be signed there within sixty days after the adjournment of this Convention.

December 13th and 14th was spent by me at headquarters in St. Louis, going over organization matters with Secretary-Treasurer McNamara.

December 15th, 16th and 17th found me grappling with the situation in Indianapolis, where Local 18 had struck, gone back, and mixed up matters in fine shape, despite orders from headquarters to await my coming (I was then in Seattle). They wanted better conditions and had no one man capable of leading them to what they wanted. Every other man was trying to "run" the Local and between them all the Local was certainly on the "run."

It did not take long to put Indianapolis properly upon the labor map. Just two days' work and then one conference with the Employers' and Local Committee, on which occasion *facts* came to the surface and an Agreement was reached satisfactory to all, particularly Local 18, whose wages were increased under closed shop conditions, in the first signed agreement they ever possessed.


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On December 18th, I reached New York City in time to attend the meeting of my home Local 12, at which I received a double "knockout" punch in the shape of a loving cup from the membership, followed by a signet ring and button set from its Executive Board, all of whom I have battled for, and against, in many a hard fought trade issue, and from whom I have received my meed of praise and enough "roastings" to run a coffee plant.

On December 26th, I visited Philadelphia and went over the situation with the Executive Board of Local 14, and on December 29th, attended the conference of the Employers and Committee of Local 14, that discussed the proposed form of Trade Agreement. At the Local's meeting on the 30th, the agreement was ratified, with its daily wage increases of 50c, 25c, and 25c for three years respectively. Quite a change in "slow town" in the short space of sixteen months since the reorganization of Local 14, on which occasion just seventeen men in good standing accepted their first trade agreement which I presented to them, signed by the Ehret Co.

February 26th found me in Syracuse, New York, together with Business Agents Rice, of Buffalo, and Baetzel, of Rochester, whose Locals were desirous of having and including Syracuse in a general understanding and trade working agreement to cover the northern territory of the Empire State for the fuller protection and betterment of the entire membership. A working policy was reached and adopted and after assuring the Syracuse Local that I would draft a trade agreement for them similar to Buffalo and Rochester, I proceeded to Rochester, where, the next night, I attended and addressed a special meeting of Local No. 26, at which nothing worthy of note transpired.

February 8th (Sunday) was spent in Buffalo, on which afternoon I attended and addressed a special meeting of Local No. 4 and advised upon the smoothing of a few local wrinkles of the everyday kind.

Monday, February 9th, found me at Toronto, Canada, which city's building trades were open shop and our Local No. 20 in worse than bad shape, as the shop first hands, or "straight time" men, were outside our fold. My coming had been well circularized throughout our trade, as also the building trades in general, and a well attended open meeting resulted at the Labor Temple on the 11th, on which occasion I paid my respects to many things locally, among which was included a minimum wage for a decent existence, if not even a living, which proved to be good for a half column in next morning's local press. I found that I had only begun, however, for I was forced to hold shop meetings one at a time in order to show the "straight timers" why they should work only eight hours a day and draw pay by the hour, as well as individual heart-


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to-heart talks with a few "first hands" whom I needly badly in order to close my ranks, which I finally did (much easier said than done). I then met the employers representing a solid union, and let it suffice to say that after five conferences, I signed up all the employers in the "open" city of Toronto for two years and increased the wages 20, and in a few cases, 40 cents a day. The scale is $3.20 per day. It may be well to note that Toronto was signed up on Friday, the 13th, and that my room at the Walker House was numbered 313. (It is better to be born "lucky" than with sense).

Saturday, February 14th, found me in Montreal, five hours late on the train that escaped destruction by fire in a blizzard, the thermometer 25 below, and both my ears frostbitten. The Montreal home guard soon told me their tale of woe. A labor "leader" had hit town and assumed command of their little army and accomplished some little good until, as they said, he left town one night and somehow or other the Local treasury followed him. They tell me this individual answers to the title of Honorable Owen B. Nelligan. I had a tough time of it planting the seed of unionism in the garden of Montreal, for in order to reach the soil itself, I was compelled to uproot the weeds and overcome prejudices left behind in the track of the false prophet who preceded me. I reorganized Local No. 23, and, perhaps, by this time, they may be ready to talk trade agreements to their employers. I then proceeded home and postponed my contemplated visit to Winnipeg until some future and more favorable time, preferably immediately after this Convention.

