OFFICIAL JOURNAL

International Association Heat and Frost Insulators and Asbestos Workers

OCTOBER, 1916



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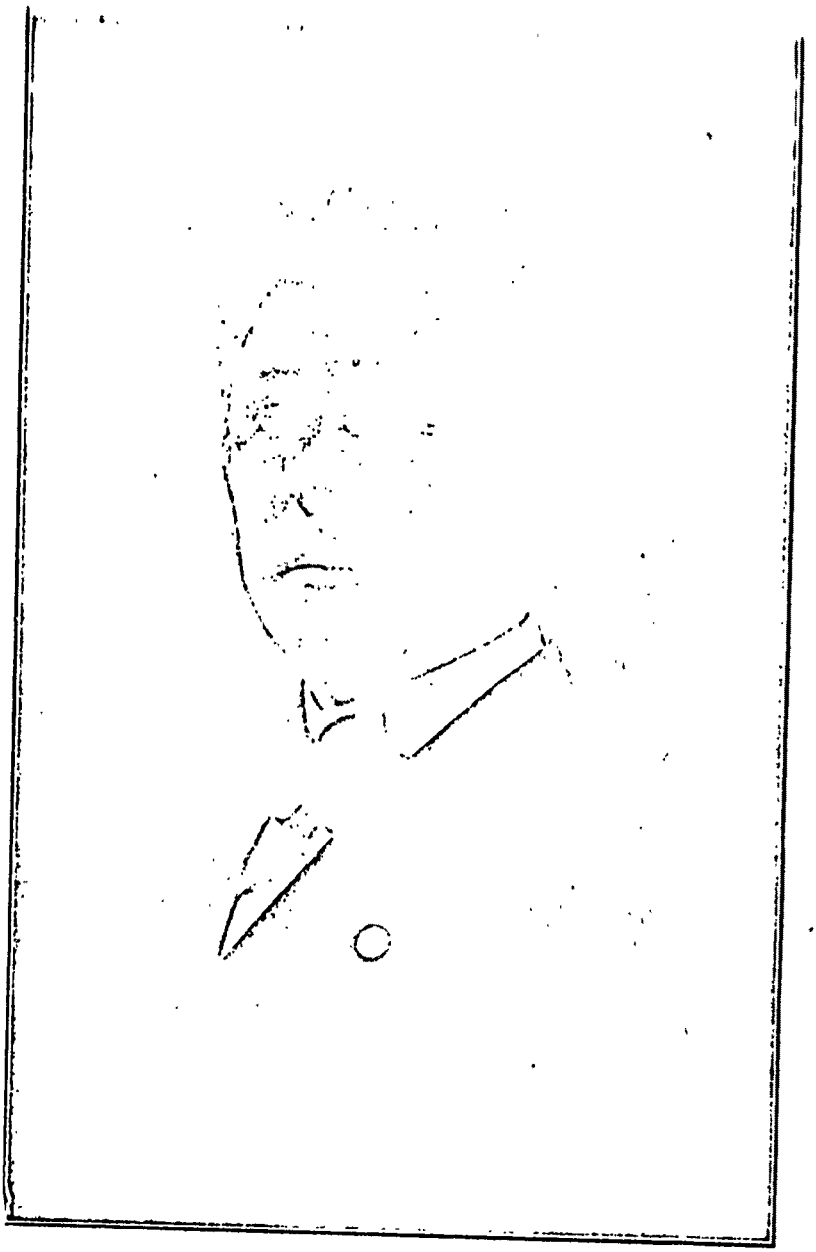
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ISSUED QUARTERLY, JANUARY, APRIL, JULY, OCTOBER

GENERAL EXECUTIVE BOARD

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JOSEPH A. MULLANEY
Re-elected President

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Philadelphia, Pa., Monday Oct. 2, 1916

The Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers was called to order at the New Bingham Hotel by Arthur Hawes, Chairman of the Local Committee, who acted as Temporary Chairman.

Chairman Arthur Hawes made a brief address, expressing the pleasure and gratification of the Local and the people of Philadelphia for having the Convention of the International Association meet in their city.

Chairman Arthur Hawes introduced Congressman William S. Vare, of Philadelphia. With trenchant words of encouragement for labor, the popular Philadelphia Congressman voiced the alert opinion of a typical American industrial community, declaring himself to be in favor of every measure that may be enacted for the advancement of workers in the field of honest toil and expressing reprobation for unwarranted strikes.

Chairman Arthur Hawes introduced Mr. John Pierce Jackson, Commissioner of Labor of Pennsylvania. Commissioner Jackson asserted that under circumstances would the department be a party to furnishing any help to a strike-breaking agency while a strike is in progress, as the department is not a strike-breaking institution, also spoke of the absolute necessity of co-operation of the department with trades unionism for the enforcement of the laws upon the statute books of Pennsylvania for the benefit of the workers.

James H. Maurer, president of the Pennsylvania State Federation of Labor, spoke of the great progress of that organization and of the many members continually and undeviatingly added to its roster.

Other impressive speakers were: Elmer E. Greenawalt, Commissioner of Immigration for the district of Philadelphia; Edward Keenan, President of the Central Labor Union of Philadelphia and vicinity, and E. J. Cattell, city statistician, who spoke on behalf of the Mayor, reviewing the projected improvements for this city, in which millions of dollars will be expended for the advantage of the wage earners.

Sidney R. Clarke, secretary of the Convention Bureau of the Chamber of Commerce, in an effective address extolled Philadelphia as a convention city, and complimented Arthur G. Hawes as a convention chairman.

In resigning the chair to the President of the International Association, Chairman Arthur Hawes made a short but eloquent address in which he

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spoke of the work done by the Association and the important place it occupies in the ranks of Labor, and the splendid achievements of its President.

President Joseph A. Mullaney responded to the addresses of welcome. At the close of his address, Mr. E. J. Cattell, City Statistician and representative of the Mayor of Philadelphia, presented to the Chairman, Joseph A. Mullaney, a large key, handsomely decorated with the colors of the city.

Chairman Joseph A. Mullaney: I now declare the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers open for business. The President then named the following as the Credential Committee: William Hahn, Charles C. Rice and Thomas J. McNamara.

On motion, the Convention adjourned to meet at 9:30 a. m., Tuesday, Oct. 3, 1916.

Respectfully submitted,

Thomas J McNamara

Secretary.

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Philadelphia, Pa., Tuesday, Oct. 3, 1916.

Convention called to order at 10:15 a. m., by President Joseph Mullaney, who then introduced State Senator Richard V. Farley.

State Senator Richard V. Farley told of the wonderful progress made for labor by reason of the fact that workers were represented in the Pennsylvania legislature by a legislative committee representing all the union of the state.

Senator Farley added that prosperity was assured to toilers only through consistent adherence to the cardinal idea of the labor contract which protects and expands humanity.

Mr. Charles Garfinkel, the representative of the International Brotherhood of Paper Makers, spoke of the needs of his organization and asked the support of our organization in demanding Union Made Paper. He left a resolution to be adopted by the Convention.

The report of the Credential Committee was read.

Philadelphia, Pa.,
Tuesday, Oct. 3, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Dear Sirs and Brothers:—We, your Credential Committee, submit the following as a partial report and recommend that the following delegates be seated:

St. Louis, Mo., Local No. 1, entitled to 2; sent 2; Frank Spear, Wm. Hahn.

Pittsburgh, Pa., Local No. 2, entitled to 2; sent 1; Wm. C. Landis.

Buffalo, N. Y., Local No. 4, entitled to 2; sent 2; C. Hearn, C. C. Rice.

Boston, Mass., Local No. 6, entitled to 3; sent 2; P. Mortimer, C. Sylven.

Seattle, Wash., Local No. 7, entitled to 2; sent 1; A. F. Wiggins.

Baltimore, Md., Local No. 11, entitled to 2; sent 2; B. J. Ryan, Edw. J. McGann.

New York City, Local No. 12, entitled to 5; sent 5; D. A. Neary, Jos. Mullaney, J. F. Lalor, Thos. Curry, Michael Walsh.

Philadelphia, Pa., Local No. 14, entitled to 3; sent 3; J. J. McCormick, H. McDowell, Geo. Brun.

Washington, D. C., Local No. 24, entitled to 2; sent 2; L. F. Strieter, V. E. McLelland.

Detroit, Mich., Local No. 25, entitled to 2; sent 2; E. Brinker, L. Koch.

Rochester, N. Y., Local No. 26, entitled to 2; sent 1; F. W. Baetzel.

Providence, R. I., Local No. 31, entitled to 2; sent 1; T. J. McNamara.

Hartford, Conn., Local No. 33, entitled to 2; sent 2; R. L. Chamberlain, Edward J. Kiley.

Minneapolis, Minn., Local No. 34, entitled to 2; sent 1; Ed. Anderson.

Wilkesbarre, Pa., Local No. 38, entitled to 2; sent 1; Roy Garinger.

Albany, N. Y., Local No. 40, entitled to 2; sent 1; J. Wickershein.

Wilmington, Del., Local No. 42; entitled to 2; sent 1; John Rozell.

Springfield, Mass., Local No. 43, entitled to 2; sent 2; M. Mulvihill, Nels Johnson.

Respectfully submitted,
WILLIAM HAHN,
CHARLES J. RICE,
THOMAS J. McNAMARA.

Moved and seconded that the report of Credential Committee be received as read. Motion carried.

Moved by Mr. McLelland and seconded by Mr. Neary, that the Chicago delegation be allowed the privileges of the floor, and all privileges of the Convention, with voice, but no vote. Motion carried.

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The President appointed the following committees:

Finance — Messrs. Neary, Brum, Baetzel and Spear.

Grievances and Appeals—Messrs. Landis, Wickersheim, Kiley and Anderson.

Resolutions — Messrs. McCormick, Hearn, Koch, Lalor and Rozell.

President's Report—Messrs. McLelland, Walsh, McGann and Mulvihill.

Secretary - Treasurer's Report — Messrs. Strieter, Mortimer, McDowell, Sylven and Garinger.

Constitution—Messrs. Brinker, Curry, Ryan, Wiggins and Johnson.

Reading Clerk—Dan Neary.

Assistant Secretary—F. W. Baetzel.

President's Report

Philadelphia, Pa., October 2, 1916.

To the Tenth Convention of the International Association of Heat and Frost Insulators.

To Delegates in Convention assembled,

Greeting: As the many and varied activities of your President since the last Convention have been published in detail in our Official Journal and distributed to the general membership as matters of record, it is both a saving of your time and your money and entirely unnecessary that your President should again submit an additional such report. Your President, however, herewith presents all copies of the Official Journal reports over his signature, and furthermore presents the following subject-matters without recommendation, for the consideration and action of this Tenth Convention.

STATE FEDERATIONS.

Your President would welcome a recommendation that would call upon all Local Unions of our craft to be requested to affiliate with the State Federations in order that they might become familiar with the weapon of vicious legislation—the stealthy, quiet method used by our avowed enemies, in the depriving us of our rights as free men and citizens, particularly in the process of the writ of injunction that is threatening the very foundation of liberty itself as best illustrated in the denial of free speech and free assemblage. Two of these most recent vicious invasions of our rights can be found in the Bridgeport, Conn., Moulders' issue, as also in the Boston, Mass., State House strike, wherein the ironworkers have been enjoined from "interfering" (striking) with the contractor of erection, by the now celebrated Judge Fox, who was at this very moment in consideration of a motion to force Union men to return upon work from which they had struck. In considering these important questions the Detroit, Mich., pattern makers' imprisonment for the right to maintain lawful picketing should not be lost sight of.

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EMPLOYERS' ASSOCIATIONS.

Your President would emphasize that there is to-day in certain States a very vigorous campaign of organizations being conducted within the ranks of the employers. This should not be viewed with alarm owing to the fact that any well-conducted employers' association, as likewise a well-conducted labor union, is a very good thing. One fact, however, should be borne in mind, and that is that the open shop policy as recently introduced at San Francisco, Cal., will have a depressing influence upon the general movement of organized labor, should it be successful, and it behooves all Local Unions of our craft and their leaders to temper their official actions with at least reasonable conservatism, in order that our exclusive closed shop relations may, as at present, be always maintained. In dismissing this subject, it is worthy of note that in every city wherein our trade banner has been planted, the closed shop and recognized trade agreement has naturally and quickly followed.

LOCAL LAW ENFORCEMENT.

Your President would call to the attention of this Convention the fact that the laws established are meant for and should be the laws that govern each and every one within the confines of our craft. These laws as constructed by our Conventions are the guiding charts of your official helmsmen, the Organizer, whoever he may be. In order that your Organizer may carry out the wishes of this Convention, it is highly necessary that he receive the full co-operation of all affiliated Locals, in order that his hands may be strengthened when grappling with official difficulties, a thing that can be made much simpler by you Convention delegates gaining a most perfect understanding of the laws as enacted, and by your further counsel and advice upon your return home in an effort to educate those whom you represent, as to the exact interpretations as placed upon our Constitution, By-laws and Rules of Government by this Tenth Convention. When this is done, there will be much less internal differences existing among the ranks of our membership, and the various Locals, and less time and money spent by our general office in the adjustment of Local issues, particularly in cases where the Local Union itself is at variance with the general office or Organizer's decisions.

PROGRESSIVE LEGISLATION.

Your President is of the opinion now that above all subjects that will engage your attention, those that at present stand out most prominently are the initiation and the transfer. It might be well for this Convention to know, that the volume of general office correspondence is chiefly composed of complaint and counter-complaint, or Local vs. Member, and vice versa; on these two subjects alone what all Locals should adopt and adhere to is one flat, bona fide initiation fee, that is equal in amount to all applicants for membership, and not, as at present, practiced with two standards, i. e., one used for applicants and the other to be marked upon members' transfers. Your President doubts very much if certain of our smaller Locals will ever enjoy healthy growth should they continue to maintain their high present rate of initiation fee, particularly as applied to helpers and improvers. Coming to the source of your very greatest trade friction can be

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mentioned our present system of transfer, under which complaints without number have arisen over and were due to the fact that the law in itself is not observed in letter nor spirit, as also that the difference in the initiation fee of certain Locals transferring members, is based upon an amount that is not in accordance with our trade law, and in some cases not even registered at our General Office. It is left to your intelligence to understand and appreciate how these facts which are much misunderstood, supposed rights of Local autonomy works to a great disadvantage among our general membership, to say nothing of the energy, time and expense lost in the settlement of these foolish trade issues by your General Organizer.

LEGAL ACTIONS.

With the latter day rapid encroachment upon the rights of the toiler through the medium of legal procedure, more especially the oft-mentioned writ of injunction, coupled with the seeming court encouragement that brings the disgruntled and feather-brained Union card men rushing into courts of law upon the slightest provocation, it is most imperative that each and every affiliated Local Union, more particularly their Business Agents, consider long and wisely the many decisions that must necessarily be made in the every-day procedure of Local government. Our Locals will find it a paying proposition, both financially as well as in the keeping compact their solidarity through the medium of trade discipline, by following the Davy Crockett maxim of "Be sure you are right and then go ahead." Your President has so counseled that some half dozen issues have been settled with credit to our International Association outside of court in manner that needs no explanation nor apology to the most critical. It is worth recording that there were only two court cases in which any of our affiliated Locals were cited as defendants since we last convened. In the first instance mentioned, Local No. 3 of Cleveland, won a legal victory over one Mareau, a member, who refused to await the coming of your President, on appeal, but who to the contrary rushed to court for redress. The second instance was that of Local 12 of New York City, which won a sweeping decision based on its merits, in addition to being awarded the costs of court, against one William F. O'Connor, who was expelled in 1903 by the Salamander (First Union) Association for strike-breaking, after his written resignation had been received and laid on the table by that Union. This was, mark you, two years prior to the issuance of a National Charter to the Asbestos Workers by the American Federation of Labor. In passing, this Convention should be reminded that it is only perfectly written minutes that can decide court actions thirteen years after they are written, and all affiliated Locals should see to it that their records are at least legible and complete, in addition to breathing the spirit of the meeting itself.

ORGANIZATION PROGRESS.

Your President, who happens to be the only paid Organizer in our craft on the field, starting out as he did in a period of general trade depression, has reported his various activities from time to time as already remarked upon. It is for you to pass judgment upon the results obtained whatsoever they may be, as already recorded. The total mileage he has traveled and the results thereof, speak

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for themselves, as does the increase in paid membership of to-day as against that of two years ago. In connection with the subject of organization there is as yet a great campaign of education to be made among our general membership before they can be brought to understand that the Asbestos Worker does not enjoy any special privileges under the Charter granted it by the American Federation of Labor; and must necessarily charter Local Unions in manner and custom as does every other trade craft. The day has passed wherein any one city, miles removed from another city, can prevent the chartering of the latter city, most particularly should the city in question both have a Building Trades Council, or an Organizer representing the American Federation of Labor. This question has caused much contention and dissension within our ranks, and goes to prove that we collectively as an International Association, have not as yet fully learned just what is expected from us, and our General Organizer, by the Building Trades Department and our parent body, the American Federation of Labor. Our membership will learn this lesson in the course of time, as did those of other older Internationals, and when they do, the work of your General Organizer will be more congenial.

IN CONCLUSION.

It may truthfully be said that our International Association is in a healthier general condition than at any time since its conception. The number of trade agreements as handled by the General Organizer, as well as newly-chartered Locals, employers' conferences, and general specific trade actions, will be best understood by a perusal of the General Secretary's report. The natural and to be expected family misunderstandings and friction that go with the pioneer's efforts, at building up a real active International Association, have been already experienced and overcome, and our trade family, as constituted to-day, are all dwelling under one roof, and though they have had and may yet have occasional trade differences among themselves, you may rest assured that the organized Asbestos Worker has proven to the satisfaction of your President that he will fight the common enemy as a unit and that he can be depended upon to respond at all times to the call of duty, providing that the particular issue be made clear to him, which, of course, was impossible before the advent of a paid Organizer upon the field. Your President herein extends his thanks to the General Executive Board for their extreme courtesy and co-operation as given him in his term of office now ended, as well as to those of our general membership who in any way contributed to the success of the International Association, particularly to those various Business Agents and Locals whom he has met in conference or addressed, when in their cities.

All of which is respectfully and fraternally submitted by

JOSEPH A. MULLANEY.
General President.

Moved and seconded that the report be received as read, and referred to Committee. Motion carried.

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Secretary-Treasurer's Report

Oct. 2, 1916.

To the Officers and Delegates of the Tenth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Dear Sirs and Brothers:—I herewith submit for your consideration my report covering work done during the past two years, and as all reports appear in the Journal, will only make note of same, but wish to state the Association is in a better condition, morally and financially, than at any time since it was organized; and I desire to extent fraternal greetings to the representatives of the various locals here and to review what has been accomplished during the past two years:

Locals Organized.

In the last two years we have organized the following:

Portsmouth, Va., which shall be known as Local No. 9.

Grand Rapids, Mich., which shall be known as Local No. 41.

Wilmington, Del., which shall be known as Local No. 42.

Springfield, Mass., which shall be known as Local No. 43.

Columbus, Ohio, which shall be known as Local No. 44.

Toledo, Ohio, which shall be known as Local No. 45.

Locals Reorganized.

Houston, Tex., which shall be known as Local No. 22.

New Orleans, La., which shall be known as Local No. 10.

Omaha, Neb., which shall be known as Local No. 39.

Locals Disbanded.

Montreal, Can., which is known as Local No. 23.

New Orleans, La., which is known as Local No. 10.

Youngstown, Ohio, which is known as Local No. 35.

Birmingham, Ala., which is known as Local No. 37.

Agreements Signed.

The agreements of the various locals that have been signed appear at various times in the Journal, with the exception of Minneapolis, who have just signed their new agreement, which calls for an increase in wages and runs for three years.

Trade Conditions.

The trade conditions in the last two years, in general, have been dull, but with a fair prospect, as you have noted from the various reports that were issued in the Journal, and would suggest that our Local Secretaries pay a little more attention and fill out the monthly report blanks sent to them, and let this office know the exact conditions of work.

Membership of Each Local.

St. Louis, Mo., Local No. 1, 41.
Pittsburgh, Pa., Local No. 2, 43.
Cleveland, Ohio, Local No. 3, 64.
Buffalo, N. Y., Local No. 4, 27.
Los Angeles, Cal., Local No. 5, —.
Boston, Mass., Local No. 6, 114.
Seattle, Wash., Local No. 7, 25.
Cincinnati, Ohio, Local No. 8, 29.
New Orleans, La., Local No. 10, 9.
Baltimore, Md., Local No. 11, 32.

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New York City, Local No. 12, 310.
Philadelphia, Local No. 14, 192.
Winnipeg, Can., Local No. 15, 9.
San Francisco, Cal., Local No. 16, 33.
Chicago, Ill., Local No. 17, 159.
Indianapolis, Ind., Local No. 18, 20.
Milwaukee, Wis., Local No. 19, 30.
Toronto, Can., Local No. 20, 46.
Dallas, Tex., Local No. 21, 7.
Houston, Tex., Local No. 22, 7.
Montreal, Can., Local No. 23, —.
Washington, D. C., Local No. 24, 18.
Detroit, Mich., Local No. 25, 70.
Rochester, N. Y., Local No. 26, 70.
Kansas City, Mo., Local No. 27, 20.
Syracuse, N. Y., Local No. 30, 9.
Providence, R. I., Local No. 31, 27.
Essex and Hudson Co., Local No. 32, 5.
Connecticut, Local No. 33, 22.
Minneapolis, Minn., Local No. 34, 37.
Youngstown, Ohio, Local No. 35, —.
Portland, Ore., Local No. 36, 12.
Wilkes-Barre, Pa., Local No. 37, —.
Omaha, Neb., Local No. 38, 11.
Albany-Troy, N. Y., Local No. 39, 13.
Grand Rapids, Mich., Local No. 40, 8.
Portsmouth, Va., Local No. 9, 17.
Wilmington, Del., Local No. 42, 19.
Springfield, Mass., Local No. 43, 7.
Columbus, Ohio, Local No. 44, 7.
Toledo, Ohio, Local No. 45, 12.

The above is the membership of each local as they are registered at headquarters, and recommend that we change the system of application blanks, transfer cards and withdrawal cards, and adopt a duplicate system, so that one can be sent to the general office for future reference, as quite a few of the locals when ordering stamps, state that they only have thirty and I have on my roster forty-five and then they notify me later that five have been transferred, and do not state where. The same applies to withdrawal members, and think that the duplicate system will remedy same; and further recommend that all withdrawn members be registered, giving the date of their withdrawal, as in some instances in the last two years I have been registering members who have been out of the business several years.

