THE

ASBESTOS WORKER

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

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Collective Bargaining

Collective bargaining means that the organized employes of a trade or industry, through representatives of their own choosing, shall deal with the employer or employers in the making of wage scales and working conditions. Collective bargaining is the only practical proposal for adjusting relations between the management and the workers in a business way, assuring a fair deal to both sides.

Each individual joins with his fellow workman to ask collectively for better wages and conditions of employment that he could not secure through his own efforts alone. An employer of, say, five hundred men, has an unfair advantage if he deals with them as individuals. To make the employes equal in power and influence to the employer they must be organized, and through regularly chosen representatives, meet the employer on a common footing. By conceding points on each side an agreement can be finally reached that will maintain better relations and therefore greater industrial peace.

In no other walk of life does the idea exist that a man must arbitrarily accept any offer that may be made by another. There are two sides always to an agreement. Each side ought to have equal chances to propose and insist upon what it considers a fair agreement.

Industrial peace can be secured only by the righting of wrongs suffered by the workers. If a body of workers has a grievance it can be adjusted only through conferences with the employer or his representative. As all can not meet the employer at one time it is necessary for them to select representatives to carry out their will as expressed collectively. This right is identical with that always held by the employer and never challenged by the law or the public.

In all spheres of activity in which employers, business men, public men and citizens generally have any matter in which their interests are involved, they not only avail themselves of appearing by their own representatives and counsel of their own choosing, whether in litigation before the courts or in business relations, but they are guaranteed even by the constitution of our country the right to be heard by counsel. The claim of the workers in this respect is founded upon the same fundamental beneficial principle—the right of the workers to be represented by counsel (not lawyers), representatives of their own numbers and of their own choice.

For instance, in great industries such as the iron and steel industry, the employes have nothing to say as to their wages and working conditions. They work twelve hours a day and every two weeks, in changing from day to night work, they are compelled to remain at their tasks for twenty-four hours straight. This has been the practice since the industry has been organized into corporations. There have been much opposition and grumbling from the employes, but these have never reached the heads of the corporations, or if they did, found no response.

The employes were unorganized. Collective bargaining, except for a short time years ago with a small number of highly skilled employes, was unknown. The great mass of workers had no voice in what they should receive. If a superintendent or foreman wished to change the conditions of employment, he could do so without question, as each department is expected to produce a certain amount in value. The straw bosses pinched and schemed to do it. The only way they ever tried was to take something away from the employes. They never considered that most efficient production could be secured only when agencies for assuring justice to employes and the best management and working conditions were established. It was this sort of industrial servitude that culminated many times in great strikes in the steel industry. It brought the strike of 1919. The head of the great corporation in that industry refused

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to meet representatives of the employes even to hear their grievances. If collective bargaining had been in force in that industry the twelve and twenty-four hour day would have disappeared years ago, and it would have been accomplished without a strike. Now the responsible head of that corporation knows so little of what the steel workers are thinking that he even asserts that they want the twelve-hour day.

As the employes were employed as individuals and kept apart by racial, creed, national prejudices and other means, they could not unite to submit their grievances until they became members of trade unions. They could not understand each other, nor could they succeed in eliminating the causes that had formerly kept them in isolated and hostile groups.

Collective bargaining in industry does not imply that wage earners shall assume control of industry, or responsibility for financial management. It proposes that the employes shall have the right to organize and to deal with the employer through selected representatives as to wages and working conditions.

Among the matters that properly come within the scope of collective bargaining are wages, hours of labor, conditions and relations of employment, the sanitary conditions of the plant, safety and comfort regulations and such other factors as would add to the health, safety and comfort of the employes, resulting in the mutual advantage of both employers and employes. But there is no belief held in the trades unions that its members shall control the plant or usurp the rights of the owners.

Collective bargaining takes into consideration not only mutually advantageous conditions and standards of life and work, but also the human equation, a desideratum too long neglected.

APPLICATION OF PRINCIPLES.

Q. What is collective bargaining?

A. Simply a business proposition by which the organized employes in a trade or industry deal collectively with their employer or employers.

Q. How is this accomplished?

A. The employes in their union appoint a committee to draw up new wage scales and working conditions. These are reported to the union for consideration. Then in regular meeting each question is taken up and discussed from every angle. Finally the union agrees upon a wage-scale and working conditions to submit to the employer. A committee for this purpose is selected, as the entire number of employes can not meet in conference with the employer. This committee meets the employer or his representative and discusses the desires of the employes collectively through their union.

Q. Does this committee have full power to act?

A. No. It must report back to the union the result of its conference with the employer. If the report is satisfactory the union approves the settlement and an agreement for a stated period is signed by both parties. If unsatisfactory, further conferences with the employer or his representatives are held until an agreement is reached.

Q. What advantage has such a joint agreement?

A. It removes friction that always exists where employes have no voice in the making of their wages and conditions of employment. It is democracy in industry as opposed to autocracy. The employes know what they are to receive for a certain period and therefore can plan ahead in buying a home or making improvements in their standard of living.

Q. Does collective bargaining protect the employes?

A. Yes. Employes can not be discharged at the will of a "straw boss." Charges against them must be made, and after a trial, if they are found true, then the offenders can be discharged. If untrue, they retain their positions

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Q. What effect does this have on the "straw bosses"?

A. It makes them more careful. They are not so arbitrary or do not seek trouble. It brings about mutually better feelings and relations.

Q. Does the fact that an employe can not be discharged without cause make him more independent and likely to create friction?

A. No. Men who are placed on their honor, which is the result of collective bargaining, feel they have an interest in the plant and make every effort to carry out the union agreement. They are not nagged, browbeaten or coerced. They take an interest in their work and the result is a better output and a lower turnover of labor. Their initiative powers are not curtailed and because of that they try to create new methods that will be of benefit to the business. They are men and not mere machines, and this results in better feeling between employers and employes.

Q. Can unorganized employes bargain collectively?

A. Not with a certainty that they will be treated fairly. Unorganized employes are subject to influences that will hamper their efforts for fair bargaining.

Q. Why?

A. Being unorganized they can not agree collectively to any proposition that will benefit them, as the influences referred to will divert them into accepting less than that to which they are entitled.

Q. What are these influences?

A. Men employed as individuals always retain the fear that they are to be discharged or have their wages lowered whenever the employer sees fit to do it. They are not in a position to enter objections to their working conditions because of these same fears. They are voiceless in their own affairs because they can not act collectively. Each is suspicious of the other. Some feel that they are overlooked by the employer while others are favorites who receive all the best work. Jealousies are created. Discontent is rife. Therefore when the unorganized employes all meet together to decide what they shall ask the employer they become cowardly for fear some other employe will report them to the employer. Those who take an active part always are the favorites of the employer and they advocate only those things to which the great majority of the employes would object if they were not afraid. The outcome of such a meeting is never satisfactory. Instead, discontent grows and in time the employes form a real trade union and from that time on they do not fear to express their thoughts or openly object to the statements of those known as company men.

SUMMARY.

Collective bargaining, it will be seen, makes for a better citizenship. It uplifts those who while unorganized were timid and servile. The industries accepting collective bargaining are stabilized and can face the future with certainty instead of doubt. Raising the standard of citizenship of the workers through collective bargaining affects the community in which they live. The standard of living is improved, the children are benefited through better chances for education and the home is made happier by the fact that the head of the family is able to earn a sufficient wage to support those dependent upon him. This is democracy in industry.

Autocracy in industry is where the employer fixes the wages and hours of employment arbitrarily. They must be accepted by the employes without question. Those who object are discharged. This creates a servile class that makes for an inferior citizenship.

The issue, then, is between collective bargaining and autocracy in industry. The good of the nation demands collective bargaining. There can be no defense for autocracy in industry.

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The Boy and the Job

There is one thing we all have to take seriously—a job. There may be a few people with "independent incomes," but they are only a few. Most of us have to work and expect to work as long as we are able.

Yet how painfully haphazard is the way the average boy has to start looking, or at least does start looking, for the job which is to lead to his life work. Here and there is a fortunate youngster, who knows beforehand exactly what he wants to do and sets about to do it. Yet the generality of boys and girls who must work for their livings either have no strong bent or have had no means for discovering it if they have, and they tend to take the first job that looks promising, regardless of whether it interests them or whether it leads to any future. They know a man who knows a man who knows the foreman, and whether the foreman is in a shoe factory or a printing plant is mere accident. Yet that accident may determine the boy's whole future, whether he spends his life making shoes in which he is not interested, or in printing in which he might be so interested as to make his work a pleasure.

With the world's industry so dislocated, this quandary of the boy and the job is especially acute.

A year ago high wages were luring boys away from school. A cry of warning was raised. The first danger was that high wages, which were bound to be temporary, would look more important than education, which is of permanent value; that boys who could perfectly well afford to stay in school would injure their future prospects by leaving. Another danger was that, having been able to command abnormally high wages for unskilled work, these lads would overlook the importance of learning a trade and find themselves left in the lurch when peace came. Then there was the danger of a generation of boys too young for the army and drawn out of school by the pressing need of war work finding themselves left stranded, betwixt and between, having neither finished their schooling nor yet having mastered a trade.

Peace has come, and all of these dangers threaten. A large proportion of the boys who have left school are likely not to return. These are faced with a new dilemma: whether to try for high wages in jobs which lead to nothing, or to accept much lower wages while learning a trade.

The higher wages look attractive, especially with prices so high and with the natural human yearning to have as much money in pocket as possible. Why not go after high wages while wages are high and take a chance on the future?

Because the immediate gain later turns to loss.

At a certain age boys itch to "quit school and start earning something." It is hard to make them understand that they can use each additional year in school to increase their earning power when they do finally go to work; and that voluntarily to leave school at 16 is accepting a handicap which they may feel keenly at 30.

In the same way, the boy who takes a blind-alley job because the wages happen to be higher may be ahead in pocket for a year or two, but in four years, or six, he sees himself left behind by the boy who took a much smaller wage for a job in which he had a chance to master a trade.

"What can you do?" asks the employer. "Anything," answers the unskilled man. That "anything" means "nothing." What the employer or the community wants to buy is skill. The

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EMPLOYERS WHO WON'T LISTEN.

Reports of the address by Vice-President Woll of the Federation of Labor before the United States Chamber of Commerce, up to the point where he was silenced and driven from the stage, show that his words and opinions in regard to the Kansas Industrial Law, whether agreeable or not, were proper and sensible. It is hardly to be supposed that a leader of organized labor, invited to discuss a system which makes striking a crime, would be in complete accord with Gov. Allen, who was present to take the other side of the argument.

The shouts and hisses of the delegates which cut short Mr. Woll's utterances were something more than an exhibition of bad manners. They indicated a class consciousness on the part of employers as pronounced as that of the wildest agitators among radical labor. Moreover, they were a display of the intolerance which makes all the efforts of reasonable men to arrive at a working arrangement between employer and employee more and more difficult.

Extremists who will not listen to organized labor's objections to compulsory work are as impossible in this controversy as extremists at the other end of the scale who would starve States and cities to enforce their will. It is not labor alone that opposes the Kansas law. That experiment has been tried elsewhere, and in free countries it has always been a failure. If it shall ever be a success it must be in the industrial paradise of Russia, where it is supported by martial law administered by drumhead courts.

Certain members of the Chamber of Commerce, ashamed of their own performance, are said to have in mind some expression of regret. This might serve a useful purpose as a matter of record, but it could not remove the impression already created. What we know is that one of the principal trade organizations of the country acted on this occasion precisely as the I. W. W. agitators would have ordered if they could. Those who wish to make industrial conditions worse and worse will gleefully remember and make the most of every such incident, apology or no apology.—Press.

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Might doesn't make right, but it amounts to the same thing when it has the most votes.

The wage system is dying. No longer will men and women be satisfied to work for a mere wage. They demand and they insist upon having a proprietary interest in the business in which they are working.

The farmers and the industrial workers must organize together. In no other way can we have the real success which we are entitled to have.

Say what you please, but a large majority of the people can still be depended upon to send good money after bad money.

New York Labor Party for dry law referendum.

It is impossible to defeat an ignorant man in an argument.

"There is no place like home," lustily sings the man with a cellar full of liquid refreshments endowed with a kick.

Edison says we shorten our lives by over eating. We also shorten our pocketbooks by overpaying and both seem to go together.

Beat the rent profiteers. Own a home.

OFFICIAL.

Official Notice to Local Unions.

All local secretaries who have not sent in the "Report on Present Wages and Hours of Work" are requested to immediately forward their reports to headquarters. If you fail to do so, working conditions of your members will not appear in the new statistics.

When sending in agreements for endorsement, you are instructed to send eight copies of your new agreement with one copy of your present agreement and a statement of what wages are now being paid to your members. By so doing a copy of your agreement can be forwarded immediately to each member of our International Executive Board for their approval and can be acted upon at once.

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General President's Report

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Elmhurst, N. Y.
April 30, 1920.

Greeting: Your President began his last quarter's activity at Buffalo where he met President Coote and Business Agent Rice of Local 4 in conference on local conditions, which disclosed nothing of special mention. Then came a short stop-off at Detroit for a few hours' trade discussion with Business Agent Brinker of Local 25 that had to do with the interests of our fair employers whose work was tied up by reason of the general strike declared by the Building Trades Councils of Detroit, Flint and Pontiac against the DuPont Engineering Company, which strike (at this writing) is no nearer settlement than ever. Then came St. Louis, and a day spent in the General Office on General Executive Board detail. Next came Kansas City where your President pledged the membership of the recently organized Local 65 of Sugar Creek, Mo. (fourteen miles from Kansas City), and installed its officers after which a joint meeting was held by Locals 65 of Sugar Creek and 27 of Kansas City, which latter Local consented to the chartering of the Sugar Creek Asbestos Workers employed at the oil refinery. This joint meeting resulted in a general understanding between the two Locals and paved the way for future harmony. Local 65 possesses a trade agreement recognized by the plant and a seven-dollar daily wage. Then on to Tulsa, Okla., where your President experienced the disappointment of not meeting with the newly-chartered membership of Local 64, due to the fact (as later learned), that his advance notice of expected arrival was not received by the Local Secretary, who happened to be engaged on out-of-town work. Little Rock was next in line where Your President found Local 55 in common with the general Building Trades movement in a struggle for existence against the "open shop" policy recently placed in motion by certain Employers' Associations backed by the Chamber of Commerce and financial interests. Local 55 then, as now, has a hard road before it. Then back to St. Louis and another day's work at the General Office after which Indianapolis was visited where Local 18 was found to be in the best condition of its trade history. A conference held between the Agreement Committee of Local 18 and the Employers' Association, which Your President attended, resulted in an agreement being reached which was later ratified by the Local. It calls for ninety cents the present year and ninety-five cents for the next year which, for Indianapolis, is going some, as its wage of sixty and sixty-five cents at that time plainly shows. Local 18 was pretty well "shot" during the war, but is again on its feet and going strong. Cleveland was next in line where Your President met with the Executive Board of Local 3 and found no lawful nor even reasonable argument in its protest against the chartering of Akron some thirty-six miles distant. At this conference, the Cleveland City situation was discussed and a definite understanding arrived at in re the Local 2 Agreement about to be presented and argued with the employers. Your President then journeyed to Youngstown where he attended a meeting of Local 35 that discussed the newly-proposed Agreement and gave consideration to other matters of working relationship between the shops and the Local which, to say the least, did the trade no harm. Then on to Pittsburgh, where Your President found Local conditions not at all what they should be and very much changed from what they were and from what Local 3 should be enjoying. The answer is found in low dues and no Business Agent. On this visit Your President advised upon many local matters and settled one dispute of trade jurisdiction. Wilmington was then visited where Your President attended a conference between the Executive Board of Local 42 and the Delaware Electric & Supply Company, which thrashed out agreement interpretations as affecting wage claims and travel time, the report on which was received by a meeting of Local 42 held the same evening. Then came attendance at a meeting of Local 9 of Norfolk-Portsmouth with an evening given over to general trade discussion. Then came Newport News where

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advised upon by Your President. Charleston, S. C., came next where a meeting gave consideration to a new form of trade agreement about to be presented to employers. The membership of Local 48 is almost exclusively employed at the Government Navy Yard. Your President then journeyed to Savannah, where it so happened that he met with no officers nor had the pleasure of addressing the Local Union membership of No. 61. Then came Jacksonville, where in order to meet the Ship Yard workers, that compose Local 53, Your President held meetings by day and by night. He found them greatly reduced in numbers due to the gradual decline of war-time activities. Pensacola was the next stop where Your President pledged the membership and installed the officers of Local 67, which owes its existence to Ship Yard work. Then to Mobile, where a meeting of Local 58 listened to an extended talk by Your President on the application of Metal Trades Department Law as well as a plain talk upon one other subject upon which he laid particular stress for the good and welfare of the Local. An incident worth recording occurred at Mobile when the Metal Trades Council election placed Secretary Reynolds of Local 58 in the President's chair. His election, though regular in every detail, was protested on the ground of ineligibility due to the fact that our International Association is not (nor can it be), affiliated with the Metal Trade Department. Secretary Reynolds was unseated by decision of Metal Trades Department, over signature of Secretary Berres. For the information of our several Local Unions affiliated with Metal Trades Councils, it should be remembered that the Asbestos Workers' International Association has been declared ineligible to join the Metal Trades Department. New Orleans was then visited where two conferences between the Executive Board of Local 10 and the Employers together with a Local Union meeting finally succeeded in signing the Trade Agreement that has hung fire since the strike of Local 10 last October, which established the eighty-cent hour. Your President gave decisions at New Orleans affecting Initiation Fees of Local 10 and other payments in dispute between the Local and certain of its membership. Then to Atlanta and a meeting of Local 57 where as at all other cities visited, the "International form" was explained and adopted for presentation to employers. Then to Louisville, where a conference between committee of Local 51 and the Employers followed by a meeting of the Local resulted in the signing of the first Trade Agreement in that city. It carries a clause calling for sixty-five cents which was accepted prior to the arrival of Your President. However, an appeal to the Employers resulted in the promise to meet with the Local within three months and level up the scale of our craft in reasonable proportion to the general Building Trades who, at the time, were locked out and fighting against the establishment of the "open shop" at Louisville. Your President then visited Cincinnati where he conferred with Business Agent Perkins of Local 8 on general trade conditions. Philadelphia was next visited where Your President went in response to an invitation to sit in company with the past and present officers of Local 14 at a "get-to-gether" banquet given them by the Local. On this occasion the responses of those present furnished promise of enough harmony oil to prevent any future creaking of the Local 14 machinery. Then to Washington where attention was given to trade detail of executive nature at the Building Trades Department. Then to a meeting of Local 60 at Squantum which found the membership almost entirely wiped out by reason of cessation of shipyard work. On this occasion Your President gave expression and decision in accordance with trade law as affecting transfers, travellers and withdrawals. This meeting was attended by President McCabe and a Committee of Fore River Local No. 59. Your President then responded to the invitation of Local No. 6 of Boston and represented the International Association at the Fifth "Grand Annual Ball" of our craft, which proved itself to be highly successful, both socially and financially and from which Your President carried away a pretty "Souvenir Journal" and many thoughts on the marked change of the times chief amongst which was the one that a Local of Asbestos Workers could spend an evening together without talking shop or indulging in a harsh

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in coffee, cake and ice cream. Shades of Joe Reynolds! Enough, forsooth to rattle the bones of the brave and ancient Knights of the Palm and Trowel who, when in the life, were wont to gargle their tonsils with sweet ambrosia and cut their phlegm with red eye. Montreal came next where Your President journeyed in response to an appeal from the Building Trades Department which was conducting a "forward" movement, in an attempt to overcome the deplorable conditions and wages due to "open shop." Local 23 was found to be in its third attempt at securing recognition. Two conferences between the Executive Board of Local 23 and our Employers resulted in an agreement for sixty-seven and one-half cents an hour which was the average high wage being paid in the Building Trades. The best thing to be said about this Agreement is that it contains a "closed shop" clause which records it as the first Building Trades craft in the possession of the same. Your President then journeyed to Ottowa where a Local meeting proved conditions to be anything but favorable for trade agreements in our craft and showed hard sledding ahead for Local 63 to survive due to lack of building operations. Cleveland was then visited where Your President met President Arnold and Business Agent Fassett representing Local No. 3, and a Committee of the Employers' Association in conference that failed to effect a settlement of the wage clause in the pending trade agreement. On this visit, Your President and the Employers' Association failed to settle the Akron issue (Akron work is controlled by Cleveland shops), at which latter city the recently-organized Local 66 had been on strike for ten days and where members of Local 3 of Cleveland had struck in sympathy. Your President then visited Akron and attended a meeting of Local 66 which very sensibly discarded its impossible form of agreement and repudiated its unsanctioned strike and returned its men to work to await the settlement of Local 3 at Cleveland along the line of a definite future plan of action as agreed to between Local 66 and Your President, which will put it in possession of a wage scale of no less than dollar twelve and one-half cents an hour or have it on strike for same by June 15th or for any amount in excess of same that Cleveland Local 3 may get. Your President then gave consideration to the trade jurisdiction dispute officially recorded as "Plasterers vs. Asbestors Workers on Boiler Room Ceilings, etc.," in which the Asbestos Worker was the defendant and scheduled for a hearing before the National Board for Jurisdictional Awards in the Building Industry on April 26th at Washington. Your President suspecting that friend Plasterer would make claim to more than ceiling work, summoned Secretary McNamara from St. Louis in which city our stack work was claimed by the Plasterers, and Vice-President Johnson from Boston in which city the Plasterers claimed all trowel work outside of pipes and in which city they covered pipes until removed by their International Officers. The hearing was held on April 27th, and Your Committee listened to the Plasterer make claim to all trowel work on ducts, stills, vats, flues, ceilings and all other surfaces outside of pipes. Your Committee, after making objection for being asked to defend a jurisdiction claim not mentioned in the original complaint (ceilings), as filed by the Plasterers, proceeded to enter into the merits of the entire controversy which had its origin at Seattle in February, 1918, and had been further complicated since that time at Boston, St. Louis, Denver and Des Moines. The decision in this dispute is printed elsewhere in this issue of our Journal. While at Washington, Your Committee visited Local 24 in meeting (on the evening preceding the hearing), and found nothing worthy of trade mention outside ordinary routine. Your Committee upon leaving Washington, stopped off for a one-hour conference with Business Agent McGann of Local 11, Baltimore during which conditions as affecting shipyard work in general and the Sparrows Point strike were advised upon.

Fraternally,

Joseph A. Mullaney

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REPORT OF VICE-PRESIDENT E. A. JOHNSON

West Roxbury, Mass.
March 10, 1920.

Mr. Thos. J. McNamara,
803 Holland Bldg.,
St. Louis, Mo.

Dear Sir and Brother: In my last report I mentioned the fact that Local No. 6 was on the street for the recognition of agreement signed by the Building Trades Council of Boston, which included the rate of one ($1.00) dollar per hour beginning April 1st. Successful "Finis" was written on the efforts of Local No. 6 on November 20th, after one month on the street. We have been going along smooth ever since in Boston.

On December 31st the trade agreement of Local No. 31, Providence expired and conference took place with the employers, the local presenting the form of agreement as endorsed by the International office, which included the changes as in the letter issued by the International and the uniform travelling, wages and customs as endorsed by the International Association and the New England Joint Conference. The employers at that time granted Local No. 31 an increase of wages from 81¼ cents to 90 cents per hour and took the rest of agreement under advisement. Several conferences were held with the employers but nothing developed that brought about a mutual understanding until Local No. 31 took a strike vote on February 3rd, and brought all of their members out on strike. The strike was declared off on February 12th, when the agreement was signed by both parties. The agreement was signed as originally presented with the exception of wages, which were forwarded another month, making the rate of wage one ($1.00) dollar per hour beginning May 1st.

The trade agreement of Local No. 43 expired on February 29th and as in the case of Providence the International form of agreement was presented to the employers for their approval. At this writing the employers have agreed to increase the wages of the Springfield local from 81¼ cents to 90 cents per hour and conferences have been arranged for adjustment of the undecided parts of agreement.

Will write you the outcome of negotiations with employers on Springfield later.

Yours fraternally,
E. A. JOHNSON,
Vice-Pres. I. A. of H. & F. I. & A. W.

TRADE AT STORES

WHICH GIVE

Eagle Stamps

AND RECEIVE

The Discount on the Money You Spend

Which You Are Entitled to

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THE BOY AND THE JOB.

(Continued from page 5)

man who has the most skill to sell has the best chance of getting the good living. To acquire skill take time. The more intricate the profession is the less the novice is worth when he starts in to learn it. A doctor or lawyer has to pay for the chance to learn his trade. Boys learning manual trades pay in the form of lower wages at the start. All around them, perhaps, they see their old schoolmates drawing more money for unskilled work, marrying, setting up homes and apparently ahead. But a few years later, when they have some skill to sell, they see their unskilled mates exactly where they were, with perhaps their unincreasing wages decreased by an increasing famliy.

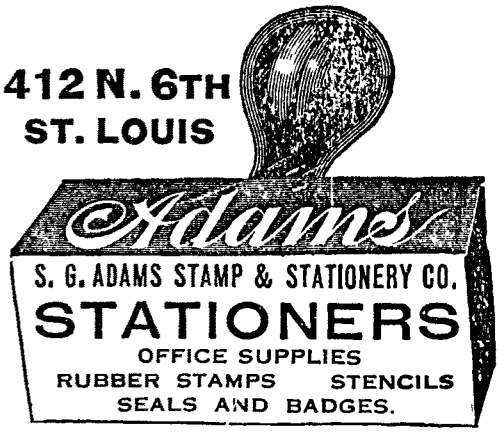
It is almost a fixed law that a man's income at the age of 30 is high about in proportion to the sacrifices he made at the age of 20 to obtain professional skill. It is hard for the boy, just starting to work, to realize that his future chances are likely to be improved by sacrificing immediate high wages for the sake of acquiring some special line of skill.

These precautions in job-hunting are especially important in the unsettled condition of industry following the World War. There are certain kinds of skill which the world always has to have, and the man surest of a living is the man with the most of these kinds of skill to sell.

The best place for a boy is in school, provided, of course, that he is using his schooling to fit himself for his life work. But if he is so unfortunate as to be obliged to leave school, he had better be careful to find the kind of job which will school him for a trade or a profession. It may pay less at the start. It will pay more at the finish.

UNCLE DUDLEY.

Moral: A trade is no load to carry.



You Can Still Say a Bottle of

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Secretary - Treasurer's Report

SECRETARY'S REPORT.

Since my last report things in the trade have been very active, and on page ——, you will note a communication from the National Board for Jurisdictional Awards summoning our Association to appear before them on April 26th, relative to the Plasterers, and on which you will note the decision of the Board.

TRADE CONDITIONS.

From reports sent in from our various locals throughout the country, things are not just what they ought to be. This is possibly due to the shortage of material, in many instances, and the fight on "Open Shop," in which many of our Locals are now participating.

Our Local at Omaha has just returned to work, after being out for some time. Our Local at Little Rock, although not directly affected by the lockout (the "Open Shop" plan, which is now commonly called the "American plan") at this time, but will have a tendency to slowing up the work as most all the buildings in that city are tied up.

FINANCES.

The Finances of the International Association are above normal, as you will note from the recent Quarterly Report sent out for January, February and March.

AGREEMENTS SIGNED

Local No. 10, New Orleans, La., 80c per hour for Mechanics.
Local No. 10, New Orleans, La., 54c per hour for Helpers.
Local No. 39, Omaha, Neb., May 15, 1920, Mechanics, $1.00 per hour.
Local No. 39, Omaha, Neb., May 15, 1920, Improvers, $0.70 per hour.
Local No. 39, Omaha, Neb., Sept. 1, 1920, Mechanics, $1.12½ per hour.
Local No. 39, Omaha, Neb., Sept. 1, 1920, Improvers, $0.75 per hour.
Later scale to expire May 15, 1921.
Local No. 21, Dallas, Tex., $1.00 per hour.
Local No. 22, Houston, Tex., $1.00 per hour.

CHARTERS ISSUED.

Pensacola, Fla., which shall beknown as Local No. 67.
Port Arthur, Tex., which shall beknown as Local No. 68.

TRAVELING CARDS.

To save time and inconvenience, the International Office requests that when traveling cards are issued to members, this office be notified immediately. Also when a traveling card is returned, even though it has been deposited in some other Local for the time being, the International Office must be notified. This has caused quite a little trouble, and due to the neglect of the Local Secretary not notifying the International Office when traveling cards have been returned to the town originally issuing them, it has come to the notice of the International Office that some Local Secretaries, because they issue the traveling card, think they do not have to notify the International Office upon their return. This, as I stated above, has caused quite a little bit of inconvenience, and again suggest that immediately upon the return of a traveling card to the Local who issued same, that the International be notified. Fraternally Yours,

Thomas J. McNamara

Secretary-Treasurer

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NEW MEMBERS

Reg. No.

2555 A. J. Dobbins, Los Angeles, Cal.
2556 L. C. Morris, Los Angeles, Cal.
2557 Harry Ingraham, Los Angeles, Cal.
2558 Wm. Hornburger, Philadelphia, Pa.
2559 Howard Green, Philadelphia, Pa.
2560 Stephen A. O'Donnell, Philadelphia, Pa.
2561 John Mulderig, Wilkesbarre, Pa.
2562 Vincent J. Comiskey, Wilkesbarre, Pa.
2563 J. M. Gritman, Wilkesbarre, Pa.
2564 Ed. Krusberg, Minneapolis and St. Paul.
2565 W. Lomasney, Detroit, Mich.
2566 Melvin Schweringer, Detroit, Mich.
2567 H. Unverzagt, Baltimore, Md.
2568 Ernst Jubelt, Detroit, Mich.
2569 Bernard J. Dugan, Kansas City, Mo.
2570 Louis Salek, Kansas City, Mo.
2571 James E. Kelley, Portsmouth, N. H.
2572 S. J. Boon, Dallas, Tex.
2573 H. Haake, Connecticut.
2574 J. Crowley, Chicago, Ill.
2575 W. J. Carroll, Chicago, Ill.
2576 R. Larkin, Chicago, Ill.
2577 J. Quedensley, Chicago, Ill.
2578 E. Blomsness, Chicago, Ill.
2579 Wm. Mulligan, Chicago, Ill.
2580 J. Freza, Chicago, Ill.
2581 L. Beck, Chicago, Ill.
2582 M. Flood, Chicago, Ill.
2583 Geo. White, Chicago, Ill.
2584 J. Gates, Chicago, Ill.
2585 T. Addison, Chicago, Ill.
2586 L. Hagen, Chicago, Ill.
2587 Wm. Briggs, Chicago, Ill.
2588 L. F. Osburn, Dallas, Tex.
2589 Alex. R. Sterling, Dallas, Tex.
2590 Walter Denny, Indianapolis, Ind.
2591 J. H. Hall, Omaha, Neb.
2592 Thos. Blanco, Essex & Hudson Co.
2593 Jos. Antonich, Essex & Hudson Co.
2594 Thos. Thompson, Essex & Hudson Co.
2595 Arthur McElroy, Essex & Hudson Co.
2596 Chas. Dafeldecker, Essex & Hudson Co.
2597 T. Firman, Newport News, Va.
2598 M. Firman, Newport News, Va.
2599 J. Firman, Newport News, Va.
2600 Otto Olson, Providence, R. I.
2601 W. M. Betty, Dallas, Texas.
2602 C. A. Huddleston, Minneapolis and St. Paul.
2603 Bernard Creel, Mobile, Ala.
2604 C. F. Leonard, Mobile, Ala.
2605 J. M. Gonzalez, Mobile, Ala.
2606 Harry E. Johnson, Philadelphia, Pa.
2607 A. Smith, Philadelphia, Pa.
2608 Jacob John Market, Philadelphia, Pa.
2609 John Walberg, Providence, R. I.
2610 N. S. Trussell, Sugar Creek, Mo.
2611 C. Buford, Sugar Creek, Mo.
2612 M. E. Wilson, Sugar Creek, Mo.
2613 Geo. Gibbons, Sugar Creek, Mo.
2614 Wade Smith, Sugar Creek, Mo.
2615 Thos. Sullivan, Sugar Creek, Mo.
2616 Clarence Pittman, Sugar Creek, Mo.
2617 P. E. Pittman, Sugar Creek, Mo.
2618 W. E. Oots, Sugar Creek, Mo.
2619 A. T. Hamer, Sugar Creek, Mo.
2620 Will Gibbons, Sugar Creek, Mo.
2618 W. E. Oots, Sr., Sugar Creek Mo.
2622 E. O. Wilson, Sugar Creek, Mo.
2623 Ernest Pittