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OFFICIAL JOURNAL

International Association

Heat and Frost Insulators

and Asbestos Workers

JANUARY, 1916



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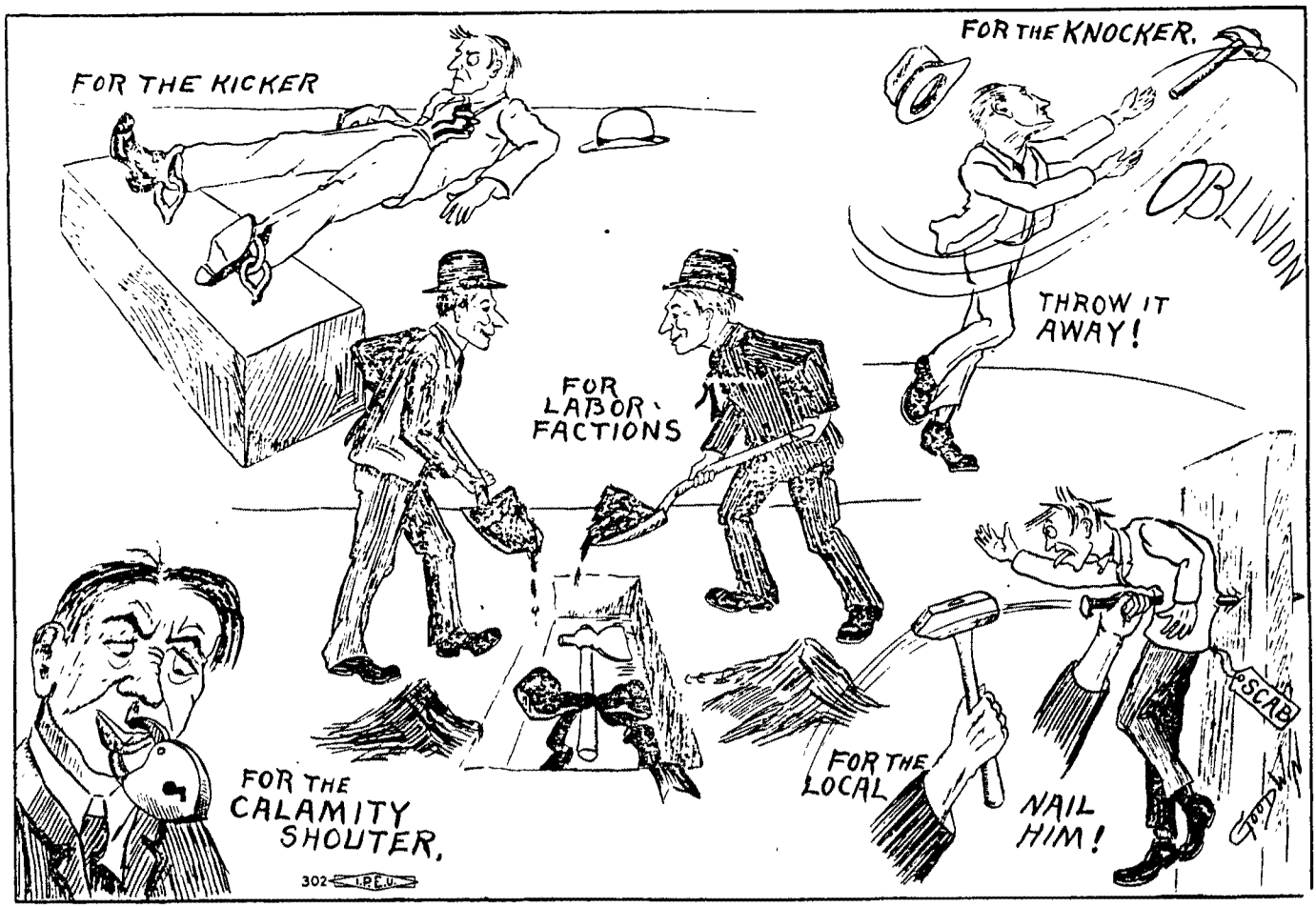
ISSUED QUARTERLY, JANUARY, APRIL, JULY, OCTOBER

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OUR KNOCKERS AND FAULT-FINDERS.

Mr. Knocker, did you ever ask yourself seriously what your wages would be and under what conditions you would be compelled to work, if you did not have your union back of you?

No matter what your experience has been or how skillful you are at the branch of our trade you are following, you would be playing in good luck if you were not compelled to work at least ten hours per day for any wage scale the employer saw fit to pay, and you would be compelled to put up with it and bear it, and if you opened your mouth in protest you would have a can tied on you, and another wage slave would take your place. You would never be missed and the business would go on without you just the same, regardless of your ability.

Still you hesitate to assist your local union which is responsible for the conditions you now enjoy and many times do things against its best interests. You would rather cater to the boss who would compel you to work for starvation wages under any old conditions he saw fit to impose on you, than defend your union when it is unjustly attacked by its enemies.

You do not attend the meetings, only when it is necessary to avoid paying a fine.

You are continually knocking the active workers of your local union because they compel you to live up to the working rules.

You carry back to the boss everything done at the meeting of the local.

Nothing the local does suits you, your opinion and decision is sounder than is the opinion and decision of a majority of the members—IN YOUR OWN MIND.

You are never satisfied unless knocking some officer, local or international. If you had your way your local union would be a Mutual Admiration Society rather than a labor organization.

We have many of your caliber among us, but, thank goodness, the members are onto you; they know you; they became acquainted with you through bitter experience.

Your day is past, you cannot fool them any more. You can't play both ends against the middle any longer.

Mispresentation won't get you anywhere in the future, your grandstand plays to the sentiment of the members to have them do your bidding, that old stuff don't go any more.

So wake up, for knockers have become so unpopular that they have even removed them from doors.

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EMIGRATION TO U. S. FROM EUROPE LAST YEAR LOW RECORD.

Washington.—The tide of emigration to the United States from Europe ebbed to its lowest point in more than 20 years during the last fiscal year, according to figures made public today in the annual report of Secretary Wilson of the Department of Labor.

The total number of immigrant aliens, the report shows, fell from 1,218,480 in the previous year to 326,700 in the period ending June 30 last. All admitted arrivals of aliens, immigrant and non-immigrant, were but 434,244, as compared with 1,403,801 the year before.

Decrease in Emigration.

Departures of aliens, emigrant and non-emigrant, likewise show a notable decrease. For the fiscal year of 1914, departures were 633,805; for 1915, 384,174. The fiscal year of 1915 covers the period of sailing home of reservists from the beginning of the European war till June 30, last. During that time the emigrant aliens, presumably including the number sailing to join the colors in Europe, were 204,074, compared with 303,338 the previous 12 months. The non-emigrant aliens departing totaled 180,100 for 1915 and 330,467 for 1914, showing a net decrease for all alien departures of 249,631.

Excess of arrivals over departures, aliens alone being considered, was only 50,070 in 1915. In 1914, the excess was 769,276.

Of the 326,700 immigrant aliens admitted to the United States in the 1915 fiscal year, 52,982 were under 14 years of age; 244,472 were from 14 to 44 years old, and 29,246 were 45 or over. Those over 14 who could neither read nor write numbered 35,057, those able to read but not write were 392, making the total number of illiterates over 14 years 35,449, or 13 per cent.

26,675 Immigrants Deported.

Deported aliens numbered 26,675. This included 24,111 excluded at ports and sent back to their country of origin and 2,564 arrested and expelled from the country. Of those excluded, 2,722 were denied admission because they were contract laborers.

Immigrants admitted to the country showed to customs officials money in their possession aggregating $19,568,000, an average of $60 each. Each of 95,711 immigrants had more than $50; while 133,744 had less than $50 each. One hundred and ninety thousand said they paid their own passage; 128,146 said that their passage had been paid by relatives, and 7,697 that it had been paid by persons other than relatives. With reference to exclusions, the report asserts:

"Conditions during the past year were so abnormal that accurate comparisons with previous years are difficult. Exclusions in 1913 amounted to 1,38 per cent of the number applying; in 1914 this was increased to 2.3 per cent, and in the past year the increase has been so great as to reach 5.3 per cent."

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GENERAL PRESIDENT'S REPORT.

Elmhurst, L. I., February 2, 1916.

GREETING:

Upon the day on which I submitted my last report (October 30), I started for Kansas City, which place I reached and attended a meeting of Local No. 27, at which the local situation and the pending trade agreement was most fully discussed. I met and discussed this agreement more fully with the chairman of the Employers' Association, after which I left for St. Louis. (The Kansas City agreement is now signed and in full operation.)

I spent two days at headquarters, in consultation with Secretary McNamara, upon certain organization matters that caused my visit, after which I started for the American Federation of Labor and its Building Trades Department Convention at San Francisco.

My trip to the coast was uneventful and unworthy of any special comment. The A. F. of L. Convention proved to be a very healthy gathering that surpassed expectations as to numerical strength. This convention said things and done things. For the first time in the history of its gatherings, it failed to conclude its business within the customary two weeks' time limit, despite the fact that night sessions were held. It ran into the third week, and concluded its deliberations with a night session on Monday, November 22nd.

This convention proved to be most satisfactory and highly progressive session to all the delegates who attended, excluding, perhaps, those trade or industry representatives who had come out on the wrong end of the jurisdictional decision horn.

Old Boy Jurisdiction was again in evidence (as always) and the sayings and doings of those trades or callings that wanted to get, or who refused to let go of, the other fellow's work, were many and time-consuming. The most bitterness was shown in the long drawn out controversy in which the Chicago Federation failed in its attempt to change the previous ruling of the A. F. of L. Executive Council. The Carpenters gained ground in their claim over dock building, but were defeated by the Chief Metal Workers in the dispute over metal trim.

The Asbestos Worker lost no blood, nor drew none. It just sat at the ringside and watched the Trade sparring.

The old officers of the A. F. of L. were re-elected, which insures the continuance of the progressive programme, slow but sure.

The Building Trades Department convened on Tuesday, November 23rd, and adjourned Saturday evening, the 27th. It was the liveliest session your President has ever attended.

The Carpenters did a "come-back" stunt with a vengeance. First, they re-affiliated with the Building Trades Department, and they saw to it that the victory of the Chief Metal Workers at the A. F. of L. Convention was discounted by having the Tampa [illegible] cision (which favored the Sheet Metal Workers) nullified. Well may the rank and file now exclaim, "Where are we at?" under such chaotic rules of trade government wherein the parent body (the A.

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F. of L.) decides one way, and its offspring (the Building Trades Department) decides in diametric opposition.

The Boiler Makers and Machinists "walked the plank" and are no longer classified as building trades. The latter trade contributed greatly to the general result, by having jurisdictional disputes with the United Association of General Pipe Fitters, and, further, from the fact that a Machinist Vice-President cast the deciding vote, which debarred the admittance of a U. A. delegate into the Railroad Department of the A. F. of L. Your President fully sympathized and acted in concert with the U. A. Fitters on this issue, and coincidentally happened to be selected as the secretary of the Committee on Resolutions, of which John R. Alpine was the chairman.

Your President spent two Sundays and a quarter-day recess at the exposition. It was indeed a most fitting climax to the miracle re-claiming and re-building of the splendid San Francisco of to-day, which has arisen from out of the wreck, ruin and ashes of both earthquake and fire that overwhelmed that fair city but a few short years ago.

While in 'Frisco, your President found time to look into the affairs of Local No. 16, at which time certain facts came to the surface which necessitated a complete trade reorganization, which was accomplished, and the Local placed upon a solid trade and financial footing.

Your President then visited Los Angeles, that labor cursed City of Sunshine and non-union conditions.

President Gompers, besides many Labor leaders, were also there, and were warmly greeted by the flaring headlines of "The Times," which were brilliantly aflame in the very midst of the trial of Schmitt, since sentenced to life imprisonment, for alleged complicity in the dynamite outrage.

My, how General Otis does love organized labor! In that soil of commercialized climate the Union seed indeed has trouble taking root, much less a fighting chance for life. Our boys there were no exception to the general rule. Your President did everything possible to get them together under the old charter, and had little hope of so doing when he left. However, he has since been agreeably surprised by the Asbestos Workers of Los Angeles, who are now reorganized, rechartered and progressing rather favorably. If they play a patient game they can pull out an agreement. That is a future matter for them and your President.

Your President accompanied a group of labor men, chief of whom was President Gompers, to San Diego (a few hours' ride from Los Angeles), at which place President Gompers addressed that city's workers at the Auditorium. We stayed over night, viewed the exposition there (practically closed), and returned to Los Angeles.

My next stop (was wrecked for a day in mountains) was Portland. There was nothing worthy of note at the latter city, only that the Local meeting decided to renew the old trade agreement, time being rather dull and prospects not much brighter.

The next stop was Seattle, where I attended a meeting of Local

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No. 7, after which, in company with its Executive Board, a Joint Trade Conference was held with the Seattle Employers' Association, which brought the principals to it into closer trade harmony.

The next jump was Minneapolis, where a Local meeting ironed out some trade wrinkles, and at which your President advised on some pending issues.

The next stop was Detroit, where a meeting of the Local, No. 25, Executive Board was attended by your President, and advice given for the best interests of the trade, on at least one matter, of vital importance to our general organization. Subsequent events have proven this advice to have been both timely and beneficial to our craft.

The next stop was Cleveland, at the meeting of the Local No. 3 Executive Board, at which many local questions were considered and advised upon.

Then came Pittsburgh, and attendance at the regular meeting of Local No. 2, at which also the general local conditions received consideration.

Buffalo was the next city visited, at which a conference was held with Business Agent Coote, of Local No. 4, along general trade lines.

Your President then visited his home.

December 28th again found me traveling and at Boston at conference with the Executive Board of Local No. 6. At this session the general effect, as well as the intended and well defined letter and spirit of the new joint trade agreement in the City of Culture was discussed at great length and thoroughly explained to the Board members and Business Agent by your President. This meeting was merely incidental to the real object of my visit to the city of Boston. Your President went there to try and induce the Boston Asbestos Manufacturers' Association to recognize our recently chartered Local at Springfield, Mass., No. 43. This effort has proven to be successful, as at this writing Springfield and vicinity are numbered in the columns of the "closed cities" and now enjoy the same identical conditions as does Boston.

Your President visited Hartford, Connecticut, on January 16, where a special meeting of Local No. 33 considered and ratified a compromise trade agreement presented to them by the Employers since the latter received the original demands, as presented by the Local. This agreement, now in full force and operation, in the main means the old agreement, with the exception of a 25 cents daily wage increase on all work situated outside the city limits of Hartford.

On January 27th, your President (by request) visited the city of Chicago and met with the Executive Board of Local No. 17 in an afternoon session that lasted well into the evening, and at which the present standing of Local No. 17 was fully discussed and thoroughly understood from all angles. At this meeting many misunderstandings were talked away, and a better feeling established. During the general argument, an incident worthy of note was recorded when Bro. Pete Neilsen, who made the per capita motion at the Milwaukee

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Convention (on which Local No. 17 based its protest), candidly and openly acknowledged that the minutes of the Milwaukee Convention in re per capita are correct as they read and true as recorded, which, of course, dissipated the foundation of the Local No. 17 "protest."

The following evening your President made his first visit to and addressed Local No. 17. He was received in a friendly spirit and extended every courtesy by its officers and members.

This meeting, which filled the hall to its capacity limit, gave consideration to all that it listened to. It proved to be a most harmonious gathering, and at its conclusion it plainly showed a strong sentiment in favor of the International Association. The surface indications were, when your President left Chicago, that Local No. 17 will be carrying I. A. cards in the very near future.

Milwaukee was next visited, and Local No. 19 found to be badly in need of work and the common sense talk along general trade lines, most particularly on finance. This Local is now in a position to meet its debts in full, and is running on a sane basis. It is to be sincerely hoped that it continues to do so, a thing it will have to do in order to exist.

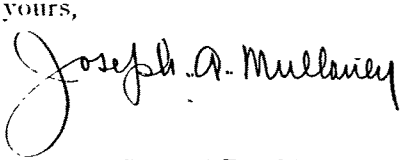
Before leaving Milwaukee your President received a telegram from headquarters, urging him to visit that city, on matters of importance. Being unable to do so, Secretary McNamara suggested that he meet your President at Toledo, Ohio, which suggestion was acted upon and the General Secretary-Treasurer and your President spent Sunday at Toledo in conference upon certain administration matters that needed immediate attention.

While at Toledo, the necessary steps were taken in the direction of placing a bona fide Local union charter in that city, and in the hands of Asbestos Workers who were really and truly desirous of bettering their present conditions. This means men who would not use a charter as an asset for sub-contraction in the "piece" and "lump" game.

The next stop was Cleveland, where the Local No. 3 Executive Board was met with and advised upon certain Local issues. The Cleveland employers who control branch houses at Toledo were also interviewed, in re the chartering of said city. These employers quite naturally hate to let go of a good thing, particularly those who sublet their work. Nevertheless, your President feels as though Toledo will be a "closed" city before the next issue of our official Journal.

The next stop was home, on February 2nd, where this report is written, in hopes that it will be in time to be included in the January issue of our Journal.

Fraternally yours,



General President.

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Correspondence

TO THE SECRETARIES OF THE INTERNATIONAL AND NATIONAL UNIONS.

Dear Sirs and Brothers:

You are hereby advised that the Thirty-fifth Annual Convention of the American Federation of Labor, held at San Franciso, California, November 8-22, 1915, amended Section 1, of Article X of the constitution of the A. F. of L., increasing the per capita tax payable by international and national trade unions from two-thirds (⅔c) of a cent per member per month to three-fourths (¾c) of a cent per member per month, the increase going into effect January 1, 1916.

Therefore, beginning with the month of January, 1916, your organization should remit per capita tax to this office at the rate of THREE-FOURTHS OF A CENT per member per month.

With every wish for the progress of your organization and our entire movement during the coming year, I am,

Yours fraternally,
FRANK MORRISON, Sec'y,
American Federation of Labor.

January 7, 1916.

Mr. Tnomas McNamara,
St. Louis, Mo.

Dear Sir and Brother:

You are herewith advised as per the instructions of the San Francisco Convention of the Building Trades Department, which recently adjourned, of the passage of Resolution No. 17, which for your information and convenience is herewith quoted:

"RESOLUTION No. 17.—WHEREAS, The Building Trades Department of the American Federation of Labor was in its creation intended to be composed of trades legitimately known as building trades, and representing the building trades industry of our country; and

"Whereas, The International Association of Machinists and the International Brotherhood of Boiler Makers, Iron Ship Builders and Helpers are seated in the aforesaid Building Trades Department and are not known or recognized as building trades, and

"Whereas, If we are to have a successful and complete Building Trades Department this department must be composed only of building trades in order that our department may be a Building Trades Department in reality as well as in name; therefore be it

"Resolved, By this, the Ninth Annual Convention of the Building Trades Department of the American Federation of Labor, that the aforesaid International Association of Machinists and the Boiler Makers, Iron Ship Builders and Helpers are not building trades and are not eligible for membership in the Building Trades Department of the American Federation of Labor; and be it further

"Resolved, By this Ninth Annual Convention of the Building Trades Department of the American Federation of Labor that the beforementioned International Association of Machinists as well as the Boiler Makers, Iron Ship Builders and Helpers be declared unseated in this department."

You will please take note that the Machinists and Boiler Makers were declared by the Ninth Annual Convention as being ineligible to membership in the Building Trades Department, and the delegates of the unions named were accordingly unseated.

January 10, 1916.

Mr. Thomas McNamara,
St. Louis, Mo.

Dear Sir and Brother:

By direction of the Convention of the Building Trades Department held at San Francisco, Cal., November 23rd to 27th, inclusive, I herewith transmit to you copy of Resolution No. 11 as adopted by the Convention. The same follows and will be found self-explanatory:

"RESOLUTION No. 11.—WHEREAS, the invention and rapid development of machinery is making it increasingly harder for the working people to continue in steady employment, as shown by the fact of the large num-

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ber of unemployed existing at all times of the year, and

"Whereas, The only remedy for this condition lies in the proportionate shortening of the work day; therefore be it

"Resolved, That the officers be and hereby are instructed to take this matter up with all affiliated building trades to ascertain when it will be possible to begin the reduction of the hours of labor from 8 to 6 hours per day, and to give the international and national unions sufficient time to consult their membership so that a report can be made at the next convention of this department."

You will please note that the general effect of the resolution is an instruction to the officers of the department to collect data as to when it will be most opportune to initiate the reduction of hours of employment from eight to six hours per day, and in accordance with the instructions so ordered, we respectfully solicit your assistance, co-operation and advice.

Will you please consider this communication as official notification of the action taken?

Fraternally yours,

WM. J. SPENCER.

Secretary-Treasurer, Building Trades Dept.

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OFFICIAL JOURNAL

OF

THE INTERNATIONAL ASSOCIATION HEAT AND FROST INSULATORS AND ASBESTOS WORKERS

Published Quarterly at Headquarters, St. Louis, Mo. 10c per copy.

Address all communications to

THOMAS J. McNAMARA,
Secretary-Treasurer
2516 Slattery St. St. Louis, Mo.

To insure publication copy should be at office on the 20th of January, April, July, and October.

Vol. 1. JANUARY, 1916, No. 21

DO YOUR DUTY.

The reason that the directory of some of our Local Unions is not complete or correct is on account of the fact that those Locals do not send us the corrections or the names and addresses of all their officers.

This is your Journal. Help us make it better by sending us your ideas as to how it can be made more interesting to our members. Knocking it or the "Editor" will not help it any.

CORNERSTONE LAID.

A. F. of L. Building.

On January 8 1916, at 12 o'clock, took place the ceremony of laying the cornerstone of the American Federation of Labor office building. The cermony was in keeping with the dignity of the cause to which the building is to be devoted and in harmony with the sentiment and idealism that binds the labor movement together. The cornerstone about which the building will be erected was given by Henry J. Gompers, who was the first office boy in the service of the A. F. of L., and is now a member of The Granite Cutters' International Union. The donor of the stone carved with his own hands the following inscription on the granite block:

"American Federation of Labor
Founded 1881
This edifice erected for service
In the cause of
Labor-Justice-Freedom-Humanity
1915-1916."

A space had been prepared in the stone into which was placed during the ceremony a copper box containing official documents of the A. F. of L., showing its aims and purposes and many of its activities. There were also autographed pictures of the President of the United States, Secretary of Labor W. B. Wilson, and of four generations of the Gompers family—all in good standing as members of the organized labor movement; of the first and present Executive Councils of the A. F. of L.; copies of the proceedings of the first convention in 1881, and the convention in 1886 when the Federation of Organized Trades and Labor of the United States and Canada became amalgamated with other international trade unions under the title of the A. F. of L.; and of the San Francisco, 1915, Convention; copies of the Seamen's Act and the Clayton Act; and copies of official documents of the departments affiliated to the A. F. of L. There were also in the box messages to the future from the members of the Executive Council and from many trade unionists who were present in President Gompers' office when the documents were put in the copper box to be sealed. In addition there were letters from President Wilson, Secretary of Labor Wilson and Hon. Champ Clark, Speaker of the House of Representatives.

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L. E. Fassett, W. Walker, Geo. M. Arthur. Active Members of Local No. 3, Cleveland.

BUILDING PERMITS OF U. S. IN JANUARY TOTAL $52,761,278.

January building expenditures to Bradstreet's Journal (139 cities reporting) though the smallest reported in 11 months, are the best recorded in any January since 1913, and it is probable that full returns will see even that favorable month surpassed.

It is true that the percentage of gain in expenditure over January a year ago is much smaller than in any of the preceding five months, but it needs to be recalled that these preceding heavy gains compared with a period in 1914 when the collapse in credit conditions brought about by the war was about at its worst as regards the building industry. Then, too, the activity engendered by preparations for the Pacific Exposition made for special activity in that section a year ago.

Far Western Loss Heaviest.

Additionally, it might be noted that the far Western group alone shows a decrease in permits from a year ago in January, while every group but the Middle States shows a gain in expenditure, the falling off in the middle group being accounted for by Manhattan and Bronx building showing a decline more than offsetting gains by Brooklyn and Queens boroughs.

Reports from 139 cities of the United States show a total of 12,818 permits filed in January this year, with an estimated total expenditure of $52,761,278.

This is a decrease of seven-tenths of 1 per cent in number of permits, but a gain of 19.8 per cent in values. Compared with 1914 the decrease in permits is 22 per cent, but the gain in values is 7 per cent.

It is probable, indeed that complete figures for January may swell expenditures so that the high record total for January, that for the year 1913, may be exceeded, whereas the latter year's total is 5 per cent larger.

Northwestern Gain Large.

Following is the usual summary of permits and expenditures by groups:

	No. of Permits 1916	Values 1916	Compared With Last Year. No. of Permits		Val.	
New England	3,029	$ 7,774,452	I	12.4	I	3.1
Middle	3,029	17,492,963	I	2.1	D	1.2
Western	2,314	6,084,555	I	44.9	I	42.3
Northwestern	1,218	12,362,268	I	8.2	I	88.0
Southwestern	980	2,034,014	I	10.4	I	11.8
Southern	2,067	3,068,353	I	24.3	I	34.2
Far Western	2,127	3,944,673	D	42.7	I	3.6
Total, U. S.	12,818	$52,761,278	D	.7	I	19.8

Features of this table are gains in permits shown by every section except the far Western group, and gains in values of building shown in every group but the Middle States section. The increase in values in the Northwest is large, 88 per cent, while the increase in New England is smallest, in this respect contrasting sharply with January a year ago, when the "munitions boom" as regards building began in New England.

St. Louis Shows Decrease.

Of the 139 cities reporting for January, 86, or three-fifths, show gains over a year ago.

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FOLLOWING IS THE INITIATION FEE, WAGES AND HOURS OF EACH LOCAL.

	Initiation Fee.	Wages.	Hours.	Saturday.
St. Louis, Mo. Local No. 1	$100.00	$ .67½	8	4
Pittsburg, Pa. Local No. 2	100.00	.56¼	8	4
Cleveland, O. Local No. 3	150.00	.47½	8	4
Buffalo, N. Y. Local No. 4	150.00	.50	8	4
Los Angeles, Cal. Local No. 5	50.00	.50	8	4
Boston, Mass. Local No. 6	225.00	.51¾	8	4
Seattle, Wash. Local No. 7	50.00	.50	8	4
Cincinnati, O. Local No. 8	200.00	.52½	8	4
New Orleans, La. Local No. 10	25.00	.37½	8	4
Baltimore, Md. Local No. 11				
New York, N. Y. Local No. 12	200.00	.59⅜	8	4
Philadelphia, Pa. Local No. 14	100.00	.46⅞	8	4
Winnipeg, Canada. Local No. 15	25.00	.45	8	4
San Francisco, Cal. Local No. 16				
Chicago, Ill. Local No. 17	200.00	.67½	8	4
Indianapolis, Ind. Local No. 18	25.00	.55	8	4
Milwaukee, Wis. Local No. 19	50.00	.55	8	4
Toronto, Canada. Local No. 20				
Dallas, Tex. Local No. 21		.56¼	8	4
Houston, Tex. Local No. 22	50.00	.50	8	4
Montreal, Canada				
Washington, D. C. Local No. 24	50.00	.50	8	4
Detroit, Mich. Local No. 25	125.00	.47½	8	8
Rochester, N. Y. Local No. 26	50.00	.43¾	8	4
Kansas City. Local No. 27	100.00	.56¼	8	4
Syracuse, N. Y. Local No. 30				
Providence, R. I. Local No. 31	200.00	.50	8	4
Essex and Hudson Co. Local No. 32	200.00	.59⅜	8	8
Connecticut. Local No. 33	25.00	.50	8	8
Minneapolis, Minn. Local No. 34	75.00	.50	8	8
Youngstown, O. Local No. 35	25.00	.45	8	8
Portland, Ore. Local No. 36	75.00	.50	8	8
Birmingham, Ala. Local No. 37	50.00	.55	8	4
Wilkes-Barre, Pa. Local No. 38	150.00	.40⅝	8	8
Omaha, Neb. Local No. 39	50.00	.50	8	4
Albany-Troy. Local No. 40	25.00	.50	8	
Grand Rapids, Mich. Local No. 41	25.00		8	4
Portsmouth, Va. Local No. 9	25.00	.45	8	8
Wilmington, Del. Local No. 42	25.00	.31¼	8	8

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SECRETARY-TREASURER'S REPORT.

Following the instructions of the General Executive Board, and immediately after the adjournment of same, I proceeded to Indianapolis to take up the case of the Kramig & Co., vs. the Indianapolis, Ind., Local, No. 18, of which I received my instructions, and which case was placed in my hands, for further investigation. I visited the manager of the Kramig & Co. shop, Mr. John McLoughlin, in company of Brother Cotton and Brother Berger of the local and after a general discussion of the agreement, everything was straightened satisfactorily to all concerned, the shop having signed the agreement.

I also took up the case of Wm. Perkins vs. the Indianapolis Local, which matter was also referred to me for further investigation, and a report from the local was received (and while at Cincinnati, upon a later visit I took the matter up with Brother Perkins, who said he had decided to drop the case), I called a special meeting for Monday, of which was well attended, and straightened out a few kinks with some of the former members of the local which resulted in three coming back, after a general discussion on the good and welfare of the local the plans for a new agreement was laid out, of which I hope in the near future to report that same has been signed. While there I visited the shops of the contracting firms in our line and made arrangements for a trade board meeting in the near future, at which time the said agreement will be taken up. Leaving Indianapolis I returned home.

On November 3, 1915, I was visited by our International President, Mr. Jos. A. Mullaney, on business that was to come before the convention of the A. F. of L., and other matters pertaining to the International in general. On December, 1915, I was called to Cincinnati, Ohio, by the local business agent, Mr. Geo. Frooks, to try and settle a little dispute with the H. W. John Manville Co., and found that the work was of a different character than ours, and was done by the men from Cleveland, Ohio. and of which had been settled satisfactory to all concerned, and on the next job, our men will do the work. While there, I called a special meeting and after a general talk to the good and welfare of the International and the local, left for Indianapolis. As Indianapolis is on the way to St. Louis, I telegraphed to the secretary, notifying him that I would be there, but owing to the fact that he was out of town he failed to receive my telegram. From Indianapolis I proceeded home.

Trade Conditions: Since my last report work in our line has picked up wonderfully in the East, and all our Eastern locals report

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that they have a good prospect, but the Western locals report conditions very dull.

Locals Organized: In the last three months we have not organized one local, but have prospects of two new locals of which I hope in the near future to report that we haveorganized same.

Finances: The finances of the Association are about normal, as you will note from the quarterly report which was recently sent to you.

Executive Board Meeting: Nothing of great importance has come before the Executive Board, with the exceptions of a few appeals and opening and closing of charters.

The following is a list of members who have transferred, withdrawn and expelled:

WITHDRAWAL CARDS.

Reg. No.

636. R. J. Ebert, Local No. 33, Conn.
610. Wm. Sievert, Local No. 34, Minneapolis, Minn.
298. Olaf Kiverness, Local No. 6, Boston, Mass.
775. W. Cain, Local No. 14, Philadelphia, Pa.
424. Percy Pearce, Local No. 14, Philadelphia, Pa.
789. Howard Green, Local No. 14, Philadelphia, Pa.
458. W. Becher, Local No. 25, Detroit, Mich.
1665. James Eisemzimes, Local No. 3, Cleveland, O.
1447. W. L. Hutchinson, Local No. 3, Cleveland, O.
1418. W. Ansmann, Local No. 3, Cleveland, O.
656. Wm. Linstead, Local No. 32, Essex-Hudson Co.
1649. F. Walker, from Local No. 42, Wilmington, Del.
1627. P. Dugan, from Local No. 42, Wilmington, Del.
1670. Frank E. Glasser, from Local No. 27, Kansas City, Mo.
171. C. C. Rice, from Buffalo, N. Y.

WITHDRAWAL CARDS DEPOSITED.

Reg. No.

1691. Ed Arnold.
1692. J. A. Ohman.
1695. L. Charbonneau.
1705. Wm. Harf.

EXPELLED.

Reg. No.

1510. Joe Becher, from Detroit Local No. 25.
1433. R. E. Dunham, Cleveland, O., Local No. 3.
1514. James Baillae, Cleveland, O., Local No. 3.
452. Roy C. Davis, Rochester, N. Y., Local No. 26.
703. O. Wersich, Albany and Troy, N. Y., Local No. 40.
327. J. L. Owens, Detroit, Mich., Local No. 25.
502. W. Cook, Detroit, Mich., Local No. 25.
530. J. Kelly, Detroit, Mich., Local No. 25.
534. A. Townsend, Detroit, Mich., Local No. 25.
483. F. Smith, Detroit, Mich., Local No. 25.
465. J. Cole, Detroit, Mich., Local No. 25.
135. James P. Boyle, Portsmouth, Va.
1432. S. J. Downs, Cleveland, O., Local No. 3.
593. Fred Christopherson.
1569. J. Frederich, from Detroit.
1491. D. Latourneau, from Detroit.

REINSTATED.

Reg. No.

483. F. Smith, Detroit, Mich.
165. J. Cole, Detroit, Mich.

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MEMBERS TRANSFERRED.

Reg No.

503. Walter Sweeney, from Local No. 25 to Local No. 14.
501. Ed Smith, from Local No. 25 to Local No. 2.
454. H. S. Yeckel, from Local No. 25 to Local No. 3.
492. E. Comber, from Local No. 25 to Local No. 3.
1666. J. McLoughlin, from Local No. 34, to Local No. 25.
653. P. Walsh, from Local No. 38 to Local No. 14.
647. Emmett Coll, from Local No. 38 to Local No. 14.
506. R. Walsh, from Local No. 25 to Local No. 3.
1394. W. Macon, from Local No. 25 to Local No. 3.
1482. J. Tote, from Local No. 3 to Local No. —
1453. C. Kolcoomes, from Local No. 3 to Local No. —
1428. Clyde Colwell, from Local No. 3 to Local No. —
1685. Peter Kane, from Boston to Pittsburg.
509. J. Meyer, from Detroit to Cincinnati.
494. H. Yeckel, from Detroit to Cleveland.
491. W. Toulster, from Detroit to Pittsburg.

BOOKS LOST.

Reg. No.

22. A. J. Roderman.
278. Louis Dahlberg, Boston, Mass.
332. Wm. Schwab, Cincinnati, O.
201. J. R. Dority, Boston, Mass.
480. Chas. Sussex, Local, No. 25, Detroit.
1508. Walter Hall, Pittsburg, Pa.
55. G. F. Barty, Pittsburg, Pa.
514. H. French, Detroit, Mich.

NEW MEMBERS.

Reg. No.

1688. O. V. Dunsworth, Local No. 27, Kansas City, Mo.
1689. W. D. Ryder, Local No. 27, Kansas City, Mo.
1690. N. S. Lanchor, Local No. 33, Connecticut.
1693. John Nassel, Local No. 30, Syracuse, N. Y.
1694. John Redman, Local No. 30, Syracuse, N. Y.
1695. L. Charbormeau, Local No. 25, Detroit, Mich.
1696. Lloyd L. Cave, Local No. 24, Washington, D. C.
1697. Albert J. P. Ross, Local No. 24, Washington, D. C.
1698. Harry Nace, Local No. 9, Portsmouth, Va.
1699. Chas. E. Middleton, Local No. 9, Portsmouth, Va.
1700. Fred A. Leibiger, Local No. 9, Portsmouth, Va.
1701. W. M. Cogdill, Local No. 9, Portsmouth, Va.
1702. M. Rittenhouse, Local No. 14, Philadelphia, Pa.
1703. Robert Aikey, Local No. 14, Philadelphia, Pa.
1704. Chas. Borsky, Local No. 14, Philadelphia, Pa.
1705. Wm. Harf, Local No. 2, Pittsburg, Pa.
1706. Ira White, Local No. 2, Pittsburg, Pa.
1707. H. R. Ferguson, Local No. 2, Pittsburg, Pa.
1708. J. Webele, Local No. 2, Pittsburg, Pa.
1709. J. Shara, Local No. 2, Pittsburg, Pa.
1710. H. Schrader, Local No. 14, Philadelphia, Pa.
1711. John Jacobson, Local No. 6, Boston, Mass.

CHANGE IN RATING.

Reg. No.

278. Louis Dahlberg, from improver to mechanic.
293. Gus A. Johnson, from improver to mechanic.
297. Richard Lindeton, from improver to mechanic.
589. Chas. Bloon, from improver to mechanic.
602. L. Johnson, from improver to mechanic.
1506. Hugh Stade, from improver to mechanic.

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IN MEMORIAM

IN MEMORIAM.