Journal.

Owing to the fact that our Journal is a loss to the Association, under the present way of subscription to same, recommend to relieve this that the Secretary-Treasurer be instructed to either solicit ads himself, or enter into an agreement with some reliable soliciting concern and to solicit a sufficient amount of advertising to pay the cost of the Journal, and further recommend that same be entered as second-class mailing matter, and mailed to the individual members without additional cost to said member.

Finances.

The finances of the International Association are above the amount as shown at any previous convention, and recommend that the per capita tax of 40 cents per member be continued, and that we create a death benefit of $50.00.

The following are the receipts and expenditures for the two years:

Balance on hand Oct. 1, 1914, $64.65.
Total receipts from Oct. 1, 1914, to and including Sept. 30, 1916, $13,581.40.
Total, $13,646.05.
Total expenses from Oct. 1, 1914, to and including Sept. 30, 1916, $13,034.50.
Leaving a balance on hand Oct. 1, 1916, of $611.55.

Due Books and Stamps.

Recommend that we adopt the old due book with only one change, and that is, to have two extra pages in the back only ruled for miscellaneous accounts, and that the stamp system be readopted.

The following is the price list of

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supplies, and recommend that they be adopted:

Note: This does not include express.

Seal	$3.00
100-page Ledger	1.50
200-page Ledger	2.50
100-page Journal	1.50
200-page Journal	2.50
Minute Book	1.50
Warrant Book	.50
Receipt Book	.50
Treasurer's Book	1.00
Letter Heads, per 500	3.25
Envelopes, per 500	2.75
Withdrawal Cards, per doz.	.25
Transfer Cards, per doz.	.25
Constitutions, per copy	.10
Due Books, per copy	.15
Application Blanks, per doz	.25
Buttons, each	.50

Grievances and Appeals.

The following have been acted upon by the Executive Board:

Chicago, Ill., Local No. 17.

R. E. Kraing & Co. vs. Local No. 18, Indianapolis, Ind.

Detroit, Mich., Local No. 25 vs. Grand Rapids, Mich.

J. L. Owens vs. Detroit, Mich., Local No. 25.

Ed Smith vs. Detroit, Mich., Local No. 25.

Stephan Andrews vs. New York Local No. 12.

W. Moreau, Contractor, vs. Cleveland, Ohio, Local No. 3.

Geo. J. Shrerer vs. Chicago Local No. 17.

Cases Settled Since Last Executive Board Meeting.

M. Perkins vs. Indianapolis, Ind., Local No. 18.

J. L. Owens, Reg. No. 327, James A. Kelly, Reg. No. 530; Wm. Cook, Reg. No. 502, vs. Detroit, Mich., Local No. 25.

Frank H. Holmes, Reg. No. 623, vs. Detroit, Mich., Local No. 25.

A. Hall, Reg. No. 913, vs. Kansas City, Mo., Local No. 27.

Local No. 33, Connecticut, vs. Local No. 6, Boston, Mass.

Cases Still Pending.

M. Townsend, Reg. No. 334, vs. Detroit, Mich., Local No. 25.

P. J. Greaney, Contractor, vs. Springfield, Mass., Local No. 43.

Wm. Bart vs. Wilkes-Barre, Pa., Local No. 38.

H. Guy Ray vs. Indianapolis, Ind., Local, No. 18.

Brotherhood of Painters, Decorators and Paperhangers vs. International Association.

W. Weiss vs. St. Louis, Local No. 1.

Executive Board Reports.

The matters referred to the Executive Board, and which have been disposed of and appear in the Journal at various times, and it is useless to review or reprint them. The only matters before the Executive Board at this time is the sanction of the trade agreement of Local No. 19, Milwaukee, and Local No. 39, of Omaha, Neb.

The Executive Board sanctions the agreement of Local No. 27, Kansas City, Mo.

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

Moved and seconded that the report be received as read and referred to Committee. Motion carried.

The chairman ruled that all resolutions must be in by to-morrow's session and any resolution presented afterwards must have the unanimous consent of the Convention.

Moved and seconded that the Convention adjourn to meet at 9:30 a. m., Wednesday, Oct. 4, 1916. Motion carried.

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

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Morning Session,
Wednesday, Oct. 4, 1916.

Convention called to order by President, Joseph A. Mullaney, at 9:30 a. m.

Upon roll call, all delegates were found to be present.

Telegram from T. J. Williams, President of Building Trades Dept., was read and noted:

A. G. Hawes, New Bingham Hotel,
Philadelphia, Pa.

Will be in attendance at the Asbestos Workers' Convention some time on Wednesday morning.

T. J. WILLIAMS.

Committee on Secretary-Treasurer's Report, reports:

Philadelphia, Pa., Oct. 4, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

We, your committee, on Secretary-Treasurer's Report, beg leave to report as follows:

That we recommend the adoption of the duplicate system of applications, withdrawals and transfer cards.

Journal: We, your committee, recommend the adoption of the recommendation of the Secretary-Treasurer relative to the advertising in Journal, and that the various Locals be notified to assist him in securing ads.

Death Benefits: We, your committee, recommend the non-concurrence of creating a death benefit, but recommend the concurrence in reference to per capita tax.

Due Books and Stamps: We, your committee, recommend the adoption of the recommendation relative to the stamp system and due books.

Supplies: We, your committee, recommend the adoption of the recommendation of Secretary-Treasurer relative to supplies.

Respectfully submitted,
L. F. STRIETER,
Chairman,
PETER I. MORTIMER,
ROY GARINGER,
H. H. McDOWELL,
CARL SYLVEN.

On motion, the Secretary-Treasurer's Report was taken up seriatim. That portion of the report relative to the adoption of a duplicate system of applications, withdrawals and transfers was read, and on motion, which prevailed, the triplicate system of transfer withdrawals and a duplicate system of applications was adopted.

Journal: We, your committee, recommend the adoption of the recommendation relative to the Journal, and the various Locals be notified to assist him in securing ads. On motion, same was concurred in.

Death Benefits: That portion of the Secretary-Treasurer's report relative to Death Benefits, we, your committee, recommend the non-concurrence, but recommend the concurrence in reference to per capita tax. On motion, the recommendation was adopted, but that portion relative to per capita tax was referred to the Committee on the Constitution and By-Laws.

Due Books and Stamps: We, your committee, recommend the adoption of the Secretary-Treasurer's recommendation relative to due books and stamps. On motion, same was concurred in.

Supplies: We, your committee, recommend the adoption of the recommendation relative to supplies. On motion, same was concurred in. On motion, the Secretary-Treasurer's Report was received as a whole.

The Minutes of October 3rd session were read and approved as read.

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

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

Afternoon Session,
Wednesday, Oct. 4, 1916.

Convention called to order by the President, Joseph Mullaney.

On roll call, all delegates were present.

Report of Committee on President's Report was read:

Philadelphia, Oct. 4, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

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Greetings:

We, your Committee on the President's Report, after giving his various activities careful consideration and thought, hereby recommend his report as a whole and endorse the various subject matters therein disposed of.

Upon the question of State Federation and Affiliation, we particularly recommend that all Local Officers give this their hearty support and co-operation and take active measures to see that such affiliations are perfected.

We heartily commend the careful and earnest work by our President in the past, as detailed in the official Journal, and trust that his activities may not now cease in what is yet their beginning.

Our only regret is that the International Association has not more organizers to still carry on the good work and accomplishments to date.

Respectfully submitted,
V. E. McLELLAND,
Chairman,
EDW. J. McGANN,
MICHAEL WALSH,
MICHAEL J. MULVIHILL.

On motion, same was adopted.

The Committee on Constitution and By-Laws reports that portion of the Secretary-Treasurer's Report which was referred to them, as follows:

Philadelphia, Oct. 4, 1916.

We, your Committee on Constitution and By-Laws, recommend the following:

That the report of the Committee on Secretary-Treasurer's Report be again referred to them to bring in a resolution and recommendation covering the item of per capita tax, and have same again referred to the Constitution Committee.

Respectfully yours,
THE CONSTITUTION COMMITTEE,
ED. BRINKER, Chairman.

On motion, same was concurred in.

A recess until 3 o'clock was then taken.

Continuation of Afternoon Session, Wednesday, Oct. 4, 1916.

The Committee on Secretary-Treasurer's Report relative to that portion of his report which was referred back to them, as follows:

Oct. 4, 1916.

We, your Committee on Secretary-Treasurer's Report, recommend the following:

That the present income of forty cents per member be maintained, and the subject of individual assessment and monthly per capita be referred to the Constitution Committee for consideration.

LEWIS F. STRIETER,
Chairman,
H. McDOWELL,
CARL SYLVEN,
ROY GARINGER,
PETER MORTIMER.

On motion, same was concurred in.

The Committee on Grievances and Appeals reports as follows:

Philadelphia, Oct. 4, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Greeting:

We, your Committee on Grievances and Appeals, beg leave to submit the following report:

In the case of P. J. Greaney vs. Local No. 43, Delegate Johnson of Local No. 43, explained the situation to our committee and state that same was settled satisfactorily to both sides.

In the case of the Brotherhood of Painters and Paperhangers vs. International Association, the committee wishes to report that inasmuch as the President's report, which will be contained in the next issue of our official Journal, will deal fully with this matter, we your committee, refer this whole issue to the incoming executive board.

In the case of William Bart vs. Local No. 38, your committee recommends that the above case be referred to the incoming executive board for further investigation and action.

In the case of W. Weiss vs. Local No. 1, your committee concurs in the action taken by said Local Union.

In the case of Al. Townsend vs. Lo-

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cal No. 25, we, the committee, concur in the action taken by Local No. 25.

In the case of John Pracchia vs. Local No. 1, we, your committee, concur in the action taken by Local No. 1.

Respectfully submitted,
WM. C. LANDIS,
Chairman,
EDWARD J. KILEY,
ED. ANDERSON,
JOHN WIEKERSHEIM.

On motion, the report of the committee was received as a whole.

President Thomas J. Williams, of the Building Trades Dept., addressed the Convention and his eloquent remarks were well taken.

Committee on Resolutions reports:

Philadelphia, Oct. 4, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Greeting:

We, your Committee on Resolutions, beg leave to report the following as a partial report:

Resolution No. 1, presented by Ed. Brinker.

To the Tenth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Greetings:

Resolution:

Whereas, it has come to pass that men applying to Local Union for membership and the same have been accepted, that they wished to transfer to another Local Union, before all of the initiation fee had been paid into the Local Union accepting the application, and

Whereas, this has caused trouble on account of the general membership not understanding the laws in regard to application. Therefore, be it

Resolved, That the Constitution be amended to read, Article 1, Section 3: Any one making application to a Local Union shall be compelled to pay his full initiation fee to the Local Union to which he has made application.

Respectfully submitted,
ED. BRINKER.

We, your committee, recommend that resolution be referred to the Convention as a whole. On motion, same was concurred in.