March 29th found me at Hartford, Conn., on which date I attended a special meeting of Local No. 33, where some minor difficulties were adjusted and where, incidentally, an examination of the books showed that the Local had overlooked about sixteen dollars in stamps that were never posted in the members' books or, in other words, the International would have been that amount poorer had I not taken the trip.

I hereby notify our membership to insist upon getting their stamps when paying for them, one for each month.

On February 17th I was called, and responded, to a telegram spelling "Trade Board trouble" at Philadelphia, which special meeting of Local No. 14 I reached in time to learn that those who feel, sometimes show, as I remember Business Agent Hawes to say among many other nice things, as he presented your General President with a most elaborate gold and ruby embedded seal of office (the Salamander) for which here once again I express my thanks.

I ate my Easter egg in Detroit, where, on Sunday afternoon, April 12th, I attended a special meeting of Local No. 25 and learned that its members had been on strike since April 6th. Detroit is as rotten, if not a rottener town, than Los Angeles for union labor


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It is a wide "open" shop city. The only "union clauses in any contracts are those inserted by out-of-town architects and builders (who do all the big work), one of whom happened to give me a toe-hold in the hard struggle that I took hold of in person the next morning. After a week of proper picketing, lining up the Building Trades Council and the Board of Business Agents in our support, the ice was broken by our men being returned to Johns-Manville shop on the basis of 45, 47½ and 50 cents an hour for the next three years. With one-third of Detroit Local's men at work (and paying strike assessments) I left the situation in the hands of Business Agent Edward Brinker and reached Cincinnati for a special meeting of Local No. 8, held Sunday afternoon, April 19th, where I learned a strike was also on, they, too, like Detroit picking the worst time in one of our worst trade years to better their conditions. Half of the membership had been idle before the strike. There was not one single "hurry-up" job in sight and the general situation was, to say the least, rather gloomy. However, one four-hour, and then another six-hour conference with the Employers took the hardness out of the situation and they signed a two-year agreement at 50 and 52½ cents a day.

Upon my arrival at Cincinnati I met Secretary-Treasurer McNamara, whom I had called to that city after I had decided to abandon my proposed and expected trip to Kansas City, thereby making impossible my contemplated stop-over at St. Louis, as previously understood by Secretary McNamara. The latter presided at the local meeting, and after going over several administration matters with me, departed on the midnight train. I regret my failure to make Kansas City on that trip, (I had the trade agreements for Local No. 27 in my grip), but the strike situation at Detroit (after seeing Cincinnati) was of such a serious nature it was imperative that I immediately return there, which I did.

I returned to Detroit on the 23rd and held a conference with the Edward Johnson concern which ended in that shop coming to terms and the men being returned.

I then decided to put our International to the acid test and see just what could be done outside of Detroit to relieve the situation. Accordingly, I telegraphed Business Agent Downs, of Cleveland, to strike all the Carey operations on which he had men outside the radius of his Cleveland trade agreement. Downs immediately obeyed my orders. I then decided to repeat the dose at Buffalo, and so telegraphed Business Agent Rice, of Local No. 4, but before the latter could get fairly started, the efforts of Business Agent Downs, at Cleveland, had the desired effect and the Carey Company capitulated at Detroit, and the members of Local 25 returned to work on all of Carey's operations, leaving the field of resistance in full possession of the S. P. Conkling shop.

I then returned to New York. I visited Detroit again, and at-


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tended the special meeting on Sunday, May 10th, at which time, as per Constitution, the strike benefits were due. At this meeting the Local funds, coupled with the strike assessments being paid by the members at work in shops that had come over, proved more than sufficient to meet the demands, and, after going over the situation very thoroughly, I notified the general office to recall the Detroit general assessment previously declared by the General Executive Board, before one penny of it had been collected.

We then settled down for a long struggle, and were agreeably surprised on May 13th, when, after a one-hour conference between S. P. Conkling, Business Agent Brincker and myself, the Conkling shop came to our way of thinking and Local No. 25 gained its fight for recognition, and its dream of closed shop and decent wages came true.

I left Detroit the same evening for home.

June 6th found me at Wilkesbarre, Pa., and the next day (Sunday), at a special meeting of Local No. 38, in an attempt to better the condition of its members.

