OFFICIAL JOURNAL

International Association

Heat and Frost Insulators

and Asbestos Workers

APRIL, 1916



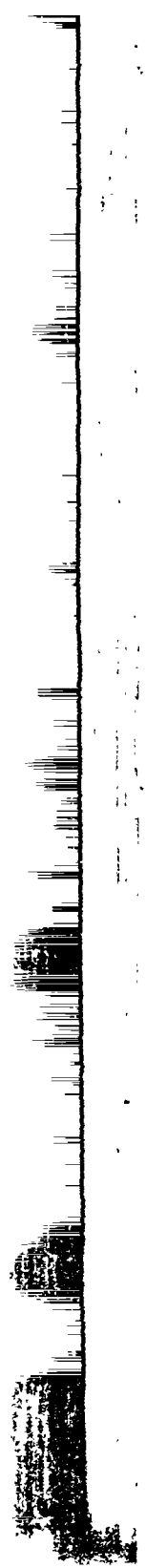
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ISSUED QUARTERLY, JANUARY, APRIL, JULY, OCTOBER

GENERAL EXECUTIVE BOARD

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NEW YORK'S AWAKENING.

The city of New York has, for some years back, been the stamping ground of the "speed boy." The "speed boy" is a creation of latter years and he is entirely responsible for the almost entire disappearance of the old standard of work as was done by those canvasmen who believed that a seam should be sewed straight and that three stitches to the inch was doing justice to the fellow who paid the bill. So did the cementer think who straight-edged his second coat and finished with a "skim." But the "speed boy" changed that way of thinking. He believed in making a record for himself. His process of reasoning proved the fallacy of opening and pasting the flap of the section on concealed rises or in dark chambers. One slit of the knife up the back of the section was sufficient for him. Slapperitus a couple of bands and "presto!" the job was done. Very simple, indeed, with time, labor and even the paste saved. And the fittings? Well, what's the use of going into details. Suffice to say that the reader can best judge for himself when the writer makes the claim that he became an expert on "finger prints" while serving as Business Agent of Local 12, and grew so proficient in this art that he could view a fitting and call the name of the fellow whose fingers never held a trowel while "finishing" it. Of course, there has always been good work done in New York City. But the amount of it has been decreasing yearly. The "speed boy" has demoralized the standards and naturally affected the efforts of good mechanics. The Local has officially done its best in an advisory effort time without number to eliminate this trade cancer, but could make no progress just so long as the "speed boy" was in good standing and his employer was unwilling to complain upon the "workmanlike" method and manner of job execution. Everything was rosy, seemingly. But there came a change. The "come backs" began to multiply too rapidly. The "speed boy" blamed them on the shop foreman and the latter put them up to the "speed boy." The front office began to sit up and take notice. It began to be a case of "show down." Things had been running so that after the completion of a job that brought no complaint the "speed boy" was hailed as a trade hero by the shop foreman who bestowed upon him an approving and affectionate pat on the back besides promising him the biggest job in sight. Why wouldn't he? It was the "speed boy" who boosted the batting average of the shop foreman by "pulling the job out of the hole." Some how or other almost every job in New York City of late years was "in a hole" before it was started, but that's another story. Let's

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get back to the "speed boy" and the foreman. There were times when the "speed boy" was no hero in the eyes of the shop foreman. These were the occasions upon which the foreman "bawled out" the "speed boy" and also "canned" him, when the front office sat up and took notice of a "come back" from one of its favorite customers. Things got so bad that the shop foreman couldn't make the "speed boy" understand that any specification had to be followed even under orders or that any labor performed had to be done in a workmanlike manner. In fact there were instances where the "speed boy" was reprimanded by the front office and forced back upon certain work to finish it properly. And did he do it? He did NOT. He never touched the work, but again returned to the shop and pronounced it perfect. The "speed boy" had gotten beyond rotten workmanship. He had gotten beyond the control of the shop foreman. He had gotten to the point where he couldn't be trusted to carry out specific orders, or in other words do a decent job when he was told to. It was found that the "hex" wire was missing from between the first and second coatings of cement and that the tar paper and asbestos paper were absenting themselves from beneath the hair felt on hot and cold piping. One of these latter incidents proved a blessing in disguise to the trade. The facts got past the foreman and into the front office of a certain employer who stood to lose a tidy sum in material and labor through the removing and proper replacing of a hair felt operation that failed to live up to written specifications. The EMPLOYER brought a complaint to the Joint Trade Board after having been badly bitten. The "speed boy" was the sufferer and the following is now Trade Law, is in printed form, and copies given the entire membership of Local 12:

ATTENTION!

Brother: April 6, 1916.

The following is a Trade Law:

"That all mechanics must follow out their written specifications WITHOUT DEVIATION in executing their work," and another Trade Law reads:

"That in all cases where a question arises in regard to the WORKMANLIKE MANNER in which any work is executed the BUSINESS AGENT and a TRADE BOARD MEMBER of the New York League shall inspect the work together."

These Trade Laws are self explanatory and will be rigidly enforced. PROTECT YOURSELF by demanding and receiving

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WRITTEN specifications for each job you start or take charge of, and always be in a position to produce written specifications upon the request of the Business Agent. Do all your work in a WORKMANLIKE manner and save yourself the trouble of going over it again at YOUR OWN EXPENSE. Remember that in future the Business Agent will examine your work and STANDS INSTRUCTED to prefer charges against you should it not be done in WORKMANLIKE manner and in strict accordance with your WRITTEN SPECIFICATIONS.

When in doubt or in need of advice, PLAY SAFE and see your Business Agent at 79 Warren Street, or talk with him by calling Barclay 5083.

Yours fraternally,
MICHAEL HAPPEL, President,
P. J. O'MALLEY, Secretary.
Local 12, I. A. H. F. I. A. W.

It is to be understood that there always has been reputable employers in New York City. It is also to be remembered that the New York Joint Trade Board has upon numerous occasions passed judgment upon complaints of like nature when made by an EMPLOYER. This new Trade Law, however, is the first instrument ever given Local 12, or its Business Agents, to enforce a rule of specification honesty (which means more work for its membership) as well as to bring its membership to a realization of what "workmanlike manner" means irrespective of what the "speed boy" or the shop foreman may think or say on the subject. It is now "up to" the job foreman who holds the written specifications. He stands not only for himself but the work of the man to whom he gives orders. And in passing it is not probable that though even an employer would wish to evade the architect's specifications, he would dare take the long chance of giving his workmen such orders IN WRITING. This Trade Law was only made possible through the co-operation of the well meaning employers and it is to be hoped that this precedent as established in New York City will be hurriedly adopted by the trade throughout the country in order that the industry as a whole may be rehabilitated upon sound fundamentals that give opportunity to honest employers to procure honest prices which allow the giving of honest wages to honest workmen for honest effort. Trusting that this article may be well noted and liberally quoted by its readers, more especially at the meetings of their Joint Trade Boards, I remain.

Fraternally yours,
JOSEPH A. MULLANEY,
Secretary New York City Joint Trade Board.

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GENERAL PRESIDENT'S REPORT

Elmhurst, N. Y., April 30, 1916.

To Officers and Members, Greeting:

The continuance of my activities since the last report began at Washington on February 14, where at a meeting of Local 24 the proposed new agreement was adopted and placed in the hands of your President. This meeting also at my request named a Committee to be present at the following meeting of Local 11 at Baltimore in order that both Locals would have a thorough understanding along the lines of concerted action and mutual co-operation in the then pending new trade agreement issues at both cities. Your President interviewed the Washington employers the next day, after which he left for Baltimore. At the latter city, the employers were met in conference with the Agreement Committee from Local 11. This conference was most disappointing, inasmuch as the employers took a firm stand for the resigning of the old agreement and that only. They flatly declared there would be no wage increase.

At the following meeting of Local 11, at which Local 24 was represented by Brothers McClellan, Streiter and Eames, the proposed new trade agreement was modified, thoroughly discussed and placed in the hands of your President. This was one month and a half after the expiration of the former trade agreement. Your President counselled patient inaction at least until one last final effort had been made to try to change the attitude of the employers. This was agreed to and a request for an employers' conference was granted and date set for March 26. Your President then proceeded to Portsmouth, Va., and at a meeting of Local 9 made himself acquainted with its membership, its needs, and local conditions. He found it almost entirely dependent upon the Navy Yard work. He also found that Norfolk was just across the river, and Newsport News within thirteen miles.

Inasmuch as these three cities are all within the lawful radius of one local (30 miles), Local 9 requested International permission to change its charter title so as to read "Norfolk-Portsmouth-Newport News." This has since been granted by vote of General Executive Board. The next official action of your President proved to be a most welcome and pleasant task. It was the signing of the good standing notification sent out by telegram and letter the same day upon which the following self-explanatory document reached him:

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Chicago, Feb. 11, 1916.

Mr. Joseph A. Mullaney,
Int. Pres. H. & F. I. & A. W.

Dear Sir and Brother:

Local 17 of Chicago at its last regular meeting voted to accept the Arbitration Board's recommendation to pay up its back per capita tax to the International and thereby become in good standing and to have its members register as soon as the names can be compiled.

Local 17 understands that by this action it is immediately entitled to all of the privileges of the International the same as all affiliated locals.

This is as I understand the agreement entered between you and this Local (17).

The original agreement inclosed, duly signed and under seal.

Kindly send me a copy of the inclosed agreement for file as record.

Fraternally yours,
(Signed) J. F. GRADY, R. Sec'y.

1613 Dover Street.

Follows the agreement referred to:

"It is hereby agreed to by Local 17 and Pres. Mullaney that said Local shall be immediately placed in good standing and its membership registered upon its promise to pay its arrearages to date (based upon 175 members) and from Feb. 1, 1916, upon the number of its membership roster as forwarded to General Office for registration.

JOS. A. MULLANEY, General President.
J. T. GRADY, Sec'y Local 17,

This portion of my report, which means that Chicago is in line and that the right side of our ledger is heavier by over one thousand dollars, needs no further comment from my pen.

Indianapolis was the next city visited, where a meeting of Local 18 considered one appeal and went into the question of new Trade Agreement which resulted in your President being requested to accompany the Local Committee at their conference with the employers, to be held next day. At this conference, the employers refused to grant Local 18 any of its new propositions and stood upon the old agreement as a basis for settlement. This futile meeting was about to be adjourned when your President gave the employers present a frank talk on future possibilities together with a strong plea to do something that might avert possible trouble in the city of Indianapolis. This resulted in the employers withdrawing and going into

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secret conference which later resulted in them offering a two-year agreement with a daily wage increase of twenty cents each year. This was gladly accepted by the Agreement Committee of Local 18.

Cincinnati came next, where a meeting with the Executive Board of Local 8 was held at which the impending issue of new Trade Agreement was gone into and advised upon. The personnel and expression of this Committee led your President to believe that Cincinnati had well learned her trade lesson and that no such hasty action as in the case of the previous agreement issue was to be repeated. The next jump was St. Louis, where certain organization matters that needed attention were attended to. Then came Detroit and a meeting of Local 25, at which certain appeals and protests as recorded at the General Office and placed in the hands of your President were heard in the presence of those interested. The next day saw a conference of the Detroit Trade Board at which non-union conditions at certain ship yards were complained of by Local 25. Your President made a suggestion to this conference that brought fruit the very next day and has since unionized the ship yards in question, not only at Detroit but also at two other distant cities.

The next stop was at Cleveland and just long enough for a few hours' conference with Business Agent Budd and Secretary Fassett of Local 3. Then came Pittsburg, where a four hour wait for train connection was spent in consultation with International Vice-President Landes, the Business Agent of Local 2. Then came Baltimore, where the 21th of March found the Committee of Local 11 in conference with the employers. The latter proved adamant to all our pleading and again offered the old agreement. The meeting of Local 11 that same evening, after carefully weighing the situation, decided to make a stand. They had previously asked for International sanction of a strike and according to law, "The International Officer on the ground," who happened to be your President, carefully considered their request and granted same. A strike was declared with your President in command. By the exerting of a little International pressure the signatures of all Baltimore employers were on the new agreement in the remarkably short space of one day. In fact, the victory was won even before the membership at work on out of town operations heard of the strike.

At this time your President secured the signature of one firm to the new agreement of Local 21, which, of course, paves the way for a victory without strike at Washington, more so now in the face of the returns from the Baltimore issue. At both Baltimore and Wash-

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ington the wage increase is twenty-five cents. The next city visited was Philadelphia, where a meeting of Local 14 was attended. While at Philadelphia, Vice-President McCormick and myself accepted the invitation of the Local Convention Committee and visited the Bingham Hotel, where the room rates, as well as the commodious banquet hall caused us to give it our official sanction as the place of convention of the International Association to be held on Monday, October 2.

Then came Baltimore again, where local conditions in re the new agreement and one nonunion shop (Feck) necessitated my meeting President McGann and with him visiting certain steam fitting concerns. Then came Wilmington and a meeting of Local 42, at which nothing worth reporting transpired. The next move was to Boston and a meeting of Local 6, at which the discussion of certain inter-local conditions caused your President to request that Locals 6 and 43 be represented at the meeting of Local 33 at Hartford on May 1, which meeting your President will make special effort to attend to counsel reciprocal harmonious working conditions on both sides of the Connecticut river.

At this writing trade is not what it should be which is partially explained by the fact that material is tight, there being quite a bit of work ready and material shipment awaiting. There is more profit in the selling end of our business to-day than there is in contract application. It is with pleasure that the signing of Cincinnati (with just a wee bit of International help) is recorded. It is for three years with a wage increase of twenty, twenty and twenty. We also welcome Local 44 to our official family. This local was organized by Secretary McNamara, who represented our International in a "forward" movement at the city of Columbus, while your President was busy elsewhere. In speaking of the state of Ohio, your President would have it understood that he has met with stubborn resistance from certain influences that do not want to see Toledo, Ohio, chartered, but that he is still of the opinion that at the proper time he will charter that city and place its charter in the hands of Asbestos Workers who will be paid exclusively by the hour and who will work for reputable firms.

A trade incident worth recording is brought to your attention before my closing. It happened at the Joint Trade Board meeting of New York City and means that at least a proper mode of procedure has been devised wherein our trade work can be made what it ought to be. This action account is to be found elsewhere in this issue and should be noted and quoted by all those desirous of looking upon completed work without feeling the blush of shame.

Fraternally,

Joseph A. Mullaney

General President.

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ORGANIZATION IS THE THING.

By John R. Lawson.

It is no new idea this, that jails are frequently used as a place of vacation for members and officials of labor unions who refuse to bend the knee like cringing industrial serfs, or bow their heads in humble submission to the autocratic will of the princes of privilege. Yet the dawn of a new day is at hand when men without fear of persecution endeavor to open the eyes of their fellows to the true economic condition that surrounds them and call attention to the wrong that exists in our land. Labor's dream is to educate the worker; capital's plan is to jail the leaders. Education is our awakening light; fraternity our open hand of fellowship; the trade union movement our bulwark; federation and solidarity our impregnable fortress; active vigilance our watchword.

Now the time is ripe for a great educational campaign among the non-union workers; we must not fail to remind them of their duty to society, which is more pressing to-day than ever before, and their share of responsibility in the noble work of uplifting humanity none the less because they have denied themselves the opportunity of becoming part of our great movement.

We must encourage them to enlist with the mighty host of brain and brawn, that ever-increasing army of men and women that is heroically battling for economic justice; they are the weak link in the chain, yet are our brothers regardless of their lack of moral courage and understanding. "Organize every craft" should be our slogan; build up the trade union movement to a point where we can successfully demand social, political and industrial freedom- a wider chance in life for those who toil and a social system in which production shall be for use and not for profit, in which the worker shall be rewarded on the basis of the service he renders.

Were we seeking inspiration and encouragement, surely we need not look beyond the report of the United States Commission on Industrial Relations. An epoch in the history of our nation—organize and solidify your ranks is their message to us. That fearless champion of the poor, Frank P. Walsh, and those courageous members of the commission who stood so unflinchingly for truth and right, will live forever in the memory of those who love justice and fair play—have they not made unquestionably clear the fact that oppression, despotism and poverty run rampant throughout many of our industrial centers, particularly where the workers are not organized? Labor certainly must accept the report as a warning of the dangers ahead—that education, organization and federation are our only means of self-preservation, and that our ranks must be solidified. We should close the gap that contributes to our weakness by inducing every bona fide labor organization to become affiliated to the American Federation of Labor. This is an important step too long neglected.

We must also take a more active part in the political as well as in the industrial field. The vast power for good of this activity and consolidation of our forces will have a tremendous influence for a speedy remedy of our economic wrongs, and may serve as a timely warning to those masters of millions who are now using their immense wealth to divide the workers and crush them to the earth; calling their attention to the new era that is being ushered in when those who toil shall at last come into their inheritance.

The gauntlet has been thrown into the very teeth of labor by the captains of industry. There is no longer room for compromise. Labor must fight on and on unceasingly until it obtains justice.

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OF

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Do not leave the jurisdiction of your Local Union to go to work in the jurisdiction of another unless you notify the Local in whose jurisdiction you are going to work. By doing so you will avoid trouble for yourself and your Local.

Non-unionists who are enjoying good wages for eight hours' work can thank union labor for it. Their employers would not make these concessions except to keep their employes out of the unions.

John Barleycorn says: "Anybody can put me down; but I knock 'em all out in the end."—Sent by Joseph Sheahan, Local No. 1.

A friend is one who knows all about you, and loves you just the same.

Stick to your union. Be true to your union and the great cause of Labor, Justice and Human Freedom.

SAVE YOUR JACK.

When you are up against it good and hard, and you cannot procure employment of any kind, and wifey and the kiddies are in need of some of the necessaries of life, and you go to those dear old friends of yours with whom you blowed in the good dollars you should have saved for the rainy day, and whom you helped financially repeatedly in the past, and ask them to lend you a few dollars and they tell you, "No, I cannot do it, Tom," and you know each of them has a good sized roll in his pocket, then you know who your friends are.

Save your "Jack." There is nothing to this good fellow business, for when you are down and out, those you think will help you and should help you will give you the glassy stare and the cold mit.

They do not consider what you were yesterday. It is what you are to-day.

Let us concentrate our efforts to organize all the forces of wage labor and within the ranks contest fairly and openly for the different views which may be entertained upon the different steps to be taken to move the grand army of labor onward and forward. In no organization on earth is there such toleration, so great a scope, and so free a forum as inside the ranks of the A. F. of L., and nowhere is there such a fair opportunity afforded for the advocacy of a new or brighter thought.

The trade unions are the natural growth of natural laws, and from the very nature of their being have stood the test of time and experience. The development of the trade unions, regarded both from the standpoint of numerical expansion and of practical working, has been marvelously rapid. Trade unions have demonstrated their ability to cope with every emergency, economical or political, as it arises.

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REPORT OF THE SECRETARY-TREASURER.

On February 3, I visited the City of Toledo, Ohio, and met President Jos. A. Mullaney, on matters pertaining to the office and after spending Sunday on same was instructed by him to remain a day or so, and try to form a local, and at this writing have an application for same, and hope to place it in the near future.

On March 2, I visited Kansas City, Mo., Local No. 27, and while there took up the case of Art Hall vs. the Local, and after a general discussion I confirmed the action of the Local, and of which at this time the Local is moving along very nicely, with not much work, but a good prospect. While there I visited the federal prison at Leavenworth, and had a long talk with some of the iron workers.

On Wednesday, April 19, in response to a call of a labor forward movement at Columbus, Ohio, I met Business Agent A. H. Budd, of the Cleveland Local, who was very much in favor of placing a Local at that city, and with a previous letter from the Local stating they would assist in any way, shape or form in forming a local there. At this labor forward movement most of the trades were represented by some International officer and the Building Trades Council to-day is in a better shape than it has been at any time. A committee from the Building Trades Council and representatives of the various Internationals visited Mr. Barry, who is chairman of the Public Safety, for the purpose of having the chief of police to let the organizers alone, as Mr. McMahon of the machinists was taken before the chief at three different times, but no charges placed against him, but was told to leave town, and that possibly the same action may be taken against the other organizers. The visit proved successful, as after same no one was molested.

On Friday, I met the boys in town working at the trade and after a meeting which lasted three hours, in which the general conditions of the town were discussed, we then adjourned to meet on Saturday afternoon. On Saturday the Local was practically organized and the application for charter was signed, and having a previous engagement at Cincinnati, I left with instructions that I would return on Monday. I then proceeded to Cincinnati, and arrived there Sunday, April 3, and met Geo. Frooks, the Business Agent, and the Executive Board and several of the other officers, and after a general discussion of the new agreement, which was presented to the bosses, was entered into and after giving advice on several points, returned to Columbus and made the final arrangements for a local. Met the boys at the Virginia Hotel as appointed and the Local was formed, which shall be known as Local No. 44, of Columbus, Ohio, and vicinity, although very small the charter has been placed in the hands of very competent men. The Local starts at 47½ cents per hour. After leaving the boys in good spirits, I proceeded to Cincinnati, as previously arranged, and arrived at Cincinnati and visited the bosses in company with Business Agent Geo. Frooks, and all seemed satis-

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fied with the new agreement, which is for 55 cents per hour the first year and 57½ cents per hour the second and 60 cents per hour the third year and closed shop and 100 per cent organization. One word for the committee, which was the pick of the local there, no honest or more conscientious committee could have been picked anywhere, and wish to congratulate them on the business-like manner they conducted themselves in the meeting with the employers. Leaving Cincinnati, I went directly to St. Louis.

Received the sanction of the Executive Board relative to having the name of the Association registered. I applied for same in the United States Patent Office and am now waiting for the certificate and the registered number for it, as there has been no opposition and same is placed on the calendar.