Resolution No. 2, presented by Edw. Brinker:

To the Tenth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Resolution, Local No. 25, of Detroit: Greeting:

Whereas, the International has experienced a lot of trouble during the last two years by members traveling from one local to another, and the Local Unions have not honored the Transfer Cards when presented, and

Whereas, the Local Unions have charged the traveling members exorbitant money for the privilege of working within their jurisdiction, and have thereby created discontent, and

Whereas, something must be done to overcome this or enforce the law of the International. Therefore, be it

Resolved, That a system of Traveling Cards be adopted, whereby a member can travel and work within the jurisdiction of any Local Union, when there is work, without transferring into the Local, and the Local affix his stamps and collect the dues prevailing in the Local and forward to the International the per capita due on these men.

Submitted by Local No. 25, Detroit, Mich. EDW. BRINKER.

We, your committee, recommend the concurrence in the above resolution, with striking out the words, "when there is work," in paragraph three, On motion, same was adopted.

Resolution No. 3, presented by Ed. Brinker:

To the Tenth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Greetings:

Resolution:

Whereas, the membership at large does not pay as much attention to the welfare of the organization as they should, and

Whereas, they neglect to attend

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meetings and neglect to pay their dues in advance, as per Constitution of the International and the Local Unions have not the power to enforce the payment of dues in advance, through lack of initiative, and

Whereas, a provision in the International Constitution as regards a fine if members do not pay their dues in advance, would be a great help to the Locals, and would be the means of keeping the Locals better financed and thereby in better condition to establish for themselves the things most asked for by organized labor, therefore, be it

Resolved, That this International have a clause in the Constitution that every member being in arrears one month be fined 5 cents, two months in arrears 10 cents, three months in arrears 15 cents; this to be charged for each month and added to the following month, so a member in arrears two months would have to pay 15 cents, three months in arrears 30 cents additional besides his dues.

Respectfully submitted.
ED. BRINKER.

We, your committee, recommend the non-concurrence; on motion, same prevailed.

Resolution No. 4, by Ed. Brinker:

To the Tenth Convention of the Heat and Frost Insulators and Asbestos Workers:

Greetings:

Resolution:

Whereas, the International Association has become a power in the labor movement, and

Whereas, closed shop conditions prevail in all organized cities, and

Whereas, our men do all the work inside of our trade agreement radius, and

Whereas, no provisions have been made to do the work outside of our trade agreement radius with men belonging to the International, and

Whereas, there is a considerable lot of work going on at all times in the outside territory, and the members of the Locals are out of employment on account of no work in the shop, and

Whereas, we believe that we are justly entitled to all work that is contracted for by the employers, no matter where located. Therefore, be it

Resolved, That this Convention go on record of claiming all work that is being contracted for by the employers, no matter where located, and insist that all work must be done by organized members of our organization, and only by members of the Local Union that is located in that territory, and be it further

Resolved, That the incoming Executive Board be instructed to immediately divide the country into districts, as is now done by the employers, to have the members of a Local Union execute all work of their employers in the territory covered by the employer's local office, and work contracted for within the territory of another Local Union shall be governed by Article 12, Section 2 of the Constitution now in force.

Respectfully submitted,
ED. BRINKER.

We, your committee, recommend no comments on same, but refer the matter to the Convention as a whole.

And a motion to non-concur prevailed.

The time for adjournment arriving, the Convention adjourned to meet at 9:30 a. m., Thursday, Oct. 5, 1916.

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

Philadelphia, Pa.,
Thursday, Oct. 5, 1916.

Convention called to order by President Joseph Mullaney.

On roll call, all delegates were present.

Minutes of the previous session were read and approved as read.

Resolution Committee continues to report:

Resolution No. 5, by Mr. Baetzel:

To the Officers and Members of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Be it hereby resolved, that the following amendment be added to Article XII, Section 2, of the General Laws of this organization, to be inserted after the word "Locals:" Such members must conform to the trade laws of the

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Local under whose jurisdiction they work.

We, your committee, recommend the adoption of same and on motion, same prevailed.

Resolution No. 6, by L. F. Strieter and V. E. McLelland:

To the Officers and, Members of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Believing it to be in the interest of organized labor generally, and to that of the International Association of Asbestos Workers particularly, we, the undersigned, do earnestly request that this Association do pledge itself to use any and every legitimate and honest method to secure or have, asbestos workers listed or classified in the Navy Yard, Gun Proving Grounds, Buildings and other U. S. Government reservations; at a rate of pay equal to, if not in excess of the average wage throughout the country, thereby creating a compliance with the [illegible] Service Commission.

V. E. McLELLAND,
L. F. STRIETER.

We, your committee, recommend its adoption and the Secretary-Treasurer be instructed to communicate with the proper authorities. On motion, same prevailed.

Resolution No. 7, presented by John McCormick, on request of the President of the Pennsylvania State Federation of Labor:

To the Officers and Members of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Whereas, the time has come when many of the nations of Europe recognize the justice of taking care of the old and decrepit members of the working-class, without resorting to the method of pauperism or poorhouse, and

Whereas, to our shame, the United States, with all its boasted freedom and love of fair play, lags behind monarchial countries in its treatment of the workers, who are incapacitated by age and overwork, and continues to send them to public institutions, which imposes upon them the stigma of the pauper, and

Whereas, the life services of highly-paid judges and well-paid soldiers, who have had an opportunity to save enough for the "rainy day," are further compensated in old age by handsome pensions, while the aged workers, who have been among the fundamental supporters of the nation, are left to starve, to beg, or to fret away their existence in poorhouses; therefore, be it

Resolved, That we strenuously object to such injustice continuing in this country any longer, believing that, if any persons are entitled to pensions in old age, it is the working men and women who have given their energies to the upbuilding and greatness of our country, and be it further

Resolved, That we call upon the coming legislature of Pennsylvania to pass an Old Age Pension Law, to the end that the toil worn [illegible] when the power to serve themselves has gone and the humiliation of poverty is upon them.

We, your committee, recommend the adoption of same, and on motion, same prevailed.

Resolution No. 8, by request of the International Brotherhood of Paper Makers:

Whereas, the Union Label is one of the most important factors in the upbuilding of the union movement, its attachment on an article being a guarantee that conditions in the factory where it was made, in so far as wages, hours of employment, and sanitary devices are concerned, are in conformity with labor's demands; and

Whereas, it has come to our attention that many unions, who should scrupulously insist upon Union Labeled products only, have been careless about this important weapon in the hands of organized labor, and have used open shop goods, particularly scab paper for their printing, and

Whereas, the International Brotherhood of Paper Makers, an organization affiliated with the American Federa-

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tion of Labor, is making strenuous efforts to organize the industry and obtain for them three shifts of eleven hours in the day time and thirteen hours at night, also to get for them better wages and more sanitary conditions, and for the attainment of this, needs the support of organized labor, and looks to labor for the use of Union Made Paper; and

Whereas, Unions, by using non-union paper are directly helping the unfair employers to defeat the cause of the wage earners, and are placing additional obstacles in the way of organizing the men; and also, that labor organizations can, if they will, have their stationery, magazines, books, pamphlets, circulars, leaflets, ledgers, journals, minute books, etc., printed on Union Made paper; be it, therefore

Resolved, That we urge all labor organizations, and members thereof, to demand for their printing of whatever kind and nature, only paper that bears the Label of the Paper Makers' Union watermarked in it; also, that all organizations affiliated with this body, must, for any and all purposes, absolutely use no other than Union Made Paper, and that failure to comply with this shall subject such organization to charges by any affiliated member, which, when proven, shall be ground for expulsion or suspension until it shall have complied with same; and be it further

Resolved, That the Allied Printing Trades of this city be urged and requested, that in the future agreements to be made by them with printers desiring the label, a clause be inserted that whenever the said printers do printing for labor organizations, such printing must be done on Union Label Watermarked Paper.

Resolved, further, that all labor organizations be urged, and all organizations affiliated with this body be demanded, that any letters, pamphlets, circulars, leaflets or any other printed or written matter, received by the officers, or members, on paper not bearing the Union Label of the Paper Makers, be returned to the sender with the statement, "Returned because written or printed on non-union made paper," and be it also

Resolved, That the officers of this body communicate at once with the various political organizations of the city requesting them to use Union Made papers for all purposes, informing them at the same time that the use of any other product will be considered by organized labor as unfriendly, and will be looked upon as antagonistic to the Union Movement.

Copies of this resolution shall be sent at once to all organizations affiliated with this body.

We, your committee, recommend the adoption of same, and on motion, same prevailed.

Resolution No. 9, by Ed. Anderson:

Philadelphia, Oct. 4, 1916.

To the Tenth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Greeting:

Local 34, of Minneapolis, does hereby request that its Charter be made to read: "Local 34, of Minneapolis, St. Paul and Vicinity." Both cities of which are within its chartered jurisdiction radius.

Fraternally submitted.

ED. ANDERSON.

We, your committee, recommend the adoption of same, and on motion, same prevailed.

Resolution No. 10, by A. F. Wiggins:

Philadelphia, Oct. 5, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Whereas, the several Locals situated on the Pacific Coast are many miles removed from the nearest sister locals, and

Whereas, the expene of sending delegates to the Conventions of the International Association is of necessity a too great burden for these numerically small organizations to bear; be it

Resolved, That this Tenth Convention of the International Association give consideration to the devising of

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ways and means that will insure the said Locals procuring representation at all future International Conventions and that the major portion of the expense thereof be distributed amongst our general membership.

Fraternally yours,
A. F. WIGGINS.

We, your committee, recommend the non-concurrence of same, and on motion, same prevailed.

Resolution No. 11, by Frank Spear and Wm. Hahn, which was given the unanimous consent of the Convention to be introduced:

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Resolved, To change Article X, Section 2, line 12, of the Constitution and By-Laws by striking out the words, "Be subject to more than $50 difference fee should he transfer locally," and insert in lieu thereof the following: "Be subject to no difference in initiation fee should he transfer."

Respectfully submitted,
FRANK C. SPEAR,
WILLIAM HAHN.

We, your committee, recommend the adoption of same, and on motion, same prevailed.

This concludes our report on resolutions presented to us.

Respectfully submitted,
JOHN J. McCORMICK,
Chairman,
C. HEARN,
L. KOCH,
J. LALOR,
JOHN ROZELL.

It was moved and seconded that the report be received as a whole. Motion carried.

Moved and seconded that the Convention adjourn to meet at 9:30 a. m., Friday, Oct. 6, 1916. Motion carried.

Philadelphia, Pa.,
Friday, Oct. 6, 1916.

Convention called to order by the President Joseph A. Mullaney.

On roll call, all delegates were present.

Committee on Constitution and By-Laws reports as follows:

Philadelphia, Oct. 6, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Your Committee on Constitution and By-Laws begs leave to submit the following as rule of government for consideration and enactment into trade laws:

Greeting:

The Preamble was adopted with the following changes: "Tenth" in place of "Ninth," "Philadelphia" instead of "Toronto."

Article I was adopted with no changes.

Article II, Sec. 1, was adopted with the word "International" after the word "this" in line 12; also the addition of the words: "of those from whom monthly dues are accepted by a Local Union" after the word "name," line 12. After the word "determined" in line 15, the words "their standing in our trade as also" were added, and after the words "per capita" in line 15, the word "each" was inserted and in line 17 the word "members" was stricken out and the words "months, dues received," was inserted in its place.

Article II, Sec. 2, was adopted with the following changes: In par. 13, line 3, after the word "for" the words "investigation and" were inserted.

Article II was amended by adding Sec. 3, which runs as follows: "The application shall be of duplicate form, the original of which shall be dated and filed by the Local Union and the copy forwarded to the General Office within ten days."