The Executive Council meeting of the Building Trades' Department was attended by myself (as a member) and Vice-President McCormack, at Atlantic City, New Jersey, June 15-20. The latter (called by me) represented the interests of his Local, which was called on strike by the Philadelphia Council along with other trades on premises affected by the jurisdictional decisions of the Department.

The week thus spent might truthfully be termed a continuous wrangle. It consisted of daily sessions from 9 a. m. to 5 p. m., every minute of which was spent by rival factions combatting under the banner of the Labor Plague—trade jurisdiction. While there, before, and since, I have received numerous complaints as to the "cork slab" form of insulation. Also as to the wire work used in steam insulation. Also as to the applying of plastic asbestos to ceilings. Once again, allow me to repeat that all these mentioned forms of work are ours by right of possession, which dates back before my time in the trade (26 years).

They have been awarded us by the American Federation of Labor. Our claims to them are printed officially by the latter body.

At Atlantic City I settled (really settled) a few minor complaints but saved my energy, time and wind by not looking for "decisions" that were not worth the paper they would be written upon. I am writing in this strain in order to make clear to our young and inexperienced Locals that they must be alert and fight to keep the work now in their possession and not rely on any labor law or "decisions" to get it for them. In these hustling, bustling days of the survival of the fittest, the bulldog gets the bone; it is the poodle dog that starves to death. On July 21st (Sunday) I visited Albany, expecting to meet a sufficient number of unorganized asbestos workers to


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form a Local. I was doomed to disappointment. I redoubled my efforts, and on Sunday, July 12th, in company with Organizer Neary I met the men in question at the Hampton Hotel, at which time and place Local No. 40 came into existence. At this writing Local No. 40 is the fortunate possessor of the closed shop (75 miles radius) a thing, by the way, some Locals fight for years to attain.

On July 20th, I visited Albany, N. Y., and attended to certain duties that fully compensated our cause for my visit, and left a rather vexatious situation due to certain influences outside Local 40, in a position to be cleaned up some little time later, and insuring the healthy growth of the Local.

August 14th found me at Wilkes-Barre, where a conference supposedly arranged for by Local 38 with their employers failed to materialize. I had individual talks with certain of the latter, however, and attended the local meeting the next evening, counselled a patient peace policy, and had a most certain strike averted.

Spent August 22-23 in Albany and completed my labors in behalf of Local 40. There are a few "lumpers" and "pieces" in Albany, N. Y., who are wiser to-day than they were a few months ago. They will be still wiser when they pay Local 40 their initiation fee and start in on day's wages.

September 1st found me in Philadelphia, where I paved the way to gain recognition for Local 38. (Wilkes-Barre offices are operated as branches of Philadelphia).

On September 8th and 9th I was on the job again and signed agreements for the entire anthracite coal mining regions, including closed shop, and a yearly increase of 25c daily for each year of the next three to come.

I attended the meeting of Local 31 held at Providence, R. I., on September 12th, and straightened out a local tangle of internal difference that had its origin in too much beer at a previous "smoke talk." That ended the field work of my first term of office, which includes:

AGREEMENTS.

being placed in the following cities: St. Louis, Pittsburg, Cleveland, Buffalo, Seattle, Cincinnati, Baltimore, Philadelphia, San Francisco, Indianapolis, Milwaukee, Toronto, Detroit, Rochester, Syracuse, Hartford, Portland, Wilkes-Barre, Omaha, Albany—20 cities on the closed shop list.

STRIKES

occurring at Cleveland, St. Louis, Cincinnati and Detroit were settled satisfactorily to the great majority of the rank and file, with myself on the ground and active. It is to be hoped that similar strikes will not occur again, particularly those half cocked affairs that are against the advice of our International Officers, and that usually find birth in the "spoutings" of some "leader" who at some


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one particular meeting finds himself and his followers in control and who, unfortunately, likens the strength of his Local to the rock of Gibraltar. Strikes are good things if you can win them. The Local that can add a little to what it already has, without striking and risking its very existence, is the real progressive union.