Whereas, It has pleased Almighty God in his infinite wisdom and mercy to call to his heavenly home our esteemed and beloved Bro. Frank Hummel; and as the removal of this brother from our ranks has left a vacancy and a shadow that will be deeply realized by all members of Local No. 3, theertore be it resolved,

That we, the members of Local No. 3, extend to our late brother's family our heartfelt sympathy in the loss of our sincere and loyal brother. Therefore be it further resolved,

That, in token of sorrow at the death of our brother, the charter of this local be draped in mourning for 30 days and a copy of these resolutions be sent to his family and placed on the minutes of the local; also a copy sent to Official Journal for publication.

L. E. FASSETT, Sec'y.

JAMES GASTROCK.

Whereas, the Almighty God in His infinite wisdom, has deemed it wise to call from our midst our esteemed and beloved brother, James Gastrock; and

Whereas, James Gastrock was a true and loyal member of our union and an honest and faithful workman; be it

Resolved, that we hereby express our heartfelt sympathy to his bereaved family in their hour of grief; and be it further

Resolved, that our charter be draped in mourning for a period of thirty days and that a copy of these resolutions be sent to the bereaved family, that a copy be sent to the Official Journal of this organization and they be spread on the minutes of our Local.

WILLIAM BANCROFT,
Committee.

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American Federation of Labor News

WORKMEN ON BOARDS.

Kansas City, Mo.—The Kansas City Post, published by Frank P. Walsh, agrees with President Gompers' suggestion to President Wilson that workingmen should be placed on various government boards.

"If workers were appointed," says the Post, "they might be able to give new insight to many problems which now are managed in a one-sided way.

"The clash of ideas between different interest in any body of men clothed with power is the first step toward curing and ending disagreements. There are but few men not susceptible to the power of truthful argument. The world has been trying for centuries to bring peace between widely separated factions through a plan of each meeting by itself and cementing its opinions all the tighter.

"A healthful brush between men of varying opinions would result in mutual recognition of the rights of all concerned."

CARPENTERS WANT 8 HOURS.

Baltimore.—Carpenters in this city are demanding $4.50 for an eight hour day, beginning the first of the year. The present rate is $3.50. These workers say Baltimore ranks among the leading cities near the fifty mark in wages and sixth in population.

A. F. OF L. HOME STONE LAID.

Washington.—The cornerstone of the new A. F. of L. office building was laid last Saturday afternoon with appropriate ceremonies. President Gompers wielded the trowel. A large delegation of visiting and resident trade unionists and government officials were present, and a band, volunteered by the local musicians' union, furnished music.

In referring to the significance of this occasion, Secretary of Labor Wilson said "the erection of this building marks a great epoch in the history of unionized wage earners in America." He paid a tribute to the successful work of the American Federation of Labor in making possible better conditions for the working men and women, and declared that these betterments were also enjoyed by the unorganized toilers.

President Gompers made a brief address in which he referred to the progress of labor through organization. "This structure of labor," he said, "typifies all that is good and noble, and will stand an enduring monument which shall inspire the members of organized labor to carry the work through all times."

The cornerstone, a massive piece of granite, was presented to the Federation by Henry J. Gompers, a member of the Granite Cutters' Union and a son of President Gompers. The donor himself chiseled this inscription on the stone:

"American Federation of Labor; founded 1881; this edifice erected for service in the cause of labor, justice, freedom, humanity—1915-16."

A copper box, containing official documents of the organization, letters from President Wilson, Secretary of Labor Wilson, and President Gompers, photographs of them and also of the executive council of the Federation in 1881 and the present council, together with coins, newspapers, and

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other articles, were place in the corner stone.

The copper box was made by P. G. Hugo, a member of the Kansas City, Mo., Sheet Metal Workers' Union, and presented to the Federation by President John J. Hynes of the Amalgamated Sheet Metal International Alliance.

ORGANIZER BLAMES GUNMEN.

Washington.—In a lengthy statement on the riot at East Youngstown, Organizer T. H. Flynn, representing the American Federation of Labor at that place, writes to A. F. of L, Secretary Frank Morrison, in part, as follows:

"This plant is the Youngstown Sheet and Tube Company, whose workers came out only a few days ago, and up until yesterday afternoon our representatives never met the strikers in these plants. The strike that we were handling was the Republic Iron and Steel Company, and with 6,000 men that were out in these plants which we organized and got under control there has not been one instance of violence.

"Yesterday afternoon we heard that a riot was probable and in order that the strikers might not become victims of such a disgraceful act I sent all the organizers to East Youngstown to arrange for a meeting in a big hall so that our organizers could address the foreign-speaking people and show them the danger that might arise from any acts of violence. The company heard that we were about to so instruct the men and immediately hired the hall and would not permit us to hold the meeting. They sent their agents to the men, got them into saloons and spent money lavishly until they had the men all excited.

"The Republic Iron and Steel Company is meeting committees of all departments and trying to negotiate terms of settlement, while their employes, who are becoming members of our organization, and who are daily meeting with us, have not raised a hand in violence. City officials, from the mayor to the chief of police, meet with me every day and in very complimentary words have praised us for taking the action we have, insofar as maintaining peace is concerned.

"Saloons are all closed, but this is not on account of the acts of the strikers, who are working under instructions of the labor officials, but is due to the lawlessness of those who have not as yet met with the representatives of organized labor and who are foolishly meeting with the spy system and detective agency system of the Youngstown Sheet and Tube Company, who are paid to keep up this turmoil in order to divert public sentiment."

HIGH DUES MEANS PROGRESS.

Chicago.—Under the caption, "Union Preparedness," the Union Leader, official magazine of the electric railway employes of this city, says:

"One of the great drawbacks to our unions is the lack of spirit among our members to properly finance them. The merchant or manufacturer who is conducting a growing business, ever seeking to expand and cover new fields, puts more and more money into his business to protect what he has and to reach out for more. It is different with the average trade union. Wage movements are instituted and won, great gains are realized by the membership and not a dollar of the thousands and millions of wage increases is added to the union treasury to help protect advanced conditions and to forge ahead for something better.

"Shoestring financing of unions has been responsible for many defeats. The union with a good treasury, properly safeguarded, is a power to be reckoned with and is sure to bring results. If we are to advance and establish conditions in industry which will guarantee the workers more of the better things of life we must build up our union treasuries. We must prepare to meet the opposition that

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has to be overcome before we can make advances, and it takes money to put up the fight.

"A cheap people make no progress. China is an example. A cheap union is no different. Proper standards allowed for, the progress of a union can be measured by the amount of money its members are willing to pay into it. The low dues union gets small results, just as the high dues union gets large results. Each is enabled to make a fight in proportion to its finances.

"When the members of the Amalgamated association were paying fifty-cent dues they were getting all that fifty cents would bring. Since they have been paying dollar dues they have made great progress, both in wage return and union benefits. Some day our members will be educated to the necessity of two-dollar dues; then progress will be greater than ever.

"All our older unions have passed through the low dues stage. They have learned in the school of bitter experience that a low dues organization cannot be progressive."

ADVANTAGES OF HIGH UNION DUES.

Power is necessary to influence. Power depends upon resources. This is true of the trade union as well as of every other organization. The labor organizations that have the greatest power to protect their members and the greatest influence in furthering the needs and the demands of their members are the labor organizations provided with ample, substantial financial resources.

There is only one way to accumulate organization funds—payment of adequate union dues. Organizations have found it a wise policy to increase low dues as rapidly as possible because increased financial resources at their command give them increased prestige, increased ability to secure better wages and working conditions and increased ability to provide against threatened dangers. There is no investment a wage earner can make that will bring him greater returns than his union dues. If dues to the union are increased proportionally as the union increases wages the power of the union to promote and safeguard the interest of its members becomes increasingly effective.