Article II, Sec. 4 was added: "Anyone making application to a Local Union shall be compelled to pay his full initiation fee to the Local Union to which he has made application."

Article III, Sec. 1, was changed to read as follows: "Local Unions are subordinate branches of the International Association, can only exercise local authority in matters upon which the In-

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ternational Constitution and By-Laws are silent and then only pending a decision of the General Executive Board on Convention."

Article III, Sec. 1, was changed to read as Section 2, with the following changes: After the word "who" in line 4, insert the words, "make application accompanied."

Article III, Sec. 2, was adopted without change, except to read Sec. 3.

Article III, Sec. 3, was changed to read Sec. 4, with the word "Union" added after the word "Local" in the 12th line.

Article III, Sec. 4, was changed to read as Sec. 5, with the words "or Convention" added after the word "Board" in line 5. Also the words, "or by reason of the Local failing to pay its membership per capita or other indebtedness to the General Treasurer within six (6) months after same is due" after the word "it" in line 7.

Article IV, Sec. 1, was changed by striking out the word "Bi-annually" and replacing it with "Tri-annually" and the word "regular" added to the 4th line after the word "proceedings."

Article IV, Sec. 2, was changed by adding the words, "representing at least seven (7) Local Unions" after the word "Delegates" in line 2.

Article IV, Sec. 3, was changed by adding the word "recognized" ahead of the word "Local" in the 1st line and the words, "in good standing" after the word "Union" in the first line.

Article IV, Sec. 4, was changed by inserting the words, "with all International arrearages paid up to September 30th" after the word "Union" in the 1st line.

Article IV, Sec. 5, adopted without change.

Article IV, Sec. 6, changed by adding the words "a Mechanic" after the word "be" on line 4, and the word "Locally" after the word "Affiliated" in line 5. The last sentence was stricken out.

Article IV, Sec. 7, was changed by striking out the following words, "That sends credentials for no other delegate."

Article IV, Sec. 8, was adopted without change.

Article V, Sec. 1, was changed by adding the words "of equal rank" after the word "Presidents" in line 3.

Article V, Sec. 2, was changed by adding the words, "and serve until the succeeding convention. Vice-President can sit as Convention Delegate on credentials issued by any affiliated local union, in same manner as may the General President and Secretary-Treasurer hereinbefore provided for according to Article IV, Sec. 7," after the word "Convention" in line 2.

Article V, Sec. 3, was changed by inserting the word "decided" after the word "be" in the 1st line.

Article V, Sec. 4, was changed by striking out the words "Distribute and receive" after "shall" in line 3, and substituting the words "distribute and receive ballots."

Article V, Sec. 5, adopted without change.

Article V, Sec. 6, adopted without change.

Article VI, Sec. 1, changed by inserting the following: "he shall represent the International at the American Federation of Labor" after the word "only," line 9.

Article VI, Sec. 2, changed by inserting the words "in addition to his salary" after the words "weekly" and the words "hotel and personal incidental" after the word "for" in line 3.

Article VII, Sec. 1, changed to read as follows: "The Vice-Presidents shall, from one of their number, by vote, fill the office of General President should that office become vacant. They shall, when ordered away from home on International business, receive mileage, expenses and six dollars ($6) daily wages."

Article VIII, Sec. 1, was adopted without change.

Article VIII, Sec. 2, was adopted without change.

Article VIII, Sec. 3, changed by inserting the words "supply Local Unions with" after the word "shall" in the 1st line, and by adding the words "traveling cards, application blanks" after the word "and" in the 2nd line, and by

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adding after the word "paraphernalia" the words "withdrawal, transfer and traveling cards shall be supplied in triplicate form, application blanks in duplicate form."

Article VIII, Sec. 4, was changed to read as follows: "He shall edit and issue the official Journal, copies of which he shall supply all affiliated Locals, and in which shall be published a list of all suspended and expelled members, in addition to all official announcements, decisions, etc."

Article VIII, Sec. 5, was changed by striking out the word "membership" after the word "for" in the 1st line.

Article VIII, Sec. 6, adopted without change.

Article VIII, Sec. 7, adopted without change.

Article VIII, Sec. 8, adopted without change.

Article VIII, Sec. 9, was changed by substituting the words "fifty dollars a month" instead of "the yearly sum of three hundred and sixty dollars ($360)."

Article VIII, Sec. 10, was added "And when ordered away from home on International Association business, receive mileage, expenses and six dollars ($6.00) daily wages."

Article IX, Sec. 1, adopted after striking out the word "sometimes" after the word "and" in the 2nd line.

Article IX, Sec. 2, adopted without change.

Article IX, Sec. 3, adopted without change.

Article IX, Sec. 4, adopted without change.

Article IX, Sec. 5, adopted without change.

Article IX, Sec. 6, adopted without change.

Article IX, Sec. 7, adopted without change.

The hour for adjournment arriving, the Convention adjourned to meet at 2:30 p. m.

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

Afternoon Session, Friday, Oct. 6, 1916.

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

On roll call, all delegates were present.

Continuing the report of the Constitution and By-Laws Committee:

Article IX, Sec. 8, was adopted after changes as follows: Adding the words "in good standing" after the word "Unions" in the 6th line.

Article IX, Sec. 9, adopted without change.

Article IX, Sec. 10, adopted with change of striking out the word "one" in line 2, after the word "held" and inserting the word "annual" after the word "regular" and adding "s" to the word "meeting," and inserting the words "that require immediate attention" after the word "them" in line 8.

Article IX, Sec. 11, adopted with the change of adding the words, "and which shall be divided pro rata among the membership affected by an International Officer" after the word "Association" in the last line.

Article IX, Sec. 12, adopted without change.

Article X, Sec. 1, adopted as follows: By inserting the words "at least" after the word "of" line 2, and the words "all initiation fees" added instead of the words "which sum" after the word "of" in line 4; and also striking out of the words "and be forwarded to the General Office" in lines 5 and 6, and in inserting in its place the words, "and must accompany the membership name requested registered."

Article X, Sec. 2, adopted with the changes as follows: Striking out the word "fix" and inserting the word "established," line 1; inserting the word "fee" after "initiation," line 8, by inserting the sentence "Ten per cent (10%) of all initiation fees shall revert to the General Fund at the General Office" after the word "it," line 10; and striking out the sentence "A member affiliated Internationally five (5) years shall not be subject to more than a fifty dollar ($50) difference fee should he transfer locally" and inserting in its place the sentence, "be subject to no

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difference in initiation fee should he transfer."

Article X, Sec. 3, adopted without change.

Article X, Sec. 4, adopted with the following changes: By inserting the words "Improvers shall not transfer except in cases where a Local Union agrees to accept them prior to transfer issuance" in place of "in no case shall transfer be issued to an Improver," lines 8-9.

Article X, Sec. 5, adopted with the insertion of the word "lapsed" in place of "expelled" twice in line 6, and striking out after the word "membership" the following: "and then only in the Local from which they stand expelled."

Article X, Sec. 6, adopted without change.

Article X, Sec. 7, adopted with the change in the last word, in place of admission insert "readmission."

Article X, Sec. 8, changed by inserting the word "differential" after the word "regards" in line 2.

Article X, amended by adding a new section which shall be known as Section 9, which reads as follows: "A member can only be expelled for a trade law violation and in manner as outlined in International or Local Constitution and By-Laws. Expelled members can only reaffiliate Internationally with the consent of the Local expelling them."

Article XI, Sec. 1, changed by inserting the words "initiation fees" after the word "fees" in line 2, and by inserting the word "forty" in place of "thirty" in line 5.

Article XI, Sec. 2, adopted without change.

Article XI, Sec. 3, stricken out.

Article XII, Sec. 1, adopted without change.

Article XII, Sec. 2, changed as follows: In line 4 insert the words "mechanics from" in place of "members of" and substitute the word "men" for "mechanics," and in line 7, inserting the following: "Such members must conform to the Trade Laws of the Local under whose jurisdiction they work" after the word "mechanics." Also insert the sentence after the word "Locals" as follows: "And shall pay dues to their home Locals," line 9.

Article XII, Sec. 3, adopted without change.

Article XII, Sec. 4, changed as follows: Adding the letter "s" after "President," line 2, and by striking out the word "otherwise" in line 3, and the words "and shall act as organizers," line 4.

Article XII, Sec. 5, adopted without change.

Article XII, Sec. 6, adopted without change.

Article XII, Sec. 7, adopted without change.

Article XII, Sec. 8, amended by inserting the words "Vice-President" after the word "President" in line 4.

Article XII, Sec. 9, adopted without change.

Article XIII, Sec. 1, adopted with the following changes: By striking out the word "Local," line 10, and substituting the words "of the Local" after the word "members," line 10.

Article XIII, Sec. 2, adopted without change.

Article XIII, Sec. 3, adopted without change.

Article XIII, Sec. 4, adopted with the following changes: Adding the sentence after the word "standing," line 4: "At no time shall a member in bad standing be allowed to attend meeting or have voice at same if there be objection by a member in good standing."

Article XIII, Sec. 5, changed as follows: By adding the words "as employer" after the word "business," line 2, and substituting the word "forfeit" in place of "immediately resign," line 3.

Article XIII, Sec. 6, changed as follows: Substituting the words "shall be elected" in place of "elected," line 4.

Article XIII, Sec. 7, adopted without change.

Article XIII, Sec. 8, adopted without change.

Artice XIV, Sec. 1, adopted without change.

Article XIV, Sec. 2, adopted without change.

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Article XIV, Sec. 3, adopted with the following change: By the striking out of the words "by motion or resolution," line 12.

Article XIV, Sec. 4, changed by striking out the word "give" and substituting the word "mail," line 10.

Article XIV, Sec. 5, changed by adding the word "lapsed" after the word "suspended," line 6.

Article XIV, Sec. 6, was amended by striking out Section 6, and inserting the following, to be known as Section 6: "The Financial Secretary and Treasurer may act as Trustee, but not as a member of an Auditing Committee."

Article XIV, Sec. 7, adopted without change.

Article XIV, Sec. 8, adopted without change.

Article XIV, Sec. 9, changed as follows: By substituting the word "is" for the words "shall be," line 6, and adding the words "at all times" after the word "to" in the same line.

Article XIV, Sec. 10, adopted without change.

Article XV, Sec. 1, adopted without change.

Article XV, Sec. 2, adopted without change.

Article XV, Sec. 3, adopted without change.

Article XV, Sec. 4, adopted without change.

Article XV, Sec. 5, changed as follows: Adding the words "Executive Board" in place of the words "a jury," line 2.

Article XV, Sec. 6, adopted without change.

Article XV, Sec. 7, adopted by substituting the word "Board" in place of "Committee," line 2, and adding "until he complies" at the end of the section.

Article XV, Sec. 8, changed by adding the words "proven to have presented" in place of "presenting," line 1.

"Conclusion adopted without change."

On motion, the report of the Constitution and By-Laws Committee was received as a whole.

No other business being before the Convention, they adjourned until Saturday, October 7, 1916, at 9:30 a. m.

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

Philadelphia, Pa.,
Saturday, Oct. 7, 1916.

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

Upon roll call all delegates were present.

The Report of the Finance Committee was read.

Philadelphia, Oct. 7, 1916.

To the Officers and Delegates of the Tenth Biennial Convention of the International Association of Heat and Frost Insulators and Asbestos Workers:

Greetings:

We, your Committee on Finance, beg leave to report as follows:

We have examined each and every item of expense account and expenditures, together with the vouchers and receipts thereof, and find each and every particular item to be true and correct as per the report received by this Convention from its Secretary-Treasurer. In determining our conclusions and reaching our findings, we have examined many books in which the same are entered.

We wish to commend the Secretary-Treasurer upon his plain and comprehensive system of account keeping and for the every facility he has afforded us in our examinations of that which is in his keeping.

The following are the sum totals which we embody in our report without itemization; items of which, however, we vouch for as correct in every particular:

Balance on hand October 1, 1914	$ 64.65
Total receipts from Oct. 1, 1914, to and including Sept. 30, 1916	13,581.40
Total	$13,646.05

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Total expenses from Oct. 1, 1914, to and including Sept. 30, 1916	13,034.50
Leaving a balance on hand Oct. 1, 1916, of	$ 611.55
Balance due International on Delinquents	2,106.50

The above proves to your Committee that this Association as at present constituted, is in the healthiest financial period of its existence and we wish you to note the fact that were our various affiliated Locals in good financial standing at this particular time, there would exist a surplus in our treasury to the amount of $2,718.05.

Fraternally submitted,
DANIEL A. NEARY,
Chairman,
FRANK C. SPEAR,
GEORGE BRUM,
F. W. BAETZEL.

Moved and seconded that the report be received as read. Motion carried.

Good and Welfare of the Order.

Remarks by President Mullaney along trade lines and by the delegates from Boston.

The recommendation of the Secretary-Treasurer's salary to be raised to Fifty Dollars ($50) per month was adopted.

Constitution and By-Laws Committee read the Constitution, which was adopted as a whole.

The Credential Committee was discharged with a vote of thanks by the Convention.

The Finance Committee was discharged with a vote of thanks by the Convention.

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

The Resolution Committee was discharged with a vote of thanks by the Convention.

The Committee on President's Report was discharged with a vote of thanks by the Convention.

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

The Constitution Committee was discharged with a vote of thanks by the Convention.

The election of officers was then proceeded with. The nominations for President were in order.

Joseph A. Mullaney was nominated. There being no further nominations, the nominations were closed and the Secretary-Treasurer was instructed to cast the unanimous ballot for Joseph A. Mullaney as President.

The nominations were in order for Secretary-Treasurer. Thomas J. McNamara was nominated, and no further nominations being made, Thomas J. McNamara was unanimously elected.

The nominations were in order for Vice-President. John J. McCormick was nominated; William C. Landis was nominated; Edward Brinker was nominated; A. F. Wiggins was nominated; Charles C. Rice was nominated; Edward Baetzel was nominated (Baetzel declining), the five Vice-Presidents were unanimously elected.

The newly elected officers were then obligated.

Remarks were made by the newly elected officers.

There being no further business before the Convention, the Chairman adjourned sine die, to meet the first Monday in October, 1919, at a place designated by the Executive Board.

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

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OFFICIAL JOURNAL
OF
THE INTERNATIONAL ASSOCIATION
HEAT AND FROST INSULATORS
AND ASBESTOS WORKERS

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SHALL HUMAN RIGHTS BE ARBITRATED.

"The eight-hour day is inevitable in the United States, and when the workers of Europe leave the trenches I predict a world-wide refusal to work at any employment for more than eight hours a day!"

That is the declaration of Frank P. Walsh, chairman of the Industrial Relations Committee, in reference to the railroad strike situation.

"Every governmental body, association o fhygienic and society of scientific and economic research that has investigated industrial conditions for the past decade has found that the physical well-being, necessary opportunity for mental development and the recreational needs of human beings demand that no man or woman should be permitted to work more than eight hours a day," said Walsh.

"In the railroad situation, President Wilson, declaring for an eight-hour day, undoubtedly voices the conclusion of society as a whole. The wisdom and bravery of the President in making this pronouncement is unparalleled in the annals of statesmanship.

"Eight hours should be recognized by society as a sufficienty long work day. The overlords of industry never before conceded a proposition to arbitration. We will arbitrate property rights, but never again human right.

"I deny any man has a right to the labor of another man. I know of no right but the right of life. I do not have a right to live unless I get a living wage.

"The eight-hour day and the living wage no longer should be subject to arbitration!

"Who gave eight heads of railroads the power to decide how long the trainmen should spend with their wives and children? The bill of rights entitles the people to something to elevate them above the condition of cattle. We are all entitled to a little happiness in this world. This stand of the trainmen is not a revolution but means there are 400,000 men who are intelligent enough to say they will work no more unless as free men.

"The year 1916 marks the beginning of an end of an industrial despotism, which allows a few men to exercise autocratic control over the lives, mental aspirations and craving for happiness of countless millions of producers."

SPECIAL NOTICE.

Any member who does not receive his copy of the Journal on account of this office not having his proper address may procure same from the Recording Secretary of his Local, as we forward all Journals for which we have no addresses to that official. If you desire to receive your Journal through the mail kindly notify the Secretary-Treasurer, stating your international number with new address.

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Top Row—J. F. Lorior, D. Neary, T. Curry.
Second Row—C. Sylven, L. F. Streiter, V. E. McLelland, C. Hearn, C. Rice, F. Baetzel, L. Koch, A. Wiggins, P. Mortimer.
Third Row—H. McDowell, M. Walsh, J. Wickersheln, R. C. Chamberlain, W. Hahn, F. Spear, N. Johnson, R. Garinger, E. Anderson.
Bottom Row—G. Brun, J. Royell, E. McGann, Wm. Landis, J. McCormick, J. Mullaney, T. McNamara, E. Brinker, D. Ryan, M. Mutchhill.

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Correspondence

November 15, 1916.

Mr. Thos. J. McNamara.

Dear Sir and Brother:

We have just entered into and completed the signing of a new trade agreement, expiring July 1st, 1918, carrying a 25-cent increase January 1st, 1917, and 25 cents July 1st, 1917. The good office and personal of International President Mullaney were necessary, however, in this event and we had the pleasure of listening in meeting to his many advices along trade lines. The agreement just signed completes a raise in wages varying from $1.25 to $2.00 per day and all of this in the elapse of about four years, which proves that a union card means, besides better working conditions, something in dollars and cents.

In closing, I wish to signify our appreciation of President Mullaney's and the International's good work and trust he may be with us in the signing of four and forty more of these nice little agreements. With kindest regards,

Fraternally yours,
F. W. BAETZEL,
Secretary.

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American Federation of Labor News

ALL SHOPS NOW UNION.

Seattle, Wash.—The last nonunion firm in the city has just signed an agreement with the Bridge, Structural and Ornamental Iron Workers' Union. The union now claims to have every worker in the city a member.

JOPLIN UNIONISTS ENJOINED.

Joplin, Mo.—Because of a dispute with a nonunion plumbing contractor, trade unionists in this city, together with their official newspaper, the Joplin Labor Tribune, have been enjoined by Judge Blair of the circuit court from threatening or declaring a boycott or from "directly or indierctly" interfering with plaintiff or his employes "in any manner whatereyr."

According to the writ, the court will be sole judge of what constitutes intimidation and coercion, and can sentence these unionists to jail without a trial by jury, because they are endeavoring to better conditions and raise living standards. If a man is charged with kidnapping or stealing a horse, however, Judge Blair would accord the accused constitutional guarantees without question.

CONGRATULATES PRESIDENT.

Washington, D. C.—President Gompers forwarded the following telegram to President Wilson at Shadow Lawn, N. J., last week:

"Despite the most desperate efforts of intrenched power as represented by wealth alone with its blinded followers, the common people have stood the test and have proven true. The cause of labor, justice, freedom, American patriotism and humanity has been vindicated. The people and our republic are to be congratulated on your reelection as President."

The present paid-up per capital affiliation to the American Federation of Labor is 2,072,702, divided as follows: National and international unions, 111; departments, 5; stated federations, 45; city central bodies, 717; local department councils, 417; local unions, 21,-711; local trade and federal labor unions, 705.

A RINGING APPEAL.

Chicago, Ill.—"Hold Fast! Keep Together! Don't Quit!" is the ringing appeal of Victor Olander, secretary, Illinois State Federation of Labor, to trade unionists of this state, who are urged to stick to their unions, keep every local committee intact and prepare for the coming session of the state assembly.

"Just a word of caution—or warning," concludes Olander. "Don't attempt to add too much additional machinery to your local movement—don't organize independent of your local unions—don't even adopt titles for local committees that would indicate anything in any way separate from the regular trade union organizations. Keep within the labor movement under the direct jurisdiction of the central body and local unions of your vicinity. Remember that nothing has brought us into closer contact with each other, nothing has aroused in us any greater enthusiasm, faith, truth and loyalty to one another, than has our union, our trade organization, in which we discuss and act upon our immediate affairs as workers."

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BRICKLAYERS ARE IN LINE.

Washington.—The American Federation of Labor has issued a charter to the Bricklayers, Masons and Plasterers' International Union of America.

While an agitation for affiliation has been conducted for years among the bricklayers, definite action was taken at their recent convention, held in Toronto, Canada, when the international executives were empowered to act.

In the charter application, signed by President Bowen and Secretary Dobson, it is stated that there are 912 local unions, with a membership of 70,000, affiliated to this international.

In a telegram to President Bowen of the bricklayers, dated October 12, President Gompers says:

"The charter for your international union has been issued to-day. I welcome your organization into the family of trade unions of America under the banner of the American Federation of Labor."

The A. F. L. executive supplemented these fraternal expressions with a letter in which he said, in part:

"It is gratifying beyond measure to know that due to the efforts of many of us continued over a long period of years that your international union has finally come into the family of trade unions under the banner of the American Federation of Labor. I am confident that that action will have great influence with the few international unions still unaffiliated, and that the day is near at hand when it can be truthfully said that every bona fide international and local trade union of America will be banded together in the bonds of unity, fraternity and solidarity in the most beneficent voluntary association of the workers existing anywhere in the world, the American Federation of Labor."

ORGANIZED LABOR NOT A MENACE.

There are those in this enlightened country who speak of the menace of unionism. What does it menace? Why do men join unions? Is it because unionism is a trust, or is it because it is a necessity?

The union man is called upon to make sacrifices. He is not making for himself a monopoly. Every benefit he secures he shares with others.

Wherein is unionism a menace?

Does it menace the interests of labor? Dissolve all the unions of the country, and what would be the effect on labor? Would the standard of labor be improved or injured? Every increase of wages and every reduction of hours, and every safeguard of the worker, is due to organized effort.

Does it menace a home? It aims to keep the mother in the home and when woman must work to place her on a level with the man; to restore the child to the school, out of the sweatshop and the street; to secure the head of the home the best possible wages and hours and conditions of labor; to provide for the family in case of sickness, accident, unemployment or death.

Does it menace society? What is more needed to-day than the social spirit? The union is the greatest existing generator of the social spirit. It teaches its members to stand together—to look not alone to their own affairs, but each to the affairs of others.

Unionism is a menace to nothing except the things that are a menace to human happiness and advancement.—Ex.

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IN MEMORIAM

Whereas, it has pleased our Almighty God in His infinite wisdom to remove from our midst our esteemed friend and brother, William Ziegenhain; and

Wheras, the members of Local No. 9, Pipe-coverers and Asbestos Workers, deeply mourn the loss from among us, therefore, be it

Resolved, That as a mark of our esteem, in which he was held by those with whom he labored, the charter of this Local be draped in mourning for the period of 30 days; and that a copy of these resolutions be sent to the family of our late brother, a copy published in our daily papers, and a copy be spread upon the records of this Local.

W. J. MOORE,
E. C. STOKES,
L. C. GREEN,
Committee.

Whereas, it has pleased our Heavenly Father in all His wisdom to remove from our midst our esteemed brother, Geo. Stoner, and

Whereas, the members of Local No. 27 deeply feel the loss from among us,

Therefore, Resolved, That we extend to his bereaved relatives our heartfelt sympathy, and

Be it further Resolved, That as a mark of esteem in which he was held by those with whom he labored, the charter of this Local be draped for a period of thirty days; and that a copy of these resolutions be sent to the family of our late brother, a copy be sent to the Journal for publication and a copy be spread before the minutes of this Local.

GEO. H. MICHAELS,
LAWRENCE GLENN,
Committee.

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PRESIDENT WILSON CONGRATULATED BY LABOR DELEGATION.

Washington.—President Wilson told a delegation from the American Federation of Labor that all class feeling in America should be wiped out by the establishment of a "justice with a heart in it." He declared that no one who fails to work for this and is qualified to call himself a true American.

The delegation comprised the membership of the Federation's annual convention which was in session in Baltimore. The delegates came to Washington on special cars and marched to the White House headed by a band to congratulate the President on his re-election. Samuel Gompers of the Federation acted as their spokesman, declaring laboring people had come to recognize that Mr. Wilson stands for justice, freedom and righteousness. "We have taken joy in upholding your hands in your great work," said Gompers.

"I need not say that, coming to me as you do on such an errand, I am deeply gratified and very greatly cheered," said the President in reply.

Would Wipe Out Class Feeling.

"It would be impossible for me to say offhand just what thoughts are stirred in me by what Mr. Gompers has said to me as your spokesman, but, perhaps, the simplest thing I can say is, after all, the meat of the whole matter. What I have tried to do is to get rid of any class division in this country, not only that, but of any class consciousness and feeling. The worst thing that could happen to America would be that she should be divided into groups and camps in which there were men and women who thought that they were at odds with one another, that the spirit of America was not expressed except in them, and that possibilities of antagonism were the only things that we had to look forward to.

"As Mr. Gompers said, achievement is a comparatively small matter, but the spirit in which things are done is of the essence of the whole thing, and what I am striving for, and what I hope you are striving for, is to blot out all the lines of division in America and create a unity of spirit and of purpose founded upon this, the consciousness that we are all men and women of the same sort and that if we do not understand each other, we are not true Americans. If we cannot enter into each other's thoughts, if we cannot comprehend each other's interests, if we cannot serve each other's essential welfare, then we have not yet qualified as representatives of the American spirit.

"Nothing alarms America so much as rifts, divisions, the drifting apart of elements among her people, and the thing we ought all to strive for is to close up every rift, and the only way to do it, so far as can be seen, is to establish justice not only, but justice with a heart in it, justice with a pulse in it, justice with sympathy in it. Justice can be cold and forbidding, or it can be warm and welcome, and the latter is the only kind of justice that Americans ought to desire. I do not believe I am deceiving myself when I say that this spirit is growing in America. I pray God it may continue to grow, and all I have to say is to exhort everyone whom my voice reaches here or elsewhere to come into this common movement of humanity."

No Prearrangement.

In addressing Mr. Wilson, Gompers said the delegates had decided without any prearrangement to come and congratulate the President.

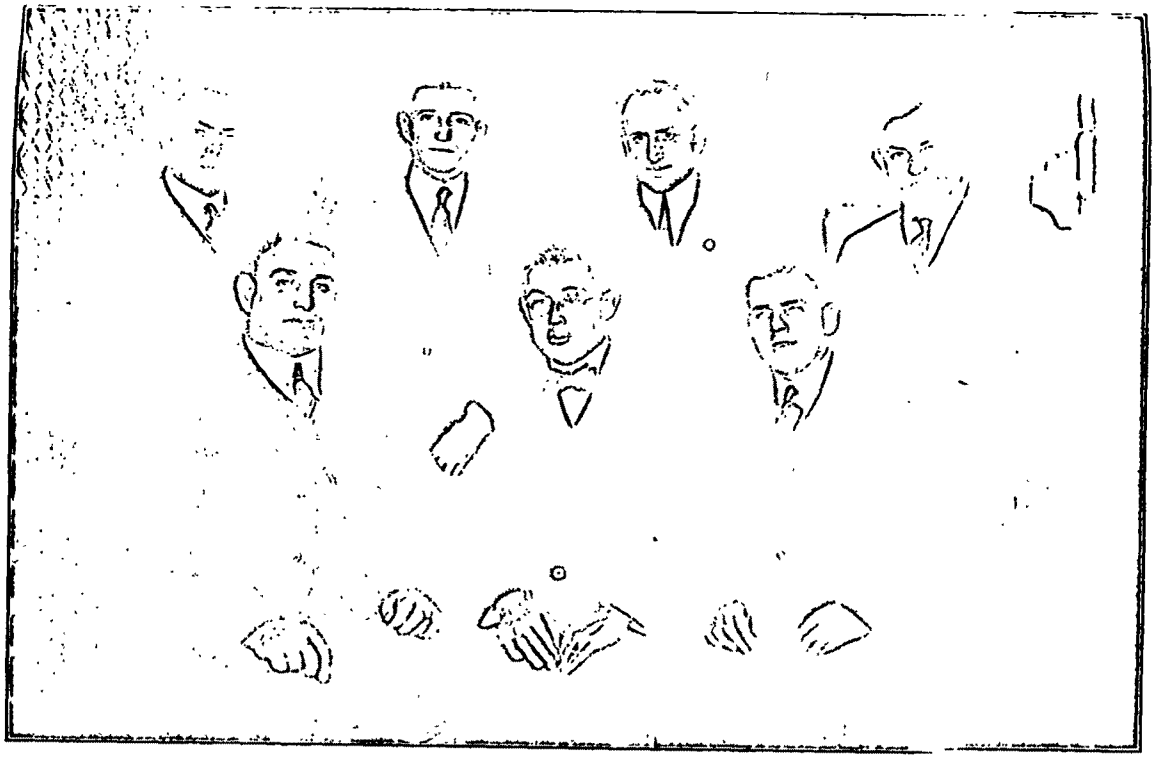
"We hope that your next four years in the White House," he continued, "will be filled with the meat of achievement for the good of humanity."

After the speeches, all the delegates shook hands with the President.

"Look out for my boys," said "Mother" Jones, as she greeted Mr. Wilson.

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INTERNATIONAL EXECUTIVE BOARD.
Top Row—Edward Brinker, William C. Landis, Charles C. Rice, Alice F. Wiggins.
Bottom Row—Thomas [illegible]

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GENERAL PRESIDENT'S REPORT

Minneapolis, Minn., Oct. 31st, 1916.

Greeting:

The activities of your president for the past quarter commenced on August 14th, at the Continental Hotel, New York City, where he represented the International Association in conference with President Heidrick of the Brotherhood of Painters, and President Williams of the Building Trades Department. The department was responsible for this conference, inasmuch as the painters complained of a trade jurisdiction infringement by the asbestos workers.

The facts were that Asbestos Workers, Local No. 18, of Indianapolis, had used lead and oil paint on one of its large operations and in so doing was supported by the Building Trades of that city, in spite of the protest of the local business agent of the painters. Hence the complaint by the painters to the Building Trades Department. Your president at this conference stated that the asbestos workers did not claim painting and that he would fully cooperate with the painters in seeing that the latter craft got the work that rightfully belonged to it.

The next call came from Philadelphia, where your president went to arrange final details for our Trades Convention, which he did, and at the same time reviewed and approved the program as submitted by the Local No. 14 Arrangement Committee. The next trip was to the Tenth Biennial Convention of our International Association, which proved to be the best attended and most progressive ever held by our craft, as the perusal of its proceedings (printed elsewhere in this journal) will show.

Local No. 14 fairly outdid itself in the reception of the visiting delegates. We were greeted at our opening session on Monday, October 2nd, by many speakers, included in which were numbered the Mayor's representative, the State Senator and City Councilman, as also President Mauer of the Pennsylvania State Federation of Labor. On the same evening we were taken to the boxing bouts. On Tuesday evening we visited the meeting of Local No. 14. On Wednesday evening we were given a theater party. On Thursday afternoon we were the guests of the Immigration Commissioner, whose official government station we visited after a boat ride to the League Island Navy Yard, where we were taken upon a tour of inspection throughout the battleships.

Then came the piece de resistance in the shape of a banquet tendered us by Local No. 14 at the New Bingham Hotel on Friday evening, at which time guests from all walks of life spoke words of encouragement and wished us God-speed in our work. On this occasion we visiting delegates tried to give at least a faint appreciation of thanks, which we did, in the shape of a most beautiful traveling bag and toilet set, which was presented to Chairman Hawes, of the Committee on Arrangements. The convention finished its business on Saturday, and on Sunday the newly-elected General Executive Board held its customary meeting and gave attention to the various matters referred to it by the convention. During the sessions of the convention we were honored by the presence of President Williams of the Building Trades Department, who addressed us, as well as bringing us the personal regrets of President Gompers, who had intended appearing with him.

In passing it may be said that the convention eliminated much internal trade friction by establishing the traveling card system, as well as by the

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adoption of the Triennial Convention (the same as the steamfitters), which gives the "little" Local an extra year to save its funds or assess its membership in order to send delegates to the convention so as to "have a say" and not allow the "big" Locals to control the workings of our trade.

Your president, by request, then visited Cleveland, where he attended the quarterly meeting of the Joint Trade Board, at which his suggestions in re a motion therein was adopted. He then attended a meeting of Local No. 3, at which time certain matters were advised upon for the very best of trade reasons. At this meeting Bro. Fassett was elected business agent, to succeed Bro. Budd.

Then came Detroit, where your president found a condition most serious to the building trades in general. The Council had struck certain operations and the Employers' Association had partially manned the same on an open shop basis. At the meeting of Local No. 25 most careful consideration was given to this issue, as well at later at the daily meetings of the Board of Business Agents, on all of which occasions your president gave his personal views on the present conditions just as he saw them.

Then came Toledo, where your president attended a meeting of the recently organized Local, No. 45, at which the general local condition was given consideration and advisory suggestions were given to the meeting, which had a direct bearing upon their future form of government and general trade conditions. In passing it may be said that this young Local is in a very good, flourishing condition and has an extraordinary bright future in prospect.

Then came Milwaukee and a meeting of No. 19, which was found to be in the best financial condition it has enjoyed in years, with all of its members at work and the trade demanding additional help. Your president also found that the Roofers' Union which had sprung into existence a short time ago, had ceased to exist. This union had been represented by ex-Business Agent Zindel, of Local No. 19, who at present holds our withdrawal card. A labor survey at Milwaukee revealed nothing worth mentioning and your president proceeded to Minneapolis.

At Minneapolis a disappointing situation was found to exist in the building trades most generally, with the majority of all Locals more or less weakened by reason of a strike action taken by the Council some time previous. It appeared that the tile setter had borne the brunt of the battle and was trying to hold his own against the employers' open shop policy, receiving very little, if any, assistance from the other trades, who, in most cases, were in no position to help even themselves.

In the midst of this local condition it was most gratifying to find Local No. 34 standing straight up, with newly-signed trade agreements and increased wages, all of which was due to the common-sense methods and cooperation of Local No. 34 and our International Association.

On October 31st at the request of Business Agent Sinner, of Local No. 34, your president attended a meeting of the Minneapolis Board of Agents and gave voice to certain progressive suggestions of much interest to the home Local in which city this report is written and submitted by

Yours fraternally,

Joseph A. Mullaney

General President.

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NEW MEMBERS.

Toledo, Ohio.

Reg. No.
1936 W. H. Carr.
1937 F. A. Kokl.
1938 R. B. Nelligan.
1939 J .A. Walsh.
1940 H. A. Meves.
1941 L. Ferris.
1942 E. Baumgartner.
1943 F. G. Born.
1944 B. J. Nelligan.
1945 Arthur Hall, Kansas City, Mo.
1946 C. Lavender, Indianapolis, Ind.
1947 W. Burr, Toledo, O.
1948 J. H. Fortwangler, Omaha, Neb.
1949 Alfred Paje, Omaha, Neb.
1950 C. Leddy, Conn.
1951 T. Stannin, Conn.
1952 E. J. West, Buffalo, N. Y.
1953 N. T. Monnet, Toledo, O.
1954 Leo Buyers, Buffalo, N. Y.
1955 John Swarty, Baltimore, Md.
1894 W. R. Congleton, Dallas, Tex., Helper.

MEMBERS TRANSFERRING.

Reg. No.
701 W. Johnson, from Albany and Troy, N. Y., to Toledo, O.
1059 J. Hoban, from New York, N. Y., to Connecticut.
1020 A. Franks, from New York, N. Y., to Connecticut.
1078 J. Jarolimick, from New York, N. Y., to Connecticut.
1218 J. Ross, from New York, N. Y., to Connecticut.
272 Thomas Baird, from Boston, Mass., to Springfield, Mass.

BOOKS LOST AND DUPLICATES ISSUED.

Reg. No.
629 R. E. Ford, Omaha, Neb.
632 Chas. Krenzer, Omaha, Neb.

EXPELLED.

Reg. No.
683 J. Geiwitz, from Connecticut.
1393 C. Marsh, from Connecticut.
95 Earnest Roy, from Indianapolis, Ind.

From Boston, Mass.
200 Thomas Doherty.
Bert Johanson.
224 C. F. Johnson.
261 Gus Sandstrum.
210 J. C. Grossman.

WITHDRAWAL CARDS ISSUED.

Reg. No.
1884 Frank Stackhouse, Philadelphia.
849 James Hudson, Philadelphia.
1688 O. V. Dunsworth, Kansas City, Mo.

CHANGE IN RATING.

Reg. No.
839 Chas. Bradley, from Helper to Mechanic.
846 Arthur Hickman, Philadelphia, Pa., from Helper to Mechanic.
179 Wm. Walters, Buffalo, N. Y., from Apprentice to Mechanic.
537 J. Quigg, Detroit, Mich., from Improver to Mechanic.
524 L. Kannell, Detroit, Mich., from Improver to Mechanic.
512 B. Chadojski, Detroit, Mich., from Improver to Mechanic.
522 L. Lester, Detroit, Mich., from Improver to Mechanic.
520 H. Larr, Detroit, Mich., from Improver to Mechanic.
517 F. Hatch, Detroit, Mich., from Improver to Mechanic.
846 Arthur Hickman, from Helper to Mechanic.
1917 Wm. Windson, from Helper to Mechanic.

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MONTHLY REPORTS

No.	Local	Sept.	Oct.	Nov.
1.	St. Louis, Mo.	Fair	Fair	Fair.
2.	Pittsburg, Pa.	Fair	Fair	Fair.
3.	Cleveland, O.	Fair	Fair	Fair.
4.	Buffalo, N. Y.	Fair	Fair	Fair.
6.	Boston, Mass.	Fair	Fair	Fair.
7.	Seattle, Wash.	Dull	Dull	Dull.
8.	Cincinnati, O.	Fair	Fair	Fair.
9.	Portsmouth, Va.	Good	Good	Good.
10.	New Orleans, La.	No report	No report	No report.
11.	Baltimore, Md.	Dull	Dull	Dull.
12.	New York, N. Y.	Fair	Fair	Fair.
14.	Philadelphia, Pa.	Fair	Good	Fair.
15.	Winnipeg, Canada	Dull	Fair	Fair.
16.	San Francisco, Cal.	No report	Fair	Very dull.
17.	Chicago, Ill.	No report	No report	No report.
18.	Indianapolis, Ind.	Fair	Fair	Fair.
19.	Milwaukee, Wis.	Dull	Fair	Fair.
20.	Toronto, Canada	Dull	Very dull	Very dull.
21.	Dallas, Tex.	Fair	Fair	Fair.
22.	Houston, Tex.	Dull	No report	Dull.
23.	Montreal, Canada	Dull	Dull	Dull.
24.	Washington, D. C.	Dull	Fair	Fair.
25.	Detroit, Mich.	Good	Fair	Fair.
26.	Rochester, N. Y.	Good	Fair	Fair.
27.	Kansas City, Mo.	Dull	Fair	Fair.
30.	Syracuse, N. Y.	Dull	Fair	Fair.
31.	Providence, R. I.	Fair	Fair	Fair.
32.	Essex and Hudson Co.	Dull	Dull	Dull.
33.	Connecticut	Fair	Fair	Fair.
34.	Minneapolis, Minn.	Fair	Fair	Fair.
36.	Portland, Ore.	Good	Fair	Fair.
38.	Wilkesbarre, Pa.	dull	Dull	Dull.
39.	Omaha, Neb.	Fair	Fair	Fair.
40.	Albany and Troy	Fair	Fair	Fair.
41.	Grand Rapids, Mich.	Fair	Dull	Dull.
42.	Wilmington, Del.	Very good	Good	Good.
43.	Springfield, Mass.	Fair	Fair	Fair
44.	Columbus, O.	Fair	Dull	Fair.
45	Toledo, O.	Fair	Fair	Fair.

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"TO THE FELLOW WHO'LL TAKE MY PLACE WHEN I AM GONE."

Here is a toast that I want to drink to a fellow I'll never know—
To the fellow who's going to take my place when it's time for me to
I've wondered what kind of a chap he'll be and I've wished I could ta
hand,
Just to whisper, "I wish you well, old man," in a way that he'd underst
I'd like to give him the cheering word that I've longed at times to h
I'd like to give him the warm handclasp when never a friend seems n
I've learned my knowledge by sheer hard work, and I wish I could pas
To the fellow who'll come to take my place some day when I am gon

Will he see all the sad mistakes I've made, and note all the battles l
Will he ever guess of the tears they caused or the heartaches which they
Will he gaze through the failures and fruitless toil to the underlying p
And catch a glimpse of the real intent and the heart of the vanquished
I dare to hope he may pause some day as he toils as I have wrought,
And gains some strength for his weary task from the battles which
fought.
But I've only the task itself to leave with the cares for him to face,
And never a cheering word may speak to the fellow who'll take my p

Then here's to your health, old chap; I drink as a bridegroom to his
I leave an unfinished task for you, but God knows how I tried.
I've dreamed my dreams, as all men do, but never a one came true,
And my prayer to-day is that all the dreams may be realized by you.
And we'll meet some day in the great unknown—out in the realm of sp
You'll know my clasp as I take your hand and gaze in your tired fac
Then all failures will be success in the light of the new-found dawn—
So I'm drinking your health, old chap, who'll take my place when I am

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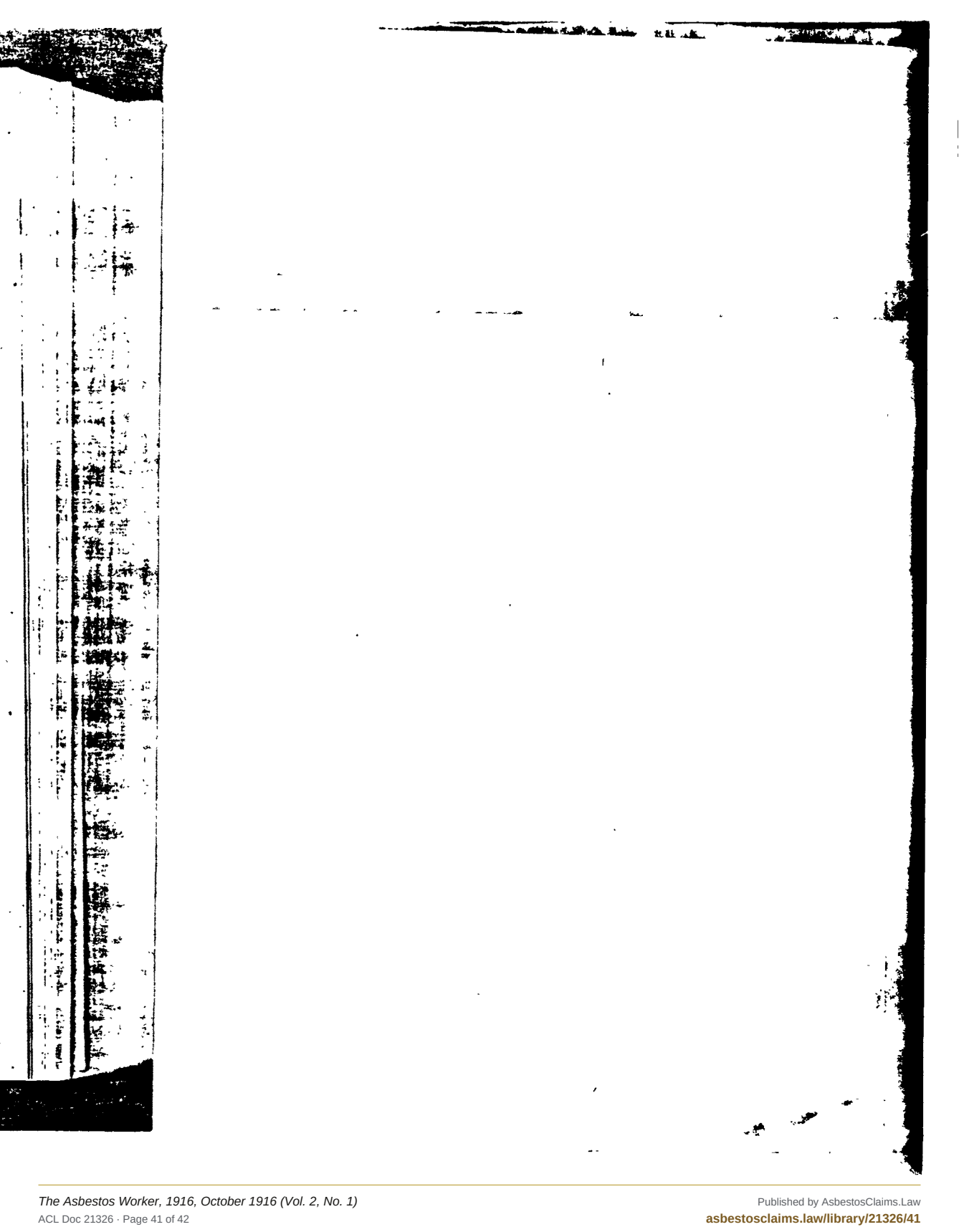
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