Now in regards to the registering of the same, no Local or no individual can use the name of the International Association, either by having cards printed, literature, letter heads or permit blanks without the sanction of the Association and anyone infringing upon the rights can be prosecuted. This was done to protect the Association from any one infringing upon the name.

Locals Organized: In the last three months, or in the last quarter, we have organized one local, which is at Columbus, Ohio, and which shall be known as Local No. 11, and have three prospective locals which I hope to report same in the near future.

Finances: The finances of the Association are far below the expectations, but this is due possibly to the dullness.

Executive Board Meeting: The following are the appeals that have been acted upon by the General Executive Board: Art Hall vs. Local No. 27; expelled by the Local, which was taken up by Secretary McNamara, and confirmed the decision of the Local, and was concurred in by all members of the International Executive Board. H. Guy Ray vs. the Indianapolis Local, which was placed in the hands of the International President Jos. A. Mullaney, for investigation and who recommended that the Local be not sustained and was concurred in by all members of the International Executive Board. The appeal of Frank H. Holmes vs. the Detroit Local No. 25, was withdrawn by F. H. Holmes. The case of John L. Owens, Jas. A. Kelly and Wm. Cook vs. the Detroit Local No. 25, and which was placed in the hands of the International President, and who recommended that the Local be sustained, was concurred in by all members. The issuing of a charter to Columbus, Ohio, was sanctioned by the entire International Executive Board. The changing of the name of Portsmouth, Va., Local No. 9, to Norfolk and Portsmouth and Vicinity was concurred by the entire Executive Board.

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MEMBERS SUSPENDED.

As several complaints have been entered relative to suspended members, and the charge of per capita tax on same, the International Association don't make any allowance for suspended members and will charge per capita tax on each and every member who is registered at the general Secretary-Treasurer's office, until officially notified that they have transferred, withdrawn, expelled or died.

MEMBERS TRANSFERRED.

Reg. No.	
1441	John Schwaity, from Washington to Baltimore.
29	J. A. Roderman, from St. Louis to Cleveland.
32	O. Steinhauer, from St. Louis to Cleveland.
1453	Chas. Kalcooms, from Cleveland to Pittsburg.
493	N. Rendon, from Detroit to Providence.
1048	P. Hoban, from New York to Connecticut.
103	S. J. Markrell, from Indianapolis to Detroit.
653	P. Walsh, from Philadelphia to ??????.
588	Jas. Breslin, from Minneapolis to Cleveland.
907	J. Reynolds, from Cincinnati to Cleveland.
508	J. Cook, from Cincinnati to Cleveland.
339C.	Hart, from Cincinnati to Cleveland.
283	John P. Goety, from Boston to Springfield.
102	J. Cotton, from Indianapolis to Detroit.

WITHDRAWAL CARDS ISSUED.

Reg. No.	
1424	Archie, Budd, Cleveland, O.
1613	E. C. Griebel, Milwaukee, Wisc.

TRANSFER CARDS.

In the future the International Association will charge per capita tax on all transfer cards issued and charge same to the Local who issued it until notified that same has been deposited, as in many instances the Local issues a transfer card, notifies the general office, but does not say where he transferred to.

CHANGE IN RATING.

Reg. No.	
1378	M. Dowd, to mechanic.
1375	James Gebhart, to mechanic.
1371	R. Bruheman, to mechanic.
1370	Oliver Ryan, to mechanic.
338	W. Burdrell, from improver to mechanic.
650	Jerry Hughes, from improver to mechanic.
574	Oscar Renoux, from improver to mechanic.
377	R. Woods, from improver to mechanic.

BOOKS LOST.

Duplicates Issued.

Reg. No.	
660	Sam Curry, Essex & Hudson Co.
378	A. Woods, Winnipeg, Canada.
1607	N. G. Robidoux, Grand Rapids, Mich.
1610	H. Botts, Grand Rapids, Mich.
1498	L. Goldsborough, Baltimore, Md.
623	F. H. Holmes, Grand Rapids, Mich.
479	R. Riley, Detroit, Mich.
155	Peter Angie, Buffalo, N. Y.
163	Albert Gerhardt, Buffalo, N. Y.
293	Gus Johnson, Boston, Mass.
574	Oscar Renoux, Providence, R. I.
510	W. Quinlan, Pittsburgh, Pa.
54	E. Bandy, Pittsburgh, Pa.
59	L. Tarley, Pittsburgh, Pa.
235	Manson Marston, Boston, Mass.
263	Arthur Sevelius, Boston, Mass.

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EXPELLED.

Reg. No.

913 Arthur Hall, Kansas City, Mo., Local No. 27.

556 Frank Barr, Kansas City, Mo., Local No. 27.

832 Harry H. Jones, Philadelphia, Pa., Local No. 14.

771 Jos. Heck, Philadelphia, Pa., Local No. 14.

1515 Frank Paeton, Baltimore, Md.

361 C. Brown, Winnipeg, Canada.

194 Bert. Badger, Boston, Mass.

198 Alex Campbell, Boston, Mass.

643 William Bart, Wilkes-Barre, Pa.

1529 Rud. Saller, Milwaukee, Wisc.

1528 Hy. Sellman, Milwaukee, Wisc.

1614 E. Campbell, Connecticut.

681 H. Weeke, Connecticut.

1667 Daniel J. Smith, Washington, D. C.

John P. Greanely, Springfield, Mass.

NEW MEMBERS.

Reg. No.