## WAGE INCREASE

towards which I contributed my mite of effort were secured by our Locals at St. Louis, Pittsburg, Cleveland, Buffalo, Seattle Cincinnati, Baltimore, Philadelphia, San Francisco, Indianapolis, Milwaukee, Toronto, Detroit, Rochester, Syracuse, Hartford, Portland, Wilkes-Barre, Omaha and Albany—20 more good answers to the question, "Why do we pay per capita?"

## THE GENERAL EFFICIENCY.

of our International Association is most gratifying. The rank and file of our craft have responded in proper spirit, now that they have seen, and understand, just what progressiveness means. The various Locals are learning to obey orders from the General Office. Local co-operation is a reality and the old "every dunghill for itself" methods have been discarded and our International is rapidly taking the place it belongs in the field of labor, as it is likewise gaining the respect of the Employers for its responsible business dealings.

## OFFICE DETAIL

of your General President has greatly increased in volume during his term of office. It is still increasing, and will continue to increase in proportion to the membership from whose various locals communications are received *in re* suggestion, advice, craft, or general labor information is desired, then, too, comes my proportionate share of the A. F. of L. work due each General President, to say nothing of the correspondence dealing with the complex local situations that vary in their different attitudes on trade jurisdiction lines. This work is at present consuming all my spare time outside the regular work day given the local that employs me, in addition to having me burn a goodly portion of midnight oil. I would recommend while on this subject that your General President be provided a desk and set of files.

## FIELD WORK

The efforts of your General President in behalf of your International Association is under the present system confined to most partially restricted circumstances. Be it remembered that his first duty is to the Local that pays him. His is an unsalaried position and most naturally and logically his Local comes first when it demands his services. He has doubtless disappointed many locals by his inability to visit them on certain occasions, but like the jockey riding for two owners they have the "second call" on my services.


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You should not expect too much from any fellow who only works for you a couple of days a month.

## LOCAL MEETINGS

when held in saloon halls are not conducive of the best results. The surest way to kill the effect is to remove the temptation. A chairman has enough to do in presiding, without constant interruptions caused by stragglers going to or from the bar, not to mention the thick speech "points of interruption" raised by those who imbibe too freely in the "waters of oratory." Another bad feature in the proceedings of certain locals is a "social" at which refreshments are served and paid for out of the Local funds. These affairs have nothing to do with labor progress and ofttimes degenerate into drunken brawls.

When talking unionism at a meeting, banquet, or social gathering it might be well to protect some of our well meaning, weak-willed brothers against themselves and let them speak, or listen, with clear heads. Beer or booze may have done a whole lot for some Locals, but it never did them any good.

Oil and water will not mix. Neither will booze and unionism, a thing to which one of our Locals, at least, can testify.

## THE OFFICIAL JOURNAL

should be read by the rank and file, in that they be fully alive to general trade conditions. They are not read to the extent that they should. It is our only means of official issuance, and though not a paying proposition, is nevertheless far more cheaper than the cost of the typewriting and printing we would be forced to issue if our Journal was discontinued. I recommend some action that will place the Journal on a sound financial basis and cause it to be more freely distributed among our general membership.

## IN CONCLUSION

I wish to thank my associates upon the General Executive Board for their assistance and hearty co-operation, as also, the real active workers who helped me plant our flag in different parts of the United States and Canada, not forgetting the friends and well-wishers outside our ranks who, on numerous occasions, contributed to our progress. Great as our achievements have been in the past two years, I am fully confident they can be equalled, if not exceeded, in the two years that are to come.

Respectfully submitted by
Yours Fraternally,

Joseph A. Mullaney

*General President.*


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# GENERAL AND LOCAL OFFICERS

President—Joseph A. Mullaney.....Elmhurst, Long Island, N. Y.
First Vice-President—John McCormick.....215 Morris St., Gloucester, N. J.
Second Vice-President—John Fisher....756 East Third St., South Boston, Mass.
Third Vice-President—Wm. C. Landis.....73 Edenvale St., N. S., Pittsburgh, Pa.
Fourth Vice-President—Edw. Brinker.....1900 Warren St., East Detroit, Mich.
Fifth Vice-President—Chas. C. Rice.....51 Alexander Place, Buffalo, N. Y.
Secretary-Treasurer—Thomas J. McNamara....2516 Slattery St., St. Louis, Mo.