The financial organization of a trade union must be based on sound business principles. Wildcat finances in trade unions will be no more reliable than wildcat banking investments. Money will not get into the union treasury by miracle or by the wishing process. The protection of a well filled treasury is possible only for those who are willing to pay the price in dues, management and foresight. The very existence of a sound financial organization constitutes a defense of its members. Power does not always have to be aggressively used in order to be effective—reserve power is often the most potent. Consciousness that they possess power puts moral courage and confidence into the workers, and it puts fear into the hearts of those who would wrong them. When power exists there is hesitancy to deny the possessors their rights or fair demands. The existence of the power of self-defense prevents many industrial struggles, while the weak and helpless are wronged with impunity.

As union dues are increased it is possible to extend the system of union benefits. These benefits supplement the wages earned and enable unionists to live better and more comfortably.

Labor organizations are constantly preaching the gospel of higher wages. What wages are to the individual dues are to the organization. The ideal of the American Federation of Labor is to have each organization strong, competent to manage its affairs and to solve its own difficulties. While there is whole souled sympathy and willingness to help fellow workers in their time of need, yet the best results for all workers can be obtained when each organization is free to protect and promote the rights and interests of its own members and to organize the yet unorganized.

But high dues should not be accompanied by high initiation fees. Indeed the initiation fee should be small, thereby inviting and making it possible for the yet unorganized to join the union and to make common cause with their fellow workers to secure the common welfare of all. High dues regularly paid will inevitably lead to greater self-reliance, mutual interdependence, unity, solidarity, fraternity and federation.—American Federationist.

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MONTHLY REPORTS.

No.	Local	Oct.	Nov.	Dec.
1.	St. Louis, Mo.	Dull	Fair	Dull.
2.	Pittsburg, Pa.	Fair	Fair	Dull.
3.	Cleveland, O.	Fair	Fair	Fair.
4.	Buffalo, N. Y.	Fair	Fair	Dull.
6.	Boston, Mass.	Fair	Fair	Good.
7.	Seattle, Wash.	Extra Fair	Dull	Dull
8.	Cincinnati, O.	Very dull	Fair	Fair.
9.	Portsmouth, Va.	Fair	Fair	Fair.
10.	New Orleans, La.	No report	No report.	No report.
11.	Baltimore, Md.	Very dull	Very dull	Dull.
12.	New York, N. Y.	Very dull	Very dull	Very dull.
14.	Philadelphia, Pa.	Fair	Good	Prospect looks good for the winter.
15.	Winnipeg, Canada	Fair	Fair	Fair winter prospect, not good.
16.	San Francisco, Cal.	No report	No report	No report.
17.	Chicago, Ill.	No report	No report	No report.
18.	Indianapolis, Ind.	Fair	Fair	Not very good.
19.	Milwaukee, Wis.	Dull	Fair	Dull.
20.	Toronto, Canada	Dull	Very dull	Very dull.
21.	Dallas, Tex.	Dull	Dull	No report.
22.	Houston, Tex.	Dull	No report.	Dull.
23.	Montreal, Canada	Dull	Dull	Dull.
24.	Washington, D. C.	Good	Good	Fair.
25.	Detroit, Mich.	Not very good	Good	Not very good.
26.	Rochester, N. Y.	Fair	Fair	Dull.
27.	Kansas City, Mo.	Dull	Dull	Very dull.
30.	Syracuse, N. Y.	Fair	Good	Fair.
31.	Providence, R. I.	Very dull	Fair	Fair.
32.	Essex and Hudson Co.	Very dull	Dull	Dull.
33.	Connecticut	Fair	Fair	Fair.
34.	Minneapolis, Minn.	Dull	Fair	Dull.
36.	Portland, Ore.	Dull	Dull	Dull.
38.	Wilkesbarre, Pa.	Dull	Dull	Very dull.
39.	Omaha, Neb.	No report	No report	No report.
40.	Albany and Troy	Fair	Dull	Dull.
41.	Grand Rapids, Mich.	Fair	Very dull	Very dull.
42.	Wilmington, Del.	Good	Good	Good.
43.	Springfield, Mass.	Good.	Good	Dull.

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THINGS YOU OUGHT TO REMEMBER.

That the union is composed of men and women who are trying to help humanity. That you are a part of the union and responsible for its condition. That if the union makes mistakes it is your duty to help correct them. That your union dues should be paid before any other indebtedness. That the officers of your union are selected by the majority and should be respected by you.

That you have the right to aspire for anything within the gift of the organization by using proper means.

That should the union become dissolved we would go back to the brutal conditions under which we used to work.

That to-day the union makes you an independent individual and not the cringing creature you were before the union was established.

That we, in this country, should avail ourselves of the opportunity to join the union, because under many governments in Europe it is criminal to join an organization of labor.

That there is much still to be done by the union and that we need it to-day more than ever before.

That if flour sells for $10.00 a barrel you will have to get more money in order to buy the flour.

That you should always help another union by patronizing union made products.

That you are one of those who never think seriously about your union unless there is a wage scale or an election up.

That you never attend your meetings unless you have nothing else to do.

That you are bound to attend the meetings of your union as much as you are bound to meet the other obligations of your daily life.

That the good union man always has the interest of his employer at heart.

That organized trade union movement does not stand for wrongdoing.

That intoxication at any time, and especially during working hours, is a crime that organized labor detests and despises and will not condone.

That dishonesty in handling the affairs of your employer should mean your instant discharge.

That as we look for justice from others we are bound also to render justice to those whom we deal with, especially our employers.

That the best returns for a day's work is the thought that you have done your full duty.

That kindness to the weak brother means more than dollars and cents, in many instances.

That courtesy at home and on the street denotes the true gentleman, no matter what his wealth.

That proper consideration for the feelings of others always bespeaks nobleness in the individual.

That as the world grows older the struggle becomes greater.

That those who are not up and doing every hour of the day are going to fall behind in the race for life.

And finally, that it is a distinct honor to wear your union emblem in a conspicuous place and to be proud of the fact that you are a member of your organization.

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THE SHORTER WORKDAY.

To the National and International Unions, State Bodies, City Central Bodies, and American Federation of Labor Organizers.

Dear Sirs and Brothers: At the San Francisco Convention of the American Federation of Labor many matters affecting the interests of our organizations, as well as the interests of the wage-earners of the entire country, were considered. Among them are the following, to which your attention is especially directed:

Considering the question of the shorter workday, the convention declared:

"Because of the far-reaching importance and effect of the shorter workday upon the material physical and mental conditions of the working people, we cannot too strongly impress upon all wage-earners the necessity to concentrate their chief effort to secure the shorter workday —the general application of at least the eight-hour day.

"We, therefore, recommend that all wage-earners—all the toilers of America—unite and make common cause for the attainment of this economic, social, political and moral boon at the earliest possible day. No proposition more sound economically, sociologically and humanely can be adopted than the enforcement of the general eight-hour workday for the workers engaged upon any field of human endeavor."

The San Francisco Convention of the American Federation of Labor, November, 1915, declared its position upon the shorter workday and the means to obtain it, as follows:

"It is an accepted principle that the shorter workday is a fundamental step in the betterment of the workers. The shorter workday affects the length of life, the health, the standards of life, and, in fact, every phase of the lives of the workers. The wage-earner whose hours of labor are decreased goes to work and comes from work at a different time than before, and consequently comes in contact with people whose habits of living are different. From contact with these people of greater leisure, he establishes new ideals. He has a greater number of hours in which to rest, revive his energies, and devote to recreation or the development of his mind. Thus the shorter workday makes of the worker a different person, a person of greater physical endurance, greater vitality, higher ideals, and consequently a person who will not be satisfied with the old standards of the long hours of work.