1712 Beal Fred, Seattle, Wash.

1713 Veit, N. J., Grand Rapids, Mich.

1714 Reando, Frank, Minneapolis, Minn.

1717 Widger, E., Connecticut.

1718 Lanchor, P., Connecticut.

1865 King, Chas., Chicago, Ill.

1866 Chapman, C. B., Chicago, Ill.

1867 Weaver, C. H., Chicago, Ill.

1868 Cadman, Geo., Chicago, Ill.

1720 Andersen, Emil.

1721 Andersen, Millard.

1722 Barry, John.

1723 Brown, Thos.

1724 Beck, Thomas.

1725 Canell, Gus.

1726 Clohesey, S.

1727 Dillon, A.

1728 Fauls, James.

1729 Golinken, M.

1730 Greer, Robt.

1731 Hammerberg, P.

1732 Hazelwood, T.

1733 Joers, Aug.

1734 Kruger, Fred.

1735 Kennedy, A. J.

1736 Klaus, John.

1737 Larson, Thos.

1738 Murray, Dave.

1739 Mahoney, L.

1740 Miller, Wm.

1741 Miller, W. H.

1742 Nelson, Aug.

1743 Nelson, O.

1744 Oakley, John.

1745 Riley, Dan.

1746 Rolson, Petr.

1747 Rosenkranz, H.

1748 Seidell, Aug.

1749 Sinnott, Wm.

1750 Tulley, Ed.

1751 Thompson, E.

1752 Watson, Joe.

1753 Wilson, Mort.

1754 Cicco, E.

1755 Andersen, Thomas.

1756 Alberts, John.

1757 Benkendorf, Wm.

1758 Beyenka, I.

1759 Black, Dan.

1760 Cassidy, John.

1761 Cadman, H.

1762 Deierl, M.

1763 Flood, Thomas.

1764 Grady, Thos.

1765 Hamilton, Ed.

1766 Holland, H. H.

1767 Johnson, H.

1768 Knutson, Aug.

1769 Krull, Aug.

1770 Kennedy, Thos.

1771 Lempke, Fred.

1772 Ludwig, Fred.

1773 Matson, Abe, Sr.

1774 Mathisen, Thos.

1775 Maher, Thos.

1776 Mulligan, C.

1777 Nelson, E.

1778 Neill, Chas.

1779 O'Malley, Ed A.

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1780 Riley, Frank.
1781 Russell, Christ.
1782 Sandel, L.
1783 Stelzer, Wm.
1784 Spudeas, Chas.
1785 Tonneson, Art.
1786 Wahl, H.
1737 Wilson, T. B.
1788 Wessel, Al.
1789 Carrello, Thos.
1790 Andersen, Martin.
1791 Bucket, John.
1792 Bacigalupo, John.
1793 Berg, Ole.
1794 Carlson, Chas.
1795 Cappelle, A.
1796 Divers, Robt.
1797 Donegan, Wm.
1798 Gabrielson, R.
1799 Grady, J. F.
1800 Hagen, Thos.
1801 Holland, A.
1802 Jepson, Chas.
1803 Kiel, Chas.
1804 Krull, Emil.
1805 Kelly, John.
1806 Langer, Gus.
1807 Lewis, Wm.
1808 Miller, H. J.
1809 Marston, B. M.
1810 Mydland, John.
1811 Neilson, A. P.
1812 Nonnan, C. D.
1813 Olson, Olt.
1814 O'Brien, Dave.
1815 Reck, Nick.
1816 Ryerson, Peter.
1817 Schuemann, Paul.
1818 Stelzer, Aug.
1819 Steinberger, Wm.
1820 Thorp, H.
1821 Whitter, Chas.
1822 Wilson, Sam.
1823 Anderson, J.
1824 Blettner, Aug.
1825 Carroll, Walter.
1826 Feehan, E. M.
1827 Flood, Ed.
1828 Greer, Sam.
1829 Hagen, M.
1830 Jaeger, Oscar.
1831 Moran, M.
1832 Prescott, H.
1833 Sinnott, Wm., Jr.
1834 Werner, W.
1835 Fairbutton, K.
1836 Burns, Al.
1837 Craig, Geo.
1838 Deirl, M. J.
1839 Folk, N.
1840 Fauls, Bert.
1841 Gerber, C.
1842 Hess, Al.
1843 LeRoulch, Rich.
1844 Mulligan, H.
1815 Schaffer, Albert.
1846 Sexton, Wm.
1847 Cannon, Peter.
1848 Grady, M., Jr.
1849 Bender, Wm.
1850 Carlson, A. H.
1851 Donnegan, Jas.
1852 Flynn, Jose.
1853 Grady, Mike.
1854 Hannon, Herald.
1855 Johnson, Jas.
1856 Matson, Abe, Jr.
1857 Mette, Chas.
1858 Stanley, Jr.
1859 Thorsen, Al.
1860 Cook, Emil.
1861 Hurley, T.
1862 Burns, P.

WITHDRAWAL CARDS DEPOSITED.

Reg. No.

1715 A. Rasmussen, Winnipeg, Canada.
1716 Harry Hanson, Boston, Mass.
171 C. C. Rice, Buffalo, N. Y.
1719 A. Kuehleny, Pittsburgh, Pa.
1863 Curtiss Zarr, Indianapolis, Ind.
1864 Joseph Hoste, Providence, R. I.

THOMAS J. McNAMARA,
Secretary-Treasurer.

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MONTHLY REPORTS.

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

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American Federation of Labor News

PAINTERS WIN STRIKE.

Danville, Ill.—Employing painters have signed an agreement with their striking employes. Improved working conditions are agreed to.

SIGN PLUMBERS' CONTRACT.

Cincinati, Ohio—The Master Plumbers' Association has signed a three-years' contract with Plumbers' Union, No. 59. Beginning next July wages will be increased 25 cents a day. Saturday work will cease at 11:30 instead of noon.

Jamestown, N. Y.—The Plumbers' Union has raised wages from $3.50 to $3.75 per day, effective August 1. During 1917 the rate will be $4.

ANOTHER JOHN D. "UNION."

Seattle, Wash.—The Rockefeller "union" idea is accepted by President Paterson of the Seattle Construction & Dry Dock Company, who has formed an "Employes' Association," consisting of strikebreakers who took the places of union boilermakers.

Mr. Paterson opposes unionism—the kind that takes things—but offers no objection to workers uniting if they are satisfied with things given them.

"PEACEFUL PICKETING" IS UNLAWFUL, COURT HOLDS.

Chicago.—Union labor circles were aroused recently over a decision handed down by the Appellate Court to the effect that "peaceful picketing" in time of strikes is unlawful. The ruling was made on an injunction granted Philip Henrici Company in 1914, when the employes struck.

The Appellate Court decreed that in granting the injunction the Circuit Court erred, inasmuch as its order was restricted to "intimidation or violence."

The mere pretense of pickets, according to the higher tribunal is "improper" and not to be permitted under the amended injunction.

BREWERY WORKERS GAIN.

St. Louis, Mo.—The various brewery workers' unions and their employers have signed a three years' agreement which provides for wage increases that range from $1 a week upward. The drivers' helpers are to be organized and their rates increased from $1 to $1.50 a day to $2.25. The wages of girls in bottle shops are raised $1.50 a week; brewers, $1.50; drivers, $1; stablemen, $1.25; firemen, $1.20; oilers, $1.20; bottlers, from $1 to $1.50; freight handlers, ice plant workers and laborers, $1.20.

Engineers secure a six-day work week. Formerly these employes worked seven days a week with two days' layoff each month.

UNIONISM VS. OPEN SHOP.

Our old friend, John P. Irish, is out in a plea for the open shop, and he makes, as he always does, an adroit argument in favor thereof. But there is this thing to be considered: Is unionism a good thing or a bad thing? That must be judged by its accomplishments in behalf of labor. It has secured for wage earners better hours, more wages, more sanitary conditions, a larger degree of safety; it has obtained manifold concessions for wom-

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en workers, and it has been a potent factor in abating child labor. This is a record of real achievement, and therefore we are compelled to say that unionism is a good thing.

Now for the rest of the argument. Admittedly unionism and the open shop cannot go hand in hand. If the latter prevails, the union interested cannot exist. Or perhaps that statement is too strong. It may exist, but not as a virile organization with power to maintain itself. It may exist as a social body, but not as a militant one. And unionism is essentially militant.

Now, is the evil that Mr. Irish may find in unionism to be measured against the good it has accomplished for labor? We think not. The improved conditions of labor within twenty years, as the result of organization, furnishes good and sufficient reason for that conclusion. With a few exceptions, the open shop means low wages. And low wages mean a lower standard of living. And a lower standard means poorer homes, poorer children—means poverty and idleness. The unions have justified their right to existence, and no amount of sophistry can weigh against the actual good they have done for the laboring people of the nation.

The man who says he is for the unions under some conditions is usually very much against them. We have generally observed that. He may be for that kind of union that provides for social gatherings and Sunday picnics, but he is against the union that stands for the rights of labor and who is prepared to fight for those rights. And we take it that the latter kind of unionism is the only kind that counts in the never-ending struggle of labor to better the condition of working men and working women.—Bakersfield Californian, February 26, 1916.

8-HOUR DAY AVERTS ANTHRACITE STRIKE.

New York.—After protracted conferences the United Mine Workers' Union has secured the eight-hour day, wage increases and other betterments for 200,000 miners in the Pennsylvania anthracite fields.

A four years' agreement is signed and hours are reduced from nine to eight. While the operators refused to concede unionization of the mines, they have acknowledged the union's right to organize employes. This, together with the continued recognition of the union's wage committee, indicates the progress made by these workers in their efforts to have all miners contribute toward maintaing the institution that guarantees better working conditions.

Specific increases in wages range from 3 per cent for day workers to 7 per cent for contract miners. The operators estimate that the reduction of hours is equal to a general increase of 12½ per cent in wages. On this basis they figure the gross average increase in wages at over 15 per cent.

A standard wage rate for machine miners is in the new agreement. The rate is not to be lower than the day rate for hand mining. Emergency work rates are increased and there is a provision for speedier decisions in grievances by the conciliation board. The operators agree that excessive charges for powder and other supplies sold to their employes will cease.

The settlement ends the possibility of an extended coal miners' strike, either in the hard or soft coal fields, although there may be suspensions of work in certain soft coal districts during the adjustment of their wage scale.

In New York, last March, operators and representatives from the central competitive district reached an agreement. This bituminous district comprises western Pennsylvania, Ohio, Indiana and Illinois and the rates agreed to are accepted as a working basis by other districts.

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Correspondence

Buffalo, N. Y., March 27th, '16.
Thomas J. McNamara,
Secretary-Treasurer.
Dear Sir & Brother:

I wish at this time to thank the officers and members of the International Association for the kindness and consideration shown me during the thirteen months that through sickness I was unable to attend to business, by keeping me in touch with conditions in general throughout the Association.

President Mullaney has cheered more than one of my days by his cards and letters, also his words of council and advice, which, when taken, will always bring results.

Local No. 4 has not forgotten the principles of unionism and it is mostly through their efforts that my strength is returning as fast as it is. In closing, I wish to say that I am willing at all times to do anything in my power for the officers and members of the International.

Wishing the International and all the brothers prosperity, I remain,

Fraternally yours,
CHARLES C. RICE.
Business Agent, Local No. 4.

Indianapolis, Ind., April 2, 1916.
Mr. T. J. McNamara, St. Louis, Mo.
Dear Sir & Brother:

We desire to express our very best thanks to President J. A. Mullaney, who visited our city March 17-18, at which time he secured for us a new agreement for two years, with an increase of 2½ cents per hour from July 1st, 1916, to January 31st, 1917, and with an additional 2½ cents per hour from Feb. 1st, 1917, to Jan. 31st, 1918. Our trade agreement covers Marion County.

On Friday, March 17, we had a special meeting. Quite a few of our members were out of town, so we had a very small attendance. Bro. Mullaney gave us a very interesting talk, which we appreciated very much. We hope on Bro. Mullaney's next visit to our city our Local here will be running more smoothly.

Again thanking him for the good he has done us, we beg to remain,

Fraternally yours,
JOHN ENGLAND.
Secretary, Local No. 18, Indianapolis, Ind.

Washington, D. C., Feb. 20, 1916.
Mr. Thos. J. McNamara.
Dear Sir & Brother:

Yours of January 27th received and contents noted. Would have answered more promptly but for the fact we have been forming a new agreement.

Our honorable International President was here for several days and, due to his untiring efforts, we have adopted an agreement which we hope will be signed in the near future. The members of this Local wish to express their appreciation of our judicious President for this great service rendered them.

Hoping everything is O. K. with you, I am with best wishes,

Fraternally yours,
L. F. STREITER.
Secretary, Local No. 24.

LETTERS FROM A PIPE-COVERER.

By Gus Schmitter.

i just tought i woult drop you a few line is that is the only vay to git a ancer i write to the Locel cuupple of time But never rieced no ancer befoar i Left st Louis i Left 3.00 Doller wiht Hannemean down stares to give to the juinon i also give Gudy 5.00 Doller to Pay my duss but never Heard anything of but i Have recept to show so I am save

how is the verk in st Louis i am not verkin at the Present time but the Have some verk cumming up next veek don't know ven

i just got truugh wiht 2 stand pipe one 125 one 100 8 and 4 in" Double Harefilt Had Hard time of is must of the time vas Bad weather the vind was from the yeast and blowed all my paper to the boddem so i am glad that i am trugh I sepose I am ust is vell of Here is in st Louis is i Heard that is very quite.

i send Gudy his touls to Cote Brilante i guess he got them i never rec. no ancer. ven I vas in st Louis i lend Harry Marshall a nickel i told him to pay you Tham and you kin pay the nickel on my duss. the postage on Gudys touls was 32c cents ask him for it Tham and pay same on my duss.

Yours very truly
N. D. SANDERSON.

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Legislative Achievements of The American Federation of Labor.

In order that trade unionists may have in a readily usable form facts which demonstrate the effectiveness of the political policy of the American Federation of Labor and at the same time refute the persistent efforts of the enemies of the trade union movement and the opponents of the American Federation of Labor to deride the work and the achievements of our movement, the executive council of the American Federation of Labor decided to issue this pamphlet, which sets forth effectively yet concisively a few of the sucesses which have attended the efforts of the organized labor movement of America to bring a greater degree of health, comfort, happiness and freedom into the life and the work and the homes of the toilers of America.

Labor is prepared to take its stand —defensive and offensive—against all the opponents and the antagonists to the American trade union movement. But these can not be designated exclusively as the employers, the National Association of Manufacturers, the National Chamber of Commerce, the Board of Trade, the National Erectors' Association, or the so-called Anti-boycott Association. In addition to the well-known relentlessness and antagonism of these agencies and associations, there are insidious agencies and parties which, by subtlety and misrepresentation, often impose upon the credulity of the workers, minimize or pervert the achievements of the trade union movement decry its work and successes, and seek to lead the toilers from their fealty and devotion to the American trade union movement toward a nebulous, speculative, political party program conforming to an idealism which would lure the workers into a march to nowhere.

The legislative achievements of the American Federation of Labor constitute a record of unparalleled successes that demonstrate the wisdom of the political policy the trade union movement inaugurated in 1906. In that year the American Federation of Labor found it imperative, for the welfare of the workers, to enter upon a period of active participation in political affairs.

Opposition to Labor Movement.

The American Federation of Labor had, since its inception, declared for the independent use of the ballot by the workers. During the early years of its history there was no organized effort to direct the political power of the workers in furtherance of the general purposes and interests of the whole movement. Later, a more definite policy became necessary because of the following grave conditions: There was urgent need of remedial legislation to insure to workers the fundamental rights of free men, and the continued refusal of Congress to enact or even to consider laws demanded by the workers had to be vigorously opposed to bring about a change of congressional policy on labor legislation. The National Association of Manufacturers, in addition to fighting organized labor in the economic field, maintained a powerful, corrupt lobby at Washington, to defeat all legislation in the interests of the wage-earners. Members of the judiciary had developed the practice of using writs of injunction intended to protect property interests only, to defeat movements among the work[illegible] to secure better conditions of [illegible] and higher wages by means of strikes. In order to secure co-operation in a

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strike movement, it is necessary to communicate the causes and purposes of the strike to fellow-workers and the public. Injunctions issued in industrial disputes contained prohibitions which deprived workers of their constitutional rights as free citizens, including the right of free speech, free press, the right of peaceful assemblage, the right to walk on highways and thoroughfares, as well as other rights accorded them by law. The purpose of this perversion of the writ of injunction was to prevent the workers exercising their economic power under penalties of long drawn out and expensive litigation, prison sentences and fines.