# LOCAL OFFICERS

Local No. 1—St. Louis, Mo.—George Block, President.....3649 S. Broadway
Joe McRory, Secretary, 504 Market St.
Meetings, First and Third Tuesdays, at Bowman Hall, Eleventh and Locust Sts.
General Office, 504 Market St.

Local No. 2—Pittsburgh, Pa.—Geo. R. Hennig, President..1111½ Blockadore Ave.
Wm. Landis, Secretary, 73 Edenvale St., N. S.
Meetings, First and Third Tuesdays at Labor Temple.

Local No. 3—Cleveland, Ohio.—M. O. Faitl, President.....4511 Cyar Ave.
S. J. Downs, Secretary, 310 Prospect Ave., S. E.
Meetings, Second and Fourth Mondays at 310 Prospect Ave., S. E.

Local No. 4—Buffalo, N. Y.—Chas. Hearn, President.....479 Swan St.
F. Domedion, Secretary, 23 Cherry St.
Meetings, Second and Fourth Wednesdays at Council Hall, 37 E. Huron St.

Local No. 5—Los Angeles, Cal.—James Ruby, Secretary.....3018 Winter St.
Meetings, Second and Fourth Fridays at Labor Temple.

Local No. 6—Boston, Mass.—John W. Lyons, President.
278 Marenich St., East Boston, Mass.
John Fischer, Secretary, 756 East Third St., South Boston, Mass.
Meetings, First and Third Wednesdays at 694 Washington Ave.
General Office, 386 Harrison Ave.

Local No. 7—Seattle, Wash.—Geo. Stinton, President.....604½ W. Crockett St.
W. C. Howard, Secretary, 1318 Lakeview Ave.
Meetings, First and Third Wednesdays at Labor Temple.

Local No. 8—Cincinnati, Ohio.—C. B. Swegman, President.....1722 Elm St.
Wm. Cook, Secretary, 111 Findlay St.
Meetings, First and Third Tuesdays at 1313 Vine St.

Local No. 10—New Orleans, La.—A. E. Roevens, President.....2833 Gravier St.
P. J. McGinnis, Secretary, 2915 Constance St.
Meets First and Third Wednesdays at 311 Baronne St.

Local No. 11—Baltimore, Md.—Edward McGann, President....1475 Homestead St.
Chas. L. Henker, Secretary, 2003 Ashland Ave.
Meets Second and Fourth Fridays at Cockey's Hall.

Local No. 12—New York, N. Y.—Michael Happel, President.....611 E. 16th St.
Daniel J. Kenny, Secretary, 79 Warren St.
Meetings Every Thursday at 85 East 4th St.
General Office, 79 Warren St.

Local No. 14—Philadelphia, Pa.—John McCormick, President
215 Morris St., Gloucester, N. J.
Wm. Shindle, Secretary, 346 Middlesex St., Gloucester, N. J.
Meetings, Every Tuesday at Lewar's Hall, 9th and Spring Garden St.
General Office, 1312 Filbert St.

Local No. 15—Winnipeg, Canada.—John Marshall, President....725 Burnall St.
C. Brown, Secretary, 379 William Ave.
Meetings, Second and Fourth Thursdays at Labor Temple.

Local No. 16—San Francisco, Cal.—Chas. Ramsey, President.....Oregon Hotel.
James Gastrock, Secretary, 5 Lilac Ave.
Meetings, First and Third Mondays at Veteran Hall.

Local No. 17—Chicago, Ill.—Thomas Kennedy, President.
James Fauls, Secretary, 3719 W. Irving Park.
Meetings, Second and Fourth Thursdays at 365 W. Madison St.
General Office at 365 W. Madison St.

Local No. 18—Indianapolis, Indiana.—Wm. H. Scott, Secretary.
1043 S. New Jersey St.
Meetings, Second and Fourth Mondays at Labor Temple


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Local No. 19 Milwaukee, Wis. Henry Hollman, President ..... 497 7th St.
Wm. Hollmann, Secretary, 618 12th Ave.
Meetings, Second and Fourth Fridays at 315 Third St.
General Office, Brisbane Hall, 6th and Chestnut St.

Local No. 20—Toronto, Canada.—Wm. Scott, President.....1531 Dundas St.
E. Mansfield, Secretary, 187 Carlton St.
Meetings, Second and Fourth Wednesdays at Labor Temple.