"The improved methods of production which always follow a reduction in the hours of labor increase the productive power of the worker and consequently he is in a position to demand and receive higher wages. Invariably every decrease in the hours of work per day is accompanied or followed by an increase in wages. The shorter workday movement is to secure to the workers greater material advantage. It is an important movement in conserving national vigor and health and in guarding against those tendencies that undermine true national power. From this is evident the importance of the action of the Philadelphia Convention, in adopting the following:

"'The American Federation of Labor, as in the past, again declares that the question of the regulation of wages and the hours of labor should be undertaken through trade union activity, and not to be made subjects of laws through legislative enactment, excepting in so far as such regulations affect or govern the employment of women and minors, health and morals and employment by federal, state or municipal governments.'

"The economic strength of the organization determines the bargaining power of that organization. One of the objective points which the anthracite miners include in their demands for the new 1916 contract is the eight-hour day. They have wisely planned their campaign in advance and have measured their forces so that they will be in the best position possible to enforce their demands. It is very significant that the gains that have been made in shortening the workday in private industries throughout the country have been fundamentally due to the influence of the economic power in the trade organizations, and have been secured through economic action. Also significant in connection with this is the recommendation of the federal Commission on Industrial Relations: 'The regulation by legal enactment of hours of work of adult workmen is not generally practicable

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or desirable except for public employes.' It cannot be overemphasized that the wage-earners must depend upon their economic organizations for securing a shorter workday. This method is not only effective in securing for the workers this fundamental step in their betterment, but it enables them at the same time to maintain their independence and their resourcefulness, together with the right to determine those things which affect the conditions of work under which they must toil.

"To secure the shorter workday by any other method makes it necessary for the wage-earners to delegate to other authorities other things which vitally affect them, and which constitute a limitation upon their activities and their rights, and thus finally lessen their freedom.

"Because of the far-reaching importance and effect of the shorter workday upon the material, physical and mental conditions of the working people, we cannot too strongly impress upon all wage-earners the necessity to concentrate their chief effort to secure the shorter workday—the general application of at least the eight-hour day.

"We, therefore, recommend that all wage-earners—all the toilers of America—unite and make common cause for the attainment of this economic, social, political and moral boon at the earliest possible day. No proposition more sound economically, sociologically and humanely can be adopted than the enforcement of the general eight-hour workday for all the workers engaged upon any field of human endeavor."

Therefore, the workers of America are urged to concentrate all effort for the attainment of the shorter workday, at least an eight-hour day.

It was directed that every effort be made to encourage the work of organizing and to organize the school teachers throughout the country

The convention urged all national and international unions and city central bodies to encourage their members and delegates to subscribe to the American Federationist.

The national and international unions were urged to have their local unions affiliate with central bodies and state federations of labor in their respective jurisdictions, and that all central bodies should affiliate with the state federations of labor under whose jurisdiction they may be located.

It was decided that every effort be made during the coming year to persuade the unaffiliated national and international unions to cast in their lot with the great body of organized labor under the banner of the American Federation of Labor.

It was recommended that all national and international unions should secure the protection afforded by the registration of their titles and labels.

National and international unions were asked to give such assistance as may be possible to the labor forward movement in the various localities, as the "Labor Forward Movement" is one of the best means of organizing the unorganized and at the same time stimulating and arousing interest among the members who have become careless or indifferent.

The convention declared in favor of the establishment of free state universities, of text-books, tuition, laboratories, etc., being free to all.

It was requested that the organizers of the American Federation of Labor be instructed to make every legitimate effort to organize local unions of firemen connected with the municipal fire departments in the various cities throughout the country with a view of ultimately forming a national organization.

It was decided that organized labor will agitate in support of union labels, shop cards and buttons of the various affiliated organizations.

Reference was made to the work of some of the state federations of labor and the effort to secure the enactment of the "Model Antitrust Injunction Limitation Law for State Use," as recommended by the Philadelphia Convention, and the officers of the state federations and city central bodies were urged to insist vigorously upon the enactment of such a law in the states in which it has not already been secured. Copies of such law will be furnished upon application.

The various subjects to which reference is made herein are some of the important matters dealt with by the convention to which it is deemed necessary to call your attention at this time. The demands for which the convention declared regarding legislation at the hands of Congress, the state legislatures and municipalities, need not be recounted here. Through the columns of the American Federa-

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tionist and the American Federation of Labor Weekly News Letter, as well as by official circulars from time to time during the year, other matters dealt with by the convention or which may arise will be brought to your attention.

In carrying out the letter and the spirit of the San Francisco Convention it is earnestly hoped that the officers and members of all organized labor will co-operate and assist to the best of their ability, for it is only through your sympathetic co-operation that the instructions of the convention can be successfully carried into effect. It is the duty of every member of organized labor, of the great rank and file as well as of the officers, to put forth the best efforts of which each is capable that this year, the year of 1916, may bring greater growth and success in every field of our activity, so that our movement may bring improvement and hope in the life and the work of the toilers of America.

Permit me to thank you for the splendid assistance you have given during the year just closed, and to hope for still greater success and happiness for 1916.

Now, as ever before, is it necessary and essential that every man shall do his duty.

Fraternally yours,

Attest: SAMUEL GOMPERS,
President, American Federation of Labor.
FRANK MORRISON, Secretary.

BRICKLAYERS TO AFFILIATE.

Toronto, Ontario.—The convention of the Bricklayers' and Masons' International Union voted to affiliate with the American Federation of Labor. The convention instructed its executive board to take no steps to make this declaration effective "until they are fully convinced that no law exists that will compel any subordinate union of our organization into any sympathetic strike of a jurisdictional or of any character without the consent of our International officers."

Trade unionists point out that as the American Federation of Labor grants complete autonomy to its affiliates on all matters referred to in the bricklayers' instructions to their executive board, there can be no reason why this International cannot immediately join with the great family of trade unions under the banner of the American Federation of Labor.

The convention also declared in favor of affiliating with the Trades and Labor Congress of Canada. The purpose of this organization is to urge remedial legislation for Dominion workers.

WHAT IS A FRIEND?

A friend is the first person who comes in when the whole world has gone out.

A bank of credit on which we can draw supplies of confidence, counsel, sympathy, help and love.

One who considers my need before my deservings.

The triple alliance of the three great powers—love, sympathy and help.

One who understands our silence.

A jewel, whose luster the strong acids of poverty and misfortune cannot dim.

One who smiles on our fortunes, frowns on our faults, sympathizes with our sorrows, weeps at our bereavements and is a safe fortress at all times of trouble.

One who, gaining the top of the ladder, won't forget you if you remain at the bottom.

The holly of life, whose qualities are overshadowed in the summer of prosperity, but blossom in the winter of adversity.

A watch which beats true for all time, and never "runs down."

An earthly minister of heavenly happiness.

A man like ivy,—the greater the ruin, the closer he clings.

One who is to himself true, and therefore must be so to you.

The same to-day, the same to-morrow, either in prosperity, adversity or sorrow.

One who guards another's interest as his own, and neither flatters nor deceives.

One truer to me than I am myself.

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J. S. Puckett, Secretary, 827 N. Park Ave., Norfolk, Va.
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High and Middle Sts.

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P. J. McGinnis, Secretary, 709 Philip 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, 2303 Ashland Ave.
Meets Second and Fourth Fridays at Cockey's Hall.

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General Office, 1312 Filbers St.

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B. Ranson, Secretary, 773 Simcoe St.
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