Hostile Attitude of Courts.

In addition to these efforts to deny the workers the right to economic activities for their protection and betterment, anti-trust legislation was interpreted to apply to associations of workers—an interpretation which threatened the very existence of organized labor. According to this interpretation, which was endorsed by the United States Supreme Court, successful labor unions were illegal and constituted conspiracies under trust legislation and wage-earners were classified in the same category with the products of their toil. The application of anti-trust legislation to associations of human beings recognized no difference between a carpenter and his plane, a hat maker and a hat, a miner and a ton of coal. Such a judicial principle is repugnant to a humane, enlightened people who understand the infinite sacredness of human life. Humanized mentality insists that there is a wide difference between associations of humans, controlling only their labor power—their power to produce—and associations organized to control and manipulate commodities or articles of commerce. Labor power is part of life itself—a human creative power, inseparable from the living sentient body of the workers. The welfare of the people demanded that the law be humanized and changed to accord with this concept, in repudiation of the principle upon which hostile court procedure and decisions were based—that employers had a kind of property right in the labor power of workers.

The hostile attitude of the courts made it imperative that immediate relief be secured through amendment or repeal of anti-trust laws and through regulation and limitation of the use of the writ of injunction.

Hostile employers encouraged and sought to take advantage of this attitude of courts. In addition to opposition on the economic and legislative fields, militant employers, inimical to organized labor, organized the National Council of Industrial Defense and the Anti-boycott Association to harass labor organizations through litigation.

Aggressive Political Policy.

Because of these conditions in 1906 the American Federation of Labor adopted its present policy, a policy based upon independent use of the ballot by workers and directed against those hostile to the interests of the wage-earners and in support of those favorable to Labor's interests. The American Federation of Labor sounded the political slogan—"Reward your friends, defeat your enemies."

Labor's legislative demands were formulated in the now historic document, "Labor's Bill of Grievances," and the organized labor movement entered into an active campaign to secure the election of members of Congress favorable to their humanitarian demands and the defeat of members hostile to labor legislation. As a result of their participation in the po-

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litical campaign of 1906, there were elected as members of the House of Representatives, six men holding paid-up trade union cards. This group acted as a center for labor's efforts to secure legislation. In 1908 the group was increased to ten; in 1910 to fifteen. In 1912 labor secured representation in the Senate. In 1914 the labor group consisted of seventeen members of the House and one member of the Senate.

The legislative achievements, steadily increasing for each Congress, show how the trade union movement succeeded in breaking up the Congressional deadlock against labor legislation and securing laws according them necessary freedom of action and protection.

Conspicuous Victories

Provisions securing for workers fundamental rights, were incorporated in the Clayton Anti-trust Act, section 6, of which contains a legislative declaration which is the basis upon which the workers can evolve greater freedom: *"The labor power of a human being is not a commodity or article of commerce."* Section 20 limits and regulates the issuance of writs of injunction, and provides for jury trial in contempt cases.

The Seamen's Act is another tremendous victory for human freedom. The thing in the law is that it frees seamen from all vestiges of involuntary servitude. In addition it provides for the betterment of sailors and the safety of the traveling public.

By the law providing for a Department of Labor the wage-earners secured a representative in the President's Cabinet who has the opportunity to present labor's viewpoint and contentions where natonal policies are in the formative stage.

In addition to these conspicuous victories are many other beneficent humanitarian laws, which are enumerated according to Congresses.

Yet this record is only part of the whole story, as it contains a summary of federal laws only, while in every state of the union many humanitarian laws have been secured as a result of the determined activity of the organized workers.

A complete record of all legislative achievements has been compiled each year in the report which the President of the American Federation of Labor has made to the President of the International Federation of Trade Unions.*

Every worker, every member of organized labor, every student of current history ought to be familiar with these labor laws secured through the well directed political activities of the trade union movement.

Purposes Attained by Legislation

Nor have the specific purposes attained been secured without regard for definitely formulated principles.

A study of the legislation secured discloses the fundamental principles that have determined what purposes the workers ought to secure through political action. General standards and regulations affecting safety, sanitation, hygiene, etc., have been established. The workers have endeavored to free themselves from the restrictions and the fetters fastened upon them through laws hostile to their best interests, through judicial interpretations applying to modern economic conditions, old legal concepts according to which the workers and their labor power were deemed to be property and comprehended in employers' right to do business. They have freed themselves from conspiracy laws and other laws denying them the

*Two of these reports have been republished in the American Federationist for January and February, 1914, and February and March, 1915.

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legal right to do things necessary for their own protection and betterment. They have obtained for workers in government employment better terms and conditions of work.

Governmental vs. Private Employment

A necessary discrimination has always been observed between the different conditions confronting workers in government employment and workers in private employment. In the first case, where the employer is the state, there is only one way by which the employer expresses determinations and conditions of employment; that is, through laws. The state has only political existence and political means of expression, hence, it must operate entirely through poltical agencies and methods. Therefore, the American Federation of Labor has advocated and secured laws stipulating the number of hours that are to constitute a day's work in government employment. On the other hand, private industries and commercial undertakings are economic organizations. They may have some points of contact with political agencies but their fundamental powers and methods of action are economic.

Trade unionists have found that they must establish and maintain their economic welfare in private industry by means of economic organizations. They have found efforts to enact laws to regulate industrial relations in private industries both unwise and dangerous. Their real power in the economic field is their power to produce or their creative labor power. Voluntary organizations to control and to use the collective labor power of all of the workers to further the best interests of all, have proved the direct and the wisest method of procedure, and at the same time they safeguard economic freedom. This policy enables the workers to make their own agreements and to look after the enforcement of these agreements without the intervention of outside agencies—agencies subject to the influence of hostile interests and without personal knowledge of the problems and the work of the workers and without an understanding and appreciation of the purposes and the policies of the labor movement. Wage-earners know they can not entrust to political administrative officials or to courts power to regulate or stipulate personal relations.

Not all the members of organized labor or its friends fully appreciate the remarkable progress that has attended labor's political activity. Many critics and enemies of the politcal policy of the American Federation of Labor have condemned that policy and sought to minimize its effectiveness. These objections need no other reply than an enumeration of the federal legislative measures in behalf of labor enacted since March, 1906.

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PUNCTUALITY.

Men say that time is money, but it is more; it is life itself, for that is the stuff life is made of. He who has no regard for his own time, much less that of others, has not yet learned the first principle of business. The idler is a prey to his own mind; he is ready to catch at straws of uselessness, but his mind gradually deteriorates until he is an easy victim for the devil, and swallows even the naked hook.

There is much wisdom in Lord Chesterfield's advice to his son in regard to time. "Every moment you now lose is so much character and advantage lost; as on the other hand, every moment you now employ usefully is so much time wisely laid out at prodigious interest."

Time is neither gold nor bonds, but it is as valuable as either, and he who willfully wastes time is not a proper person to trust with our goods, for he has not demonstrated that he can take care of his own. Such a man is on the sure road to failure.

Punctuality is a debt which every man owes. Let him faithfully discharge the obligation. Punctuality is honesty; honesty is truthfulness; truthfulness is character. If you have not punctuality you have not the best of business qualifications. A tardy man deserves the same consideration as a dishonest one, and a dishonest one makes an undesirable debtor. Lord Nelson once said: "I owe all my success in life to having been always a quarter of an hour before my time." But it is so with all men. This trait was possessed by and forcibly demonstrated in them all. No great man was ever known to be without this quality fully developed. It is the way the great men are made.

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General Office, 310 Prospect Ave., S. E.

Local No. 4—Buffalo, N. Y.—John Gavin, President..... .....312 Alabama 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.—Anton Sevelinis, President,
15 Oakland Ave., Everett, Mass
John W. Lyons, Secretary, 386 Harrison Ave., Boston, Mass.
Meetings, First and Third Wednesdays at 694 Washington Ave.
General Office, 386 Harrison Ave.

Local No. 7—Seattle, Wash.—S. E. Hillstrand, President..... ....2148 N. 63rd St.
A. F. Wiggins, Secretary, 310 W. Seventy-second St.
Meetings, First and Third Wednesdays at Labor Temple.

Local No. 8—Cincinnati, Ohio.—A. Ernst, President.....1802 Western Ave.
Wm. Schwab, Secretary, 132 Milton St.
Meetings First and Third Tuesday, at 1313 Vine St.

Local No. 9—Portsmouth, Va.—W. M. Huges, President.....407 Dinividdie St.
J. S. Puckett, Secretary, 827 N. Park Ave., Norfolk, Va.
Meetings, First and Third Tuesdays, at Central Labor Union Hall,
High and Middle Sts.

Local No. 10—New Orleans, La.—J. J. Lally President.....513 Celeste St.
F. Schultz, Secretary, 2116 St. Peter 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.

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

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Local No. 14—Philadelphia, Pa.—Allen Ewen, President
414 N. 36th St., Camden, N. J.
Wm. Shindle, Secretary, 249 S. Third St., Gloucester, N. J.
Meetings, Every Tuesday at Lewar's Hall, 9th and Spring Garden.
General Office, 1312 Filbers St.

Local No. 15—Winnipeg, Canada—W. Rogers, President.....35 John's. Blk.
B. Ranson, Secretary, 773 Simcoe St.
Meetings, Second and Fourth Thursdays at 35 St. John's Blk.

Local No. 16—San Francisco, Cal.—C. Ramsey, President.....971 Mission St.
William Bancroft, Secretary, 614 Grove St.
Meetings, First and Third Mondays at Veteran Hall.

Local No. 17—Chicago, Ill.—Thomas Kennedy, President....1930 W. 34th Place.
I. Beyenka, Secretary, 1955 West 20th St.
Meetings, Second and Fourth Thursdays at 365 W. Madison St.
General Office at 365 W. Madison St.

Local No. 18—Indianapolis, Ind.—Chas. Russell, President....311 W. McCarty St.
John England, Secretary, 415 N. New Jersey St.
Meetings, Second and Fourth Wednesdays at Labor Temple.

Local No. 19—Milwaukee, Wis.—Henry Hartwig, President.....999 36th St.
Wm. Steinhaus, Secretary, 681 12th Ave.
Meetings, Second and Fourth Fridays at 161 West Water St.
General Office, Brisbane Hall, 6th and Chestnut St.

Local No. 20—Toronto, Canada—Wm. Calvert, President.....609 Clenton St.
E. Mansfield, Secretary, 187 Carlton St.
Meetings, Second and Fourth Wednesdays at Labor Temple.

Local No. 21—Dallas, Tex.—J. A. Congleton, President.....721 Exposition Ave.
J. P. Reichart, Secretary, 721 Exposition Ave.
Meetings, Second and Fourth Mondays, 721 Exposition Ave.

Local No. 22—Houston, Tex.—Thos. B. Reed, President,
742 W. 16th, Houston Heights, 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.—Victor E. McLellend, President,
2418 14th St., N. W.
Lewis F. Streiter, Secretary, 207 Rock Creek Church Rd.
Meetings, Second and Fourth Mondays at 2149 N. St., N. W.

Local No. 25—Detroit, Mich.—Geo. Gasco, President.....117 Branton St.
Edward Brinker, Secretary, 862 Gladwin Ave., St. Clair Height, Mich.
Meetings, First and Third Mondays at 103 Gratiot St.
General Office, 103 Gratiot St.

Local No. 26—Rochester, N. Y.—B. H. Coon, President.....1535 South Ave.
F. W. Baetzel, Secretary, 348 Knickerbocker Ave.
Meetings First and Third Monday at 14 N. Waters Ave.

Local No. 27—Kansas City, Mo.—Lawrence Glenn, President....704 W. 23rd St.
Geo. H. Michaels, Secretary, Route 1, Box 369, Mt. Washington, Mo.
Meetings, Second and Fourth Wednesdays at Labor Temple.

Local No. 30—Syracuse, N. Y.—Frank Magill, President....412 W. Temple St.
F. J. Walter, Secretary, 128 The Florence Flats.
Meetings, Second Thursday at Florence Flats.

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Local No. 31—Providence, R. I.—Frank Johnson, President,
62 Woodward Ave., East Providence, R. I.
Wm. Hall, Secretary, 15 Lockbridge Ave., Pawtucket, R. I.
Meetings, Second and Fourth Saturdays at 72 Neybossett St.

Local No. 32—Essex and Hudson Co.
F. V. Frost, Secretary, 610 Stuyvesant Ave., Irvington, N. J.
Meetings, Second and Fourth Wednesday at Council Hall, 452 Hoboken Ave., Jersey City, N. J.

Local No. 33—Connecticut—E. J. Kiley, President,
67 Buckingham St., Hartford, Conn.
R. L. Chamberlain, Secretary, 297 York St., New Haven, Conn.
Meetings, First and Third Sundays at Long's Hotel, Hartford, Conn.

Local No. 34—Minneapolis, Minn.—Gus Smith, President.....83 South 13th St.
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.—Harry Ross, President.....
Fred Olin, Secretary, Hilsdale, Ore., R. F. D. 2-44.
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.—Chas. Zeigler, President,
39 Main St., Kingston, Pa.
Chas. Barney, Secretary, 294 S. Washington St.
Meetings, Second and Fourth Saturdays at 12 E. Market St.

Local No. 39—Omaha, Neb.—D. W. Dolan, President.....3014 Brown St.
Robt. Boone, Secretary, Florence, Neb.
Meetings, First and Third Mondays at Labor Temple.

Local No. 40—Albany-Troy—J. Wickersham, President.....123 Hamilton St.
Send all mail to President.
H. Haake, Secretary, 123 Hamilton St., Albany, N. Y.
Meetings, First and Third Saturdays at Beaver Block.

Local No. 41—Grand Rapids, Mich.—John Kohler, President
249 Lexington Ave.
D. G. Richards, Secretary, 1512 Cole Ave.
Meetings, Second and Fourth Wednesdays at the Trades and Labor Council.

Local No. 42—Wilmington, Del.—W. Davis, President,
New Castle R. D. No. 1, Box 87
E. Cathell, Secretary, New Castle R. D. No. 1, Box 99.
Meetings every Monday at Irish-American Hall, French St.

Local No. 43—Springfield, Mass.—N. A. Johnson, President,
27 Shillingford St.
Michael J. Mulvihill, Secretary, 32 Chestnut St., Holyoke, Mass.
Meetings, Second and Fourth Sundays, at 27 Shillingford St.

Local No. 44—Columbus, Ohio.—R. Jackson, Secretary.....780 Harrison Ave.

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