Local No. 21—Dallas, Tex.—J. E. Heath, President.....1707½ Main St.
Dee Reed, Secretary, 1021 E. 11th St., Station A.

Local No. 22—Houston, Tex.—Chas. F. Telge, Secretary.....342 Oxford St.

Local No. 23—Montreal, Canada.—W. Ford, President.....182 Colerane St.
Ben Wilkinson, Secretary, 127 Congregation St.
Meetings, First and Third Tuesdays at Labor Temple.

Local No. 24—Washington, D. C.—Frank Fearson, President.
Fort Myers Heights, W. Va.
W. P. Challice, Jr., Secretary, 1112 New Hampshire Ave., N. W.
Meetings, Second and Fourth Mondays at 2941 N St., N. W.

Local No. 25—Detroit, Mich.—N. J. Metcalf, President.....171 Ash St.
Edward Brinker, Secretary, 1900 Warren Ave., East.
Meetings, First and Third Mondays at 235 Gratiot St.

Local No. 26—Rochester, N. Y.—B. H. Coon, President.....1535 South Ave.
F. W. Baetzel, Secretary, 115 N. Union Ave.
Meetings Every Monday at 14 N. Waters Ave.

Local No. 27—Kansas City, Mo.—J. H. Thompson, President....3709 E. 23rd St.
Wm. P. Pattison, Secretary, 712 McGee St.
Meetings, Second and Fourth Wednesdays at Labor Temple.

Local No. 30—Syracuse, N. Y.—Frank Magill, President.....Manhattan Hotel.
F. J. Walters, Secretary, 128 Florence Flats.
Meetings, Second Thursday at Manhattan Hotel.

Local No. 31—Providence, R. I.—Chas. L. Hines, President.
61 Mendon Ave., Pawtucket, R. I.
Wm. Hall, Secretary, 15 Lockbridge Ave., Pawtucket, R. I.
Meetings, Second and Fourth Saturdays at 230 Westminister St.

Local No. 32—Essex and Hudson Co.—J. L. Wood, President.
118 Chester Ave., Newark, N. J.
F. V. Frost, Secretary, 610 Stuyvesant Ave., Irvington, N. J.
Meets First Sunday, 9 a. m., Council Hall, Jersey City, N. J.
Meets Third Sunday, 9 a. m., Council Hall, Newark, N. J.

Local No. 33—Connecticut—E. J. Kiley, President....Court St., Springfield, Mass.
202 Herd Ave., Bridgeport, Conn.
R. L. Chamberlain, Secretary, 297 York St., New Haven, Conn.
Meets First Sunday at Long's Hotel, Hartford, Conn.
Meets Third Sunday at Atlantic Hotel, Bridgeport, Conn.

Local No. 34—Minneapolis, Minn.—James Breslin, President....126 9th St., South.
S. J. Wylie, Secretary, 3237 38th Ave., South.
Meetings, Second and Fourth Wednesdays.

Local No. 35—Youngstown, Ohio.—Chas. Grimes, President.....18 Henry St.
Robert Ray, Secretary, 804 Yod Ave.
Meetings, First and Third Wednesdays at 3 Ridge Ave.

Local No. 36—Portland, Ore.—J. M. Dix, President.....992 East 31st St., N.
Guy E. Martin, Secretary, 221 Tenth St.
Meetings, First and Third Tuesdays at Labor Temple.

Local No. 37—Birmingham, Ala.—R. E. Von Hagel, President.....2205 4th Ave.
W. G. McEachem, Secretary, 2205 4th Ave.
Meetings, First and Third Mondays at 2008½ 3rd Ave.

Local No. 38—Wilkesbarre, Pa.—Wm. Barth, President.....237 N. Main St.
P. A. Walsh, Secretary, 202 Mill St., Pittston, Pa.
Meetings, Second and Fourth Saturdays at 86 E. Market St.

Local No. 39—W. J. Charmley, President.....1251 N. 59th Ave., Benson, Neb,
F. H. Holmes, Secretary.....600 28th St., Omaha, Neb.
Meetings, First and Third Mondays.

Local No. 39—Omaha—W. J. Charmley, President
1251 N. 59th Ave., Benson, Neb.

Local No 40—Albany-Troy—J. Wickersheim, President.....151 Dove St.
H. Haake, Secretary, 151 Dove St.


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