THE ASBESTOS WORKER

The Official Journal of the International Association of Heat and Frost Insulators and Asbestos Workers

APRIL 1917



Trade-Mark.
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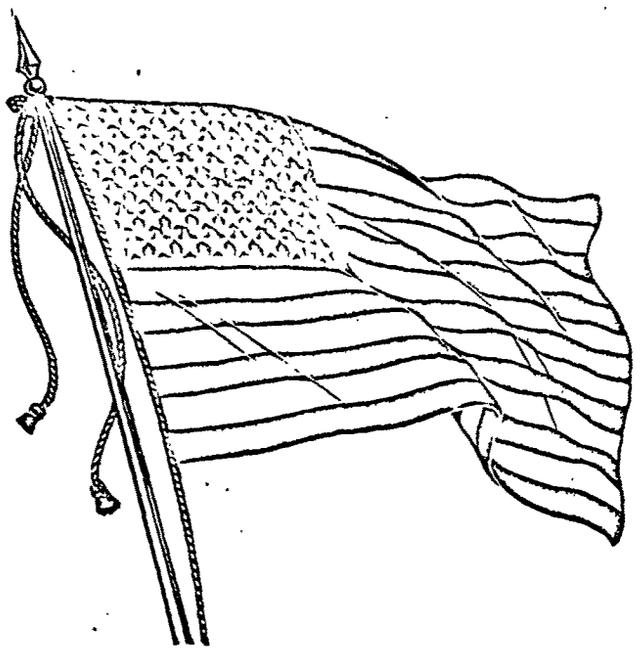
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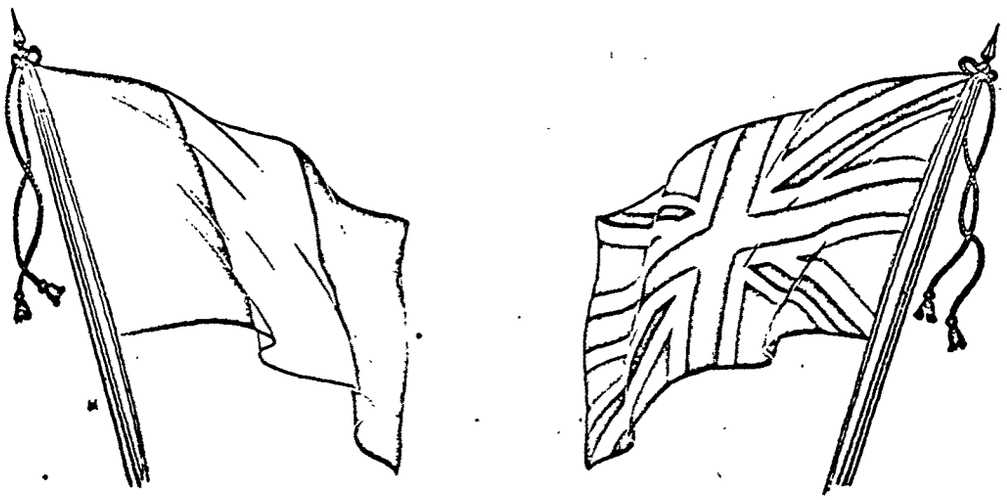
ISSUED QUARTERLY, JANUARY, APRIL, JULY, OCTOBER

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THE FLAG

Minna Irving, in New York Sun.

I saw a wondrous field of blue;
The hue of Canterbury bells,
Or larkspur blowing in the breeze,
Or bluebells deep in dewy dells.
I saw a host of milky stars
That shone and twinkled big and bright,
And dazzled me with radiance
Undimmed by cloud or mist of night.

I saw a blaze of scarlet flowers,
The proud poinsettia's vivid red,
Or tulips flaming in the sun,
Or poppies to the morning spread,
With rows of stately lilies white
As snow upon a mountain crag,
And I saluted as I gazed,
For I was looking at the Flag.

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$2,000,000,000

United States Government

3½%

Liberty Loan Bonds

What the Bonds Are

Our Government, the richest of nations and the one with the smallest percentage of indebtedness, is offering its own people an opportunity to invest in its own bonds the safest securities on earth—at a net interest yield of 3½% per annum.

A Liberty Loan Bond is something that every American citizen can and should own. Its ownership is proof to you and others that you did your bit when America struck her blow against invasive war for universal peace and freedom. Demonstrate **your** patriotism by enlisting your dollars.

How the Money Will Be Used

The money subscribed for Liberty Loan Bonds will be used in arming, feeding, clothing and paying the Soldiers, the Jackies and the Marines, and in aiding our Allies.

It will be spent in the United States, some of it by our Allies, some of it by our own government. Practically every dollar of it will go to Americans for American goods or American Service.

Bonds Exempt From Taxation

The Liberty Loan Bonds are exempt from all Government, State and Municipal taxes, excepting inheritance tax.

HOW TO BUY A BOND

There is no red tape connected with buying it. The Liberty Loan Bonds will be issued in amounts or denominations of $50, $100, $500, $1,000 and up to $100,000. Your bond will be dated June 15th and is your Government's binding pledge to pay you the principal when it is due and, on December 15th and June 15th of each year, interest at the rate of 3½% per annum, until the bond is paid. You can sell a Government bond at any time. Your name need not appear upon it and it is to all intents and purposes as good as money except that it earns more money every day. These bonds mature in thirty years—the Government reserving the privilege of redeeming them after fifteen years.

Liberty Loan Bonds, can be purchased for cash or in five installments, as below:

Dates of Payment	Payment for a $50 Bond	$100 Bond	$500 Bond	$1,000 Bond
On Application	$ 1.00	$ 2.00	$ 10.00	$ 20.00
On June 28th	9.00	18.00	90.00	180.00
On July 30th	10.00	20.00	100.00	200.00
On August 15th	15.00	30.00	150.00	300.00
On August 30th	15.00	30.00	150.00	300.00
	$50.00	$100.00	$500.00	$1,000.00

Plus accrued interest to be settled with final payment, August 30th.

Liberty Bond Buttons

Every buyer of a Liberty Loan Bond will be given a button which will show that he or she stepped to the front when Columbia called for volunteers. Most of the people you meet will be wearing these buttons and you'll want to wear one, too.

There is no charge or commission to be paid for the purchase of Liberty Loan Bonds. They may be subscribed for **through any bank, trust company, broker or investment house in St. Louis or vicinity.** Should any other bonds, bearing a higher rate of interest, be issued during the war, these Liberty Loan Bonds will be exchangeable for the new issue, dollar for dollar, on terms prescribed by the Secretary of the Treasury. Buy your Bonds to-day—don't delay.

"A Liberty Bond in Every Home"

General President's Report

Buffalo, N. Y., April 30, 1917.

Greeting:

The activities of your President during the past quarter commenced with a visit to the office of the Almirall Company at New York City in the interest of our International, in general, and Local 45, of Toledo, O., more particularly. This concern promises that in future it will make sure that its subcontracts are placed with such contractors as are recognized by the I. A. The next jump was Indianapolis, where a few days' effort straightened out a a three-handed local misunderstanding that involved K. & M. Locals 8 and and 18 as principals. The next journey was to Washington, D. C., in response to a telegram from President Gompers received at Indianapolis, which meant the attending of the "Labor Congress" called by the American Federation of Labor to voice the sentiments and assert the rights of the toilers on the then great impending crisis of our nation—War. The Declaration of Labor on that momentous occasion is now part of our country's history and doubtless familiar to you all. By way of emphasis, however, and in order that it may become a part of the record of the International Association of Heat and Frost Insulators and Asbestos Wofkers, through the medium of the report of your President, its closing paragraphs herein follow:

"In this solemn hour of our nation's life, it is our earnest hope that our republic may be safeguarded in its unswerving desire for peace; that our people may be spared the horrors and the burdens of war; that they may have the opportunity to cultivate and develop the arts of peace, human brotherhood and a higher civilization.

But, despite all our endeavors and hopes, should our country be drawn into the maelstrom of the European conflict, we, with these ideals of liberty and justice herein declared, as the indispensable basis for national policies, offer our services to our country in every field of activity to defend, safeguard and preserve the Republic of the United States of America against its enemies, whomsoever they may be, and we call upon our fellow-workers and fellow-citizens in the holy name of Labor, Justice, Freedom and Humanity to devotedly and patriotically give like service." Next in order came attendance at a meeting of Local 24, Washington, D. C., with an evening spent in the discussion of Local needs and in consideration of contemplated action on the same. Then came Norfolk, Va., and a meeting of Local 9, at which, business of a particular nature as concerned the working condition of our membership at the Norfolk Navy Yard, was discussed and advised upon by your President to whom it was referred for consideration and possible action. Then came Baltimore and a meeting with the Executive Board of Local 11 where the problems of trade jurisdiction and the importance of forcing habitual "permit men," working in our trade, to join the I. A. were thoroughly discussed. While at Baltimore a firm in our trade was visited by your President in the interest of Local 24 of Washington. He was assured that the firm

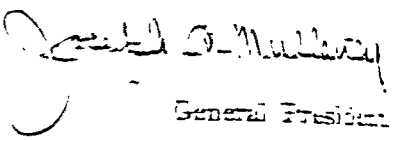
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...i comply with I. A. law on all out-of-town operations wherever situ... And then back to Washington again. This time as a member of "The ...mittee on Labor, for Conservation and Welfare of Workers, Advisory ...mission, Council of National Defense," which was through appointment ...Chairman Gompers with service gratis. All that need be said of this Com...tee is that it has already profited by the mistakes made across the sea and ...n can be depended upon to say and do the right things at the right time ...the interest of Labor both organized and unorganized, particularly should ...attempt be made to lower our standards or to make nil our effectiveness ...hind the mask of "Patriotism." The next stop-over was Detroit and at...ndance at the meeting of Local 25, which was one of ordinary routine and ...thy of no special mention. Next in line came Cleveland and a meeting ...Local 3, which your President attended in order to familiarize himself as ...the outcome of the lockout then in effect three weeks, and at which time ...cal 3 had solicited International financial assistance. At this meeting the ...Local situation was most thoroughly gone into and your President fully en...ghtened on the entire situation. Next in order was Youngstown, O., and ...ttendance at a meeting of Local 35, at which time your President installed ...s officers, after which he was instructed to negotiate a Trade Agreement on ...the basis of four dollars and forty cents a day for mechanics and three dollars ...nd twenty cents for helpers. Toledo was the next stop, where an evening ...was spent with the officers of Local 45 going over and explaining the thou...sand and one things that of necessity confront a young Local on its road to ...permanent establishment. The next city was Milwaukee and a meeting with the Executive Board of Local 19, at which time your President advised them upon ...certain issue, that discriminated locally against a portion of our member...ship, which since, through certain actions, through the medium of the I. A., ...has resulted in the accomplishment of the results desired. Next came Chi...cago and a conference with Business Agent Kennedy of Local 17, at which certain protective trade measures were discussed, and co-operative move...ments affecting them were decided upon. Then came a visit to St. Louis, where attention was given official business at the General Office, in conjunc...tion with Secretary McNamara. While at St. Louis, your President attended a meeting of Local 1, at which he advised upon questions calculated to be for the more rapid advancement of local trade working conditions. A great man once said that "The problem of democracy is the one of holding the fools in check." That is a truth that equally applies to the problem of organized labor and can be readily attested to by local officers, business agents, and general organizers. Each circus has its clown as likewise has each Local Union its fool. In passing, it might be well to note that the St. Louis Em...ployers' Association has presented a "General Agreement" to the Building Trades similar to those now in effect at New York, Chicago, and Cleveland, and which, in the opinion of the writer, foreshadows what can be expected in all parts of the country at a not far distant date. A word to the wise should be sufficient. Then came Cleveland again where the efforts of your Presi...dent in behalf of Local 35, Youngstown, O. (Cleveland employers control

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Youngstown) were successful. Youngstown is now recognized and its mechanics are receiving four dollars and forty cents a day (a forty-cent increase) and its helpers, three dollars and twenty cents a day (an eighty-cent increase). Pittsburg came next where a day spent with Vice-President Landis developed nothing worthy of note. Then came Syracuse, N. Y., and a meeting of Local 30, which discussed the refusal of their employers to consider any increase of wages. This meeting finally resolved to demand a fifty-cent daily wage increase and to strike if it became necessary to enforce the demand. The support of the I. A. was asked in this issue, through your President, who was the International officer on the ground, as per Constitution. After holding the local situation over, the latter recommended the sanctioning of the same by the G. E. B. Then came Buffalo and a conference with Vice-President Rice upon certain I. A. issues as also local conditions in that city, in which this report is written and

Respectfully and Fraternally submitted by



General President

That there still stalks abroad in our land a few carcasses which have never contained the milk of human kindness or in which the said milk has badly soured and curdled, was brought to our attention when we read that Brother Towlster, of Local 8, Cincinnati, had been thrown from a train by one of the crew and so horribly mangled that he has since suffered the amputation of both arms at the Mount Carmel Hospital, Columbus, Ohio, where, at this writing, he is gamely battling for his life. The many friends of Brother Towlster have rallied to the financial support of himself and the dependent family, by arranging for a drawing (a kit of asbestos workers' tools) which will be held on July 4. Tickets sell for twenty-five cents. They can be had direct from President Ernst, of Local 8, by addressing him at 1802 Western avenue, Cincinnati, Ohio, or at your own Local, to which they have been forwarded.

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Low-Wage Employers Checked by Gompers

Washington, April 28.—Newspaper ...s that President Gompers is ...inst strikes in war times is dis...ed as follows in the current issue ... the Trades Unionist, published in ... city:

To a man who has not lost his head ... these martial days, it looks as ...ough President Gompers outpointed ...se patriotic citizens who are inter...ed in the question of cheap labor, ...d he also sobered up a lot of or...nized workers immediately following ...e declaration that war exists.

"Many state legislatures were in ...ession at the time and certain employ...rs took advantage of the excitement ... insist that all labor restrictions be ...moved, under the false theory that ...is would increase production. Long ... ar advocates were in their element. ...ficers of the New York State Fed...ration of Labor were even caught in ...e swirl and signed a plea that the ...bor laws of that state be set aside ...ring the war period.

"This sentiment grew in volume and ...s logical ending would annul the ef...rts of years of sacrifice by organized ...rkers who have secured legislation ...at protects the lives and limbs of the ...ilers of our land.

"Sam Gompers knew it was useless ... argue with excited men or those ...hose motives were sinister. Besides, ...e time was too short for educational ...rk. So he made a flank move as a ...mber of the council of national de...ense and urged that no labor law be ...nulled unless sanctioned by that ...dy and that no strike that would ...opardize the successful prosecution ...f the war be called unless considered ...y the council.

"The plan silenced the low-waged folks, who imagined they won by another route. This opinion was voiced by the daily press in sensational headlines, 'Gompers is Against Strikes.'

"And some trade unionists who ought to know better, and who have forgotten their denunciations of the 'capitalistic press," have swallowed as gospel truth the big headlines, which had no connection with the story these newspapers printed of the council's declarations.

"For 50 years Sam Gompers has insisted that the worker owns his own labor powers and that no one, be he president, legislator or judge, can say him nay. This principle has been woven into the warp and woof of the organized labor movement, and while our movement welcomes the mediation and conciliation offers of any institution, it is a reflection on a trade unionist's thinking ability when he points to sensational headlines in newspapers as proof that the one individual most responsible for the principle of man's ownership of his own labor power has abandoned it overnight and announces he will carry the trade union movement with him.

"We suggest these unionists 'book up' on the rights accorded them in the charter issued to their organizations by the American Federation of Labor—that they have sole jurisdiction over their own affairs.

"And after they have done this, let them recall the frenzied zeal of cheap-labor employers for the abolishment of labor laws, and let them then answer this question:

"'How was this movement sidetracked?'"

War

After exhausting every effort to avoid becoming involved in the terrible conflict that has raged in Europe for the last two and a half years, our country has at last been called upon to defend its rights and honor and declare war upon Germany.

There are few, if any, citizens in the United States but what have hoped and prayed that our country could avoid taking up arms. The Nation has patiently endured the affronts to which it has been subjected; innocent men, women and children, entitled to protection of their country and flag, have been ruthlessly murdered; plots designed against our very existence as a nation have been launched.

Through it all, we have maintained a calm forbearance, such as never before displayed by any other nation. In view of these facts Americans fully realize that they are called upon to enter the war not from choice but through circumstances over which they have no control. However, we enter the conflict with no doubt as to the ultimate outcome, confidently hoping that our sacrifices will contribute to the cause of humanity and assist in spreading throughout the entire world the doctrines of democracy.

The toiler, as always will be called upon to shoulder the burden. He will be required to slaughter and kill men with whom he has no personal quarrel or for whom he has no individual dislike. Such is the accepted order of things, which will not be changed until Christian civilization is finally established. This condition will never be attained until the time has passed when kaisers, kings and czars are looked upon as rulers by divine right.

The war, so far as America is concerned, is against oppression and tyranny. Our position has been clearly defined by the country's President. We do not have in mind territorial conquest or desire for spoils—the privilege to live in peace with the world and mind our own business is all we ask; this has been denied; our patience has been misunderstood to be cowardice. No graver error of judgment was ever made by a crown-adorned, militaristic ruler of any country.

When peace is again restored to the world, the iron heel and mailed fist will realize too late that America pitied the downtrodden subjects but had no fear of their master. With God's help, we hope the fires of Freedom will soon be burning as brightly in oppressed and military-ruled Europe as do the lights of Liberty shine on the Western Hemisphere.

However, notwithstanding this, every true American's heart aches, not alone for those of us that may be called upon for our life's blood but for those we must destroy as well.

May God in His mercy soon decree and hasten the Brotherhood of Man!

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The Asbestos Worker

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2516 Slattery St. St. Louis, Mo.

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Vol. 2 APRIL, 1917. No. 3

Stick to the ship, no matter if the sea is rough. Always remember that a calm comes after the storm. Do not become excited because conditions look dark. Remember there is always daylight after the darkest night.

While the obtaining of an adequate rate of wages, reasonable hours of labor and fair conditions of work, are of prime necessity to the average worker, the trades union movement as a whole has many other functions to perform. It is compelled to agitate for legislative enactments in order to better social conditions of the workers, which cannot be secured by organization directly from the employers; and, which cannot be enforced without the aid of the municipal, state and national governments.

When YOU pay your dues your LOCAL can pay your per capita to the International. When the Local pays its per capita the INTERNATIONAL can pay its per capita to the AMERICAN FEDERATION OF LABOR, as well as to the BUILDINGS TRADES DEPARTMENT. So you see, brother, that the question of finance all BEGINS with you as well as ENDS with you for were it not for individuals paying dues there would be no local nor an organized labor movement. How many months dues do YOU owe?

During 1916 the biggest chain of five-and-ten-cent stores in this country scored a 30 per cent increase in total sales, mostly from steady customers. One of the standard shirt companies more than doubled its usual profits. That's what prosperity means for most of us: not mountains of pig iron and a universe of bank clearings, but some more little things for the missus and the kids and a new shirt for the old man. We don't all ride in limousines. —Ex.

Brother, do you know that a copy of the ASBESTOS WORKER is printed for YOU and sent your Local to be given you? If you do not receive it, do not criticise the General Office.

The United Association of Pipe Fitters convenes this year at Toledo, O. Its last convention was held four years ago.

It is said that the Lathers will discard the referendum election and return to the convention plan of choosing officers.

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The Sheet Metal Workers have adopted the Triennial Convention.

The Bridge and Structural Iron Workers now convene every two years instead of one as formerly.

The fellow who "talks" his way into a shop generally leaves it the same way.

Economize. Work as steady as you can. Save your pennies. There's a reason.

Never lose your temper—particularly when arguing with a bigger man.

When working in the engine room, try and remember that the walls and floor are not in the contract.

Safety first. When in doubt, see the Business Agent.

A tune can be played properly and with variations. A job can be done properly and—

All the heroes are not in the trenches. We have helpers getting married every day.

Don't open the other fellow's skeleton closet. Some of your own may be hiding there.

The trade-unions are the reflects in organized, crystallized form of the best thought, activity and hopes of the wage-workers. They represent the aggregate expression of discontent of labor with existing economic, social and political misrule. The trade-unions are exactly what the wage-workers are, and can be made exactly what they may please to make them. Active or sluggish; keen or dull; narrow or broad-gauged, just as the members are intellectual or otherwise. But, represent as they may either of these alternatives, the trades-union is the best form of organization for the toilers to protect their present interests, as well as to work out their salvation from all wrong.

In politics we shall be as we always have been, independent. Independent of all parties, regardless under which name they may be known. The only interest we shall have in either is their real, not merely their avowed, attitude toward labor. We shall endeavor to aid in exposing the folly of being a union man 364 days in the year and failing to remember the union man's duty on election day. But we shall unqualifiedly oppose the attempt to impress the thought upon the workingmen that so long as they "vote right" on one day in the year, they may be remiss in their membership and all their other duties every other day in the year.

All Local Unions should see that all members called by "Uncle Sam" are paid to date and granted a Withdrawal Card.

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Secretary-Treasurer's Report

Trade Conditions.

The trade conditions for the past [illegible] were very good and with a [illegible] prospect; would be much better [illegible] for the shortage of materials.

Agreements Signed.

The agreements signed in the last [illegible]ter for Youngstown, Ohio, Dallas, [illegible]as, and Seattle, Washington, are all [illegible]ing for an increase in wages.

Finances.

The finances of the International As[illegible]ciation are about normal, as you [illegible]l note from the quarterly report sent [illegible]ch Local recently.

Executive Board.

Matters put before the Executive [illegible]ard in the last quarter were as fol[illegible]ws: The increase in the initiation fee [illegible] Detroit Local to $150.00 was con[illegible]rred in by the Executive Board, the [illegible]cal having complied with Section [illegible]o. 2, Article 10, of the Constitution [illegible]d By-Laws.

Buffalo, N. Y., Local No. 4, request[illegible]d to reduce their initiation fee to $25 [illegible]r a period of 60 days. On motion [illegible]e request was granted.

Visit to Indianapolis.

Report of the meeting called by President Donlin, of the Building Trades Department at Hotel English, [illegible] Indianapolis, Ind.:

The meeting was called to order by President Donlin, at 11:00 a. m. Those present were. President Hutchinson, of the Carpenters; President McGivern, of the Plasterers; President McSorley, of the Lathers; President D'Alessandro, of the H. C. B. & C. L., and Vice-Presidents Preece of the Bricklayers; Redding, of the Sheet Metal Workers; Drayer, of the Stone Cutters; Bungizet, of the Electrical Workers; Snow, of the Elevator Constructors; Secretaries Jones, of the Iron Workers; McNamara, of the Asbestos Workers; Bray, of the Sheet Metal Workers; President Horton, of the Indiana Building Trades Council; Delegate Hall, of the Iron Workers; Bradford, of the Electrical Workers and Secretary Cassidy, of the St. Louis Building Trades Council.

President Donlin announced that the meeting would be informal.

The cases in dispute in St. Louis between several trades and U. B. of Carpenters were taken up and the representatives were requested to meet with Presidents Donlin of the Department, and Hutchison, of the Carpenters, before the representatives left Indianapolis, and meetings were arranged between the Electrical Workers and the Carpenters and also the Iron Workers and Carpenters. A meeting was also arranged between the Lathers and Plasters, to take up the corner bead question on the Children's Detention Home and the Statler Hotel in St. Louis, after which the subject of settling jurisdiction disputes without interfering with progress of buildings, was discussed by President Donlin, Secretary Preece, Vice-President Redding, President Hutchison, Vice-President Snow, Secretary Jones and Secretary Cassidy, of the St. Louis Building Trades Council, and it was the consensus of opinion of those present

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that some action should be taken to settle all disputes without stopping the work.

President Donlin stated that he would insist on Resolution No. 22, which was adopted at the last Building Trades Department Convention, being carried out. See page 17.

Secretary Cassidy told of two (2) agreements the St. Louis Building Trades Council had made with owners of buildings whereby it was agreed that only Union Men be employed on the work and all jurisdiction disputes would be settled by the Council without stopping the jobs, which had been carried out successfully.

The question of the various Local Unions of trades affiliated with the Department, not being affiliated with local Building Trades Councils, was discussed and Presidents Hutchison and McGivern and Secretary Dobson agreed to take the subject up with their Local Unions in various parts of the country and urge that they become affiliated with the Local Councils.

Secretary Roberts, of the Master Builders' Association, Cleveland, Ohio, was admitted and addressed the meeting and told of the agreement that was signed by several of the trades of Cleveland and the Master Builders Association. He stated that individual agreements were made between the trades and the employe. A general agreement was entered into between the Building Trades Council and the Master Builders' Association of Cleveland, whereby they agreed to submit to the Conciliation Board consisting of seven (7) members on each side, on questions that cannot be settled between the individual trades and their employers.

Secretary Roberts stated that all trades with the exception of the Electricians, Laborers and Sheet Metal Workers had signed the individual agreements, and several of the trades had been granted increases in wages notwithstanding the fact that they had agreements signed up to run for six (6) months or a year.

Vice-President Bungizet, of the Electrical Workers, stated the reason their trade did not sign up was because the agreement submitted to them required the electrical contractors to affiliate with the Master Builders' Association. He also stated that one member of the Conciliation Board voting with opposite side would make the decision of that board final and his trade objected to that. He also stated the agreement had no time limit and if the Master Builders so desired they could cancel same at any time. He stated there should be some time limit set for the agreement to expire and that the agreement should be drawn up in a clearer manner so that there could be but one interpretation of same. He advised all the trades to be careful about entering into agreements unless the language of same was clearly defined.

The representatives of all trades were instructed to take up their jurisdiction disputes at the time set for their meetings and endeavor to adjust same.

Secretary Hannahan, of the Engineers was also at Indianapolis, but did not reach there in time to attend the conference.

Members who transferred, withdrawn or to whom traveling cards or transfer cards were issued, and lapsed and expelled are as follows:

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NEW MEMBERS FOR QUARTER

(January, February and March)

Reg. No.

Charles Maloney, Detroit, Mich.
N. M. Oakes, Boston, Mass.
John Fitzpatrick, Cincinnati, O.
John Fauls, Chicago, Ill.
Edward F. O'Malley, Chicago, Ill.
Augustus Doughty, Philadelphia, Pa.
W. H. Patterson, Philadelphia, Pa.
Chas. Kinsman, Seattle, Wash.
Geo. E. Davidson, Seattle, Wash.
G. E. Blohm, New York, N. Y.
Alex. Ketchen, Detroit, Mich.
Algot Johnson, Boston, Mass.
L. Stanland, Winnipeg, Canada.
James Hendron, St. Louis, Mo.
Frank Johnson, Springfield, Mass.
Ernest Ray, Indianapolis, Ind.
Jaspar Nizich, Connecticut.
Albert Dalton, Syracuse, N. Y.
Alanso Palmetto, Syracuse, N. Y.
E. S. Arnold, Jr., Cleveland, O.
Gordon Gurney, Boston, Mass.
Frank Lowe, San Francisco, Cal.
R. M. Holmes, San Francisco, Cal.
John K. Rourk, San Francisco, Cal.
Roy McMillen, San Francisco, Cal.
Frank Gould, San Francisco, Cal.
Frank J. Furey.
L. Farrell.
John Neville, Philadelphia, Pa.
A. Cline, Wilmington, Del.

MEMBERS EXPELLED.

Reg. No.

509 J. Meyers.
352 O. Young.
335 C. Thomas.

WITHDRAWAL CARDS DEPOSITED.

Reg. No.

1639 Chas. Peterson. issued at Wilmington; deposited at Philadelphia, February 19, 1917.
2029 Algot Johnson, deposited Withdrawal Card issued July 8, 1911; Withdrawal Card deposited February 1, 1917.
2036 S. E. Arnolds, Jr., deposited Withdrawal Card issued June 22, 1914, with Cleveland, O.

CHANGE IN RATING.

Reg. No.

336 Fred Wittenburg, from helper to mechanic.
345 J. Kinney, from second to third year, improver.
904 Ed Coombs, from improver to mechanic.

MEMBERS TRANSFERRING.

Reg. No.

314 Harry Cassidy, from Cincinnati to Detroit.
592 A. C. Carlson, from Minneapolis to Chicago.
616 M. J. Sharkey, from Minneapolis to Detroit.
1317 C. Harvard, from Minneapolis to Detroit.
842 Leo Bogut, from Seattle to Philadelphia.
1218 Joseph Ross, from Hartford to New York.
431 C. S. Collins, from Washington to Philadelphia.

314 H. Casidy, from Detroit to Cincinnati.

[illegible] E. Selander, from Seattle to San Francisco, Cal.

TRAVELING CARDS ISSUED.

Reg. No.

— A. Smith, from Cincinnati.
318 Ralph Eppensteiner, Cincinnati.
340 Harry C. Weisel, Cincinnati.
350 John Phillips, Cincinnati.
314 H. Cassidy, Cincinnati to Detroit.

MEMBERS LAPSED.

Reg. No.

591 Pete Carr.
1978 A. H. Griders.
1976 C. A. Richards.
1680 Hy. Colson, Springfield, Mass.
1677 W. G. Lawrence, Springfield, Mass.

1947 Alfred Page, Omaha, Neb.
844 Joseph Bouillon, Philadelphia, Pa.
[illegible] Hamilton Tuttle, Philadelphia, Pa.
1341 Wm. Stewart, Philadelphia, Pa.
653 P. A. Walsh, Philadelphia, Pa.

WITHDRAWAL CARDS ISSUED.

Reg. No.

1422 Wm. Brown, Cleveland.
1664 G. Harry Morris, Cleveland.
1967 John Alvers, Chicago, Ill.
1381 H. J. Morgan, Winnipeg, Can.
364 B. Ranson, Winnipeg, Can.
1960 A. Cummings, Winnipeg, Can.
486 F. Williams, Detroit.
1426 Geo. Cootes, Cleveland, O.
99 Harry Berger, Indianapolis, Ind.

Fraternally yours,

Thomas J. McNamara

Secretary-Treasurer.

A GOOD CREED.

You can't make a real success without making real enemies.

You can't hold a strong position without strong opposition.

You can't seem right to any if you don't seem wrong to many.

A useful life can't be entirely peaceful and carefree.

You must do your duty as you see it.

Every earnest man in every generation has paid the price of individuality.

You can't dodge.

The greater you are, the greater the penalty of your progress.

The farther you go, the wider your range, the more you increase the points of contact with which you must reckon, and therefore you multiply your battles against misconception and slander and envy and malice.

You can't avoid or evade your allotted destiny—you can only hold down your share of troubles by holding back.

In every sphere men gibe and sneer—even the peace of the ditch-digger is threatened by the unemployed laborer who covets his job.

So long as you aspire, others will conspire—so long as you try others will vie.

You'll have hostility to face in every place and at every pace.

Go straight ahead to your goal.

So long as your conscience isn't ashamed to acknowledge you as a friend don't you give a rap for your enemies.—Exchange.

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RESOLUTION No. 22.

Whereas, The President of this Department has called to the attention of delegates to this Convention the irreparable loss to the members of the various International Unions affiliated to this Department through the stoppage of work caused by the various Local Councils attempting to settle jurisdictional contentions upon the building; and

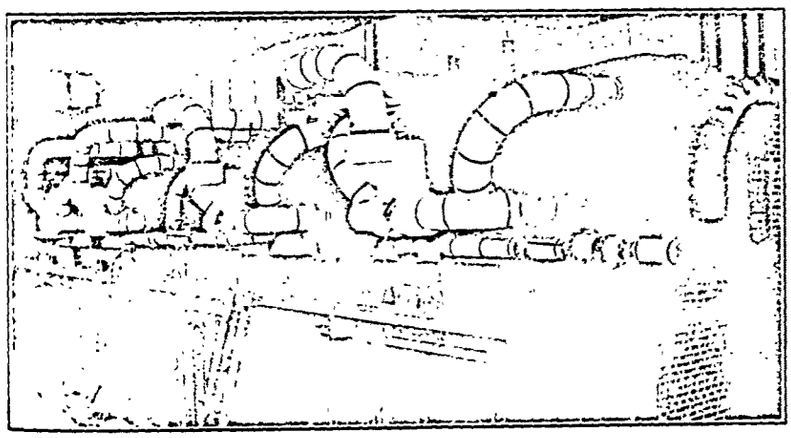
Whereas, Much of our success is through the support of our movement by the general public, and as these constant occurring grievances of a jurisdictional nature and otherwise, resulting in the stoppage of work upon buildings being done by fair contractors, thereby causing the general public to suspect the justification of our contentions; and

Whereas, Many of the strikes called by local building trades councils in support of jurisdictional contentions are against general contractors doing an interstate and local business; and

Whereas, This constant friction is detrimental to the Building Trades Department and its affiliated international organizations and the fair contractor and the building public in general; therefore, be it

Resolved, By this Tenth Annual Convention of the Building Trades Department, that before any strike can be called against a general contractor fair to union labor, doing an interstate or local business or any subcontractor doing business for said general contractor, and union conditions prevail throughout, the matter in dispute must be submitted to the President of this Department, and to the Presidents of the International Unions involved before any action can be taken by a local; and, be it further

Resolved, That the local councils affiliated to this Department shall be prohibited from calling a strike against any general contractor fair to union labor, doing an interstate or local business, to correct any grievance of a jurisdictional nature or otherwise, before getting the sanction of the President of this Department and that of the presidents of the International Unions directly involved affiliated to this Department.



Work Done by Herman Weiss, with Armstrong Cork Co. Material.

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The Job That Went in a Hole

There once was a JOB. It was a job of Heat and Cold Insulation. The SHOP that got this job was a REGULAR shop. It had a BIG sign. It also had a big BOSS, to say nothing of a lot of other boys among which were an estimator and a foreman, together with a bunch of mules known as EIGHT HOUR HOUNDS. These latter had a working agreement with the big sign shop. By the terms of this agreement they ALL got the same pay and performed all the WORK. Consequently, the job HAD to be figured on a SOUND labor basis far removed from the pale of CUT-THROAT competition. Naturally, when this perfectly good and gentle job found its way into the FRONT office, it was the picture of trade health and wore a smile that radiated ten per cent above all cost, including OVERHEAD. Little did that properly-figured job dream that its shown PROFITS were to vanish and that it would soon be remembered in the trade only as "The Job that Went in a Hole." But that was just exactly what it is a tale of labor SKULDUGGERY. It was accomplished in the following fashion: Bing was the shop ESTIMATOR. He was the guy who gave the blue prints the ONCE OVER with the square and caliper and who had figured that the labor on the job would run just seven hundred dollars. But he wanted to fatten his BATTING AVERAGE by making a hit with the Boss and so he tipped off the salesman who bought the job that the labor figure was six hundred and thirty dollars, which statement was only TEN PER CENT shy on truth. Now Bang, the good old soul, who happened to be the aforementioned SALESMAN, also yearned to make a hit with the Boss by having the job show a little additional profit, so he very confidentially whispers to the shop foreman that the labor figure ran exactly five hundred and sixty dollars, or in other words, just TWENTY PER CENT shy on truth. Think not, gentle reader, that the self-same SHOP FOREMAN, who responded to the name of Bung, possessed a dome wherein lay naught but nothingness. FAR be it from suchness. He was a wise gazabo. He HAD to be to hang on to his title. He proved this the morning the job was to be started by shooting the following pills of verbal hop into the subway ear that flapped from the port side of a head owned by Hustling Hank: "I have been holding a fine job for you for the past week. I know you lost a LITTLE time lately in the shop. But you are my PAL. The Boss wanted me to put ANOTHER man on this job, but I said, 'NIX on that stuff; Hank goes or I resign.' So you see, old scout, you take charge. I will send TWO OTHER men with you, but there is one thing you must not FORGET. The Shop has taken this job just to keep you fellows off the street. It was figured AWFUL cheap and unless you EAT IT ALIVE, I am afraid it may go IN A HOLE. The labor cost on the job slip reads four hundred and ninety dollars." This last figure was only THIRTY PER CENT shy on truth. So it followed that Hustling Hank and the two others started the job. Hustling Hank had a trade reputation as a workman who always TRIED his level best and was not quite as dumb as he looked. He was much dumber. Like a fox. He was so dumb that he knew the other men would ask him the labor figure and right there was where his dumbness asserted itself. He TIPPED HIS MIT by saying that the sum of four hundred and twenty dollars was the magic labor figure. This was only FORTY PER CENT shy on truth. The workmen donned their overalls and WENT TO IT. They SLAPPED it on and SHOT it on as likewise did they SMEAR it on. They ran a dead heat with the starting and quitting WHISTLES. They used every trick known

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the trade to save the life of that fair young job and to keep it from finding a resting-place in our trade Saragossa—the HOLE. They TALKED of that hole on way to work at morning, at lunch, and returning homeward at night. They DREAMT of that hole after hitting the hay, ALL IN, before curfew bell. As the dread day drew near that was sure to find the job running behind their estimate and far from being FINISHED, each of these section shooters got busy building ALIBIS. They ALL somehow hit upon the same dope. It was simplicity itself. Each one decided to make the other fellow the GOAT by accusing him of "laying down" and "dogging it." They knocked each other much and PLENTY. That was not all. MORE was to follow. TWO of the cement shovers decided to be ABSENT when the SHOW-DOWN came. One of them suddenly suffered a most SEVERE attack of "frigiditus pedalitis," which, asbestoscally speaking, meant COLD FEET, while the other then and there contracted a very AGGRAVATED case of "extremus alcoholus," which, magnesiacally speaking, meant gargling the tonsils with RED EYE. Be it remembered that when these two felt fighters quit their work, their TOOL BAGS traveled with them. Well, as all things must come to an ending, so did the-job-that-went-in-a-hole. Hustling Hank seen it through, though worried sick unto the point of nervous prostration. He kept on TRYING and, with a few additional gray hairs showing under his cap, he showed up at the shop one fine morning and reported the job as COMPLETED. It was then that foreman Bung looked over the labor sheet, referred to it as a "horrible mess" and solemnly declared the job to be in a hole. Hustling Hank left for home to rest up a few weeks, after which time he intended to pay a visit to the Big Boss in the front office and ask FORGIVENESS. When Hank departed, Bung, the foreman, betook himself to the office of Bang, the salesman, where he got HIS good and proper, with the added information that HE was the cause of the job-going-in-the-hole. Then Bang, the salesman, waited until he caught Bing, the estimator, in a particularly good after-dinner humor, before speaking his little piece. It was NO use. Bing's face immediately FROZE and Bang was informed that HE was the fellow who pushed-the-job-in-a-hole. Now, gentle reader, at this stage of the proceedings it was right smack up to Bing, the estimator. How do you suppose he ever mustered up courage sufficient to approach the mat outside the office door of the Big Boss? By a squirt of the hypo, or by running over to the DUTCHMAN'S and having Louey mix him an extra stiff highball? Do you think that Bing's Adam's apple went "bobbing up and down" like the mercury in a power house boiler room? Of course you don't. And the REASON is that you have read this little story. But Hustling Hank, HE thought so, as did many others around the shop, who still think so. However, THIS is the way he made his invasion of the sanctum sanctorium. He sauntered in smilingly and said, "Hello! Darcy, OLD BOY, want you to bill contract seventy-nine to-day. Job is finished. Hustling Hank had charge and that means all is O. K. and that we will have no come-backs." The Big Boss asks, "How did the job turn out? I suppose, your figures were away off, as USUAL?" Bing answers, "You have another think coming to you, OLD TOP. The labor allowance ran just sixty-three dollars LESS THAN MY ESTIMATE." Again the Big Boss speaks: "That's the way to put them over. How do you do it?" Bing replies, "It's easy when you know how. My system is to play one sucker AGAINST another. By the way, if you should happen to discuss the job with either Bang, Bung or Hank, be sure to remind them that the job WENT IN A HOLE. Do you understand?" And the Big Boss winked a wink that spoke volumes that said he UNDERSTOOD.

MORAL. It's a wise job that knows its own LABOR ESTIMATE.

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American Federation of Labor News

ANTI-INJUNCTION LAW PASSED IN MINNESOTA

St. Paul, April 28.—By the hardest kind of fighting and good headwork, Minnesota trade unionists secured the passage of an anti-injunction law in the closing hours of the state legislature. The bill passed the House, but the Senate Judiciary Committee voted to report the bill for indefinite postponement. The Unionists succeeded in overturning this recommendation and on the last day of the session 35 Senators voted to suspend the rules and put the bill on final passage. Advocates of the measure had one vote to spare, as 34 was necessary for passage.

The law declares that "the labor of a human being is not a commodity or article of commence" and that the right to labor or to carry on a business "shall be held and construed to be a personal and not a property right." No injunction can be issued in any case growing out of a dispute concerning terms or conditions of employment unless necessary to prevent irreparable injury to property or to a property right, for which injury there is no adequate remedy at law, and such property or property right must be described in the application and sworn to by the applicant for an injunction.

Courts are prohibited from issuing injunctions against the doing of any act or thing by strikers which might lawfully be done in the absence of such dispute by a single individual.

It is specifically declared that no restraining order or injunction shall prohibit workers from striking or from urging others to join them; from picketing or from ceasing to patronize any party to such dispute or from recommending, advising or persuading others by peaceful and lawful means so to do. No person shall be indicted, prosecuted or tried in any court of this state for entering into an agreement to better working conditions or for any act done in pursuance thereof, "unless such act is in itself forbidden by law if done by a single individual."

LIGHT ON THE MOONEY CASE ASKED.

San Francisco.—The San Francisco Labor Council has called on the state attorney general to promote the ends of justice in the Mooney case because of recent exposures connected with the trial that resulted in a death sentence to the defendant.

"In addition to charges of perjury and subornation of perjury of witnesses," it is stated, "it is also charged and strongly intimated that 'men higher up' whose identity has not thus far been revealed, have aided the prosecution in securing false conviction by the corrupt offer and use of money. Such condition in the administration of law and justice is subversive of all law and legal authority, and in aforesaid case constitutes a public calamity and a grave menace to popular and free institutions."

The unionists petition state authorities to investigate this case and charges "and to take such other and further action as may be found necessary and proper to vindicate the innocent and punish the guilty, to the end that our criminal laws and procedure may be justly and impartially administered and our common liberties preserved."

The labor council recommended that all affiliates donate a sum equal to one hour's pay per member for the accomplishment of this purpose.

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WHAT UNIONS ARE FOR.

The next time some one asks you, "What you have unions for?" don't ...y his ignorance, but take the unin...rmed gentleman in hand and enlight..., his mind to the greatest force for ...ood that the world's workers have ...er known.

Compare the long workday of thirty ...ears ago to that of to-day. Explain to ...im how that, at the beginning of the ...nion labor movement, all of the dif...erent machines of labor were working ...rom twelve to sixteen hours per day, ...nd how the eight-hour day is a fact ...n all of the organized callings, and ...hat many of them are discussing the ...even-hour day, that they may enjoy ...o a greater degree the good things of ...ife.

If the union's successful efforts in ...educing the workday is not sufficient ...xcuse for our existence, show your ...riend how the workers' agitation se...cured our free school system and its ...ree school books. How we have raised ...ages and established a vast chain of ...enefits. How we have forced employ...rs to safeguard life and limb. How ...hop conditions are bettered by work...rs standing together and protecting ...rom blacklisting the fellow who has ...ome to the front.

Tell him that all these gains have ...een made in the last fifty years. Be...ore that time men were even denied ...he right to organize. Existing laws ...t that time declared that three work...rs gathered together in one group ...onstituted conspiracy. But, despite ...hese obstacles, men united. They ...ormed debating societies and estab...lished labor papers. Slowly but surely ...hey, one at a time, toppled over old ...deas, maintained by lawmakers, pro...essors, economists and students. Up...ward they have climbed out of slavery ...nd bondage, over 2,000,000 strong.

ST. LOUIS ONE OF FEW CITIES WHICH GAIN IN BUILDING.

That the scarcity and high cost of both materials and labor are restricting new construction has for some time been known, and the fact is emphasized by latest statistics of building compiled by Dun's Review.

Permits taken out at 100 cities during April involved an expenditure of $77,283,900, a slight gain over the $76,211,963 reported in March, but a decline of about 10 per cent from the $85,779,104 of April, 1916.

This is the first occasion since last September that a loss has been shown in comparison with the previous year, and the exhibit is even more adverse when the advanced prices, which naturally tend to swell this year's totals, are considered.

While a majority of centers disclose decreases, the April reduction is mainly accounted for by the contraction in greater New York, where the value of new permits fell from $14,786,078 to $8,036,709.

Outside the metropolis the aggregate, $69,247,191 compares with $70,993,026 last year, and particularly sharp declines appear at Chicago, Minneapolis, Duluth, Philadelphia, Rochester and San Francisco of the more important cities.

On the other hand, increases of size occurred at Detroit, Milwaukee and St. Louis and at some other points.

	1917.	1916.
April, 100 cities	$77,283,900	$85,779,104
March, 100 cities	76,211,963	75,805,885
February, 100 cities	52,076,389	51,778,391
January, 81 cities	46,230,082	44,095,353
	1916.	**1915.**
December, 82 cities	$58,827,827	$57,679,278
November, 90 cities	62,531,756	58,111,873
October, 86 cities	72,532,350	60,151,479
September, 90 cities	58,380,133	61,023,645

Correspondence

April 27, 1917.

Mr. John McMahon,
St. Louis, Mo.

Dear Sir and Brother: War conditions are thus early beginning to make themselves felt in the building industry, more particularly in regard to the conditions and hours of employment on rush work of a temporary character, especially in Forts, Arsenals and Navy Yards.

There is at present a demand for men of the building industry on Government Reservations that are or will be used for military purposes, and the officers directly in charge of this work are circulating a report that the American Federation of Labor, through President Gompers and the Executive Council, has declared against the inauguration of strikes and that there will be no limited number of hours of employment. This means that the rights of the workers with regard to the eight-hour movement is to be invaded by the United States Government, and the officials declare that the Government is not in a position to pay more than straight time for overtime.

This matter having been drawn to our attention, we took up the subject with the Executive Council during its session in this city to-day, with the result that a clear-cut decision has been rendered, and that you may be immediately advised of its nature, and thus dispel any illusion or misrepresentation we take advantage of the occasion to attach hereto a copy of the same for your information and advice.

It will be immediately evident to you that all local unions should be notified at once of the action taken by the Executive Council in connection with the matter referred to so as to prevent any invasion of the rights of the workers or a surrender of the standards that have been established by Organized Labor.

In this particular case the eight-hour movement is in jeopardy and it can be held intact only by the vigilance and activity of all international and local officials.

Fraternally yours,
WM. J. SPENCER,
Secretary-Treasurer,
Building Trades Dept.

(Copy)

American Federation of Labor.
Washington, D. C., April 27, 1917.

Mr. Wm. J. Spencer, Secy.-Treas.,
Building Trades Dept., A. F. of L.,
A F. of L. Building,
Washington, D. C.

Dear Sir and Brother: At the meeting of the Executive Council this morning you presented a matter for our consideration. You stated that there was a proposal to workmen that they work longer than the regulated hours of labor, that is, longer than the eight-hour day and that when such over work is performed the workmen should receive compensation as for "straight" time."

This matter received the serious consideration of the Executive Council and I am directed to advise you that the proposal to pay overtime as for straight time would be most injurious, if accepted.

First: The eight-hour work day should be maintained as far as pos-

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...e and only in case of an immediate ...rgency and for an exceedingly lim...d period of time should there be ...ertime. It has been demonstrated ...at a longer work day than eight hours ... unprofitable, unhealthful, uneco...mic.

Second: If for any limited period to ...et an immediate emergency more ...an eight hours' work shall be required ...any day, the compensation should be ... for time and one-half.

If straight time is paid for overtime, ... hours of labor will be lengthened to ...at overtime which will become the ...ccepted rule of the hours of daily la...r; for the payment of time and one-...lf for overtime is not to be regarded ... a benefit to the workers, but as a ...enalty to the employers so that the ...y's work shall not be lengthened ...thout its absolute necessity.

If workmen would voluntarily accept ...traight pay for overtime in one trade ...nd in one city, then employers else...here and the Government would take ...vantage and insist upon a like "privi...ge" there can be no doubt, and thus a ...eriod of reaction would set in and the ...nger workday generally practiced ...roughout America.

The workers of our country are do... and will continue to do their level ...st in industrial or any other service. ...ey cannot be accused of slacking, ...king, or lack of patriotism but it is ...cessary to check the unwarranted ...eed or hysteria upon those who ...ould unnecessarily sacrifice, by un...rmining the health, the strength, as well as the spirit of the workers of the United States upon which our Government will depend for its safety and defense.

Fraternally yours,
(Signed) SAM'L GOMPERS,
President, American Federation of Labor.

By direction of the Executive Council of the American Federation of Labor.

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

Dear Sir and Brother: As it is a long time since I wrote I just wish to inform you of the conditions in and around St. Louis. At present things are dull but with a good prospect. Dullness is due to the shortage of material.

I am enclosing you a picture of which I would like you to have appear in the next issue of the Journal, the work being done by ex-delegate to the Convention, Herman Weiss, which is one of the few sewing jobs that is done in and around St. Louis. Also wish you to note that this is a removable flange job.

Also wish to inform you that at the banquet of the Building Trades Council recently held, H. W. Steinbiss, former Secretary-Treasurer of the National Building Trades Council, presented to the Local Building Trades Council the old National Building Trades banner, which he has kept as a token of old decency and which was appreciated by the Local Building Trades Council.

Fraternally yours,
GUS SCHMITTERS.

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IN MEMORIAM

BROTHER S. DAVIS

Whereas, The Almighty Ruler of human destinies has, in His unfathomable wisdom, seen fit to remove our worthy Brother, S. Davis, from our midst; and

Whereas, We sincerely realize that our Local has lost a true and loyal friend and brother, a man of honor and principle, whose clean, upright ways made him loved and respected by all who knew him. Therefore, be it

Resolved, That we, the members of Local Union No. 8, extend our deepest sympathies to his suffering relatives in this hour of sorrow, and be it further

Resolved, That our charter be draped in mourning for a period of thirty days in his memory; and be it also

Resolved, That a copy of these resolutions be spread upon the minutes of our Local, and a copy sent to our International Office for publication in our Official Journal.

WM. SCHWAB, Secretary.

BROTHER WM. COLE.

Whereas, The Almighty God, in His wisdom, has deemed it necessary to remove from this earth by death our beloved brother, Wm. Cole, therefore, be it

Resolved, That we, the members of Local Union No. 14, take this opportunity of expressing our heartfelt sympathy; and be it further

Resolved, That a copy be sent to the International Office for publication in our Official Journal.

WM. PETERS, Rec. Secy., Pro Tem.

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WAGES AND HOURS OF THE VARIOUS LOCALS.

No.	Local.	Wages per hour.	Hours per day.	Saturday
1.	St. Louis, Mo.	67½	8	4
2.	Pittsburgh, Pa.	62½	8	4
3.	Cleveland, Ohio	58½	8	4
4.	Buffalo, N. Y.	53⅛	8	8
			June, July, August, 4 hrs.	
7.	Seattle, Wash.	62½	8	4
8.	Cincinnati, Ohio	57½	8	4
9.	Portsmouth, Va.	50	8	8
12.	New York, N. Y.	62½	8	4
14.	Philadelphia, Pa.	53⅛	8	4
15.	Winnipeg, Can.	50	8	4
16.	San Francisco, Cal.	56½	8	4
17.	Chicago, Ill.	70	8	4
18.	Indianapolis, Ind.	50	8	4
19.	Milwaukee, Wis.	57½	8	4
21.	Dallas, Texas	59⅜	8	8
...	Houston, Texas	59⅜	8	4
24.	Washington, D. C.	53⅛	8	4
25.	Detroit, Mich.	50	8	8
26.	Rochester, N. Y.	46⅞	8	4
27.	Kansas City, Mo.	56¼	8	4
1.	Syracuse, N. Y.	56¼	8	4
3.	Providence, R. I.	50	8	4
4.	Essex and Hudson Co.	62½	8	4
5.	Connecticut	50	8	8
6.	Minneapolis, Minn.	55	8	8
			June, July, August, 4 hrs.	
7.	Youngstown, Ohio	55	8	5
			during summer.	
	Portland, Ore.	50	8	4
10.	Wilkes-Barre, Pa.	47	8	8
11.	Omaha, Neb.	57½	8	4
	Springfield, Mass.	53	8	4
	Columbus, Ohio	56½	8	4
15.	Toledo, Ohio	50	8	8
16.	Erie, Pa.	50	8	8

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MONTHLY REPORTS

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

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THE SCAB.

From time to time labor organizations come in combinations for mutual uplift and benefit.

They make mistakes—being human—and do things in their zeal that would better have been left undone. The laboring men themselves are the chief sufferers from the mistakes that they do make.

Whatever of good, whatever of benefits they do obtain, all laboring men, as well as their dependents, enjoy. The benefits in improved conditions, in improved laws, in improved health, are conferred upon all laboring men alike, whether they labored in the cause or not. And inasmuch as labor is the basis of civilization, society as a whole receives the direct benefit of improved conditions of labor.

Yet, when laboring men unite and organize for mutual uplift, for mutual defense, there are found men who, for temporary benefit, for temporary high pay, sell themselves to defeat the uplift efforts of their class and to defeat their very own benefit.

These men are called "scabs."

For temporary hire, the scab will consent to balk his fellows in their efforts for his own uplift. That is why the world hates the scab. There is no word in the whole labor vocabulary so hateful as the term "scab." Even the man who employs the scab for temporary purposes loathes him.

The scab makes his entry into all forms of movements for social betterment—particularly in reference to the saloon nuisance.

When the people of a community organize to "clean up," the opportunity for the scab is created.

The scab lawyer will sell his services to the enemy of the community to prevent the cleaning up of his own community, even though he himself and his family would be equally benefited by the change.

The scab newspaper editor will hire himself out to tell lies in the effort to pull out of the hole the very men who make their living out of the debauchery of the editor's neighbors.

The scab politician will organize his political machine to defeat the will of the people in order that he may have in hand a little dirty money.

It is the scab who, in time of war, will aid in the scuttling of the ships of his own nation, just because the foreign foe has slipped a few pieces of silver into his greasy hand.

It is the scab who sells his vote on election day—the saloon generally being the purchaser.

It is the scab who, in times of industrial war, sells himself to defeat his fellows, and, in times of industrial peace, is found hanging around the saloons panhandling for free drinks and waiting for the chance to knife laboring men when they engage in a struggle for the benefit of their class.

The scab eats off the meager earnings of his daughters in the sweatshop and when the girls combine in a mutual movement for mutual betterment, the same scab will sell himself to the enemy, to balk the efforts of his very daughters who feed him and keep him alive.

Everybody hates the scab; even the scab hates the scab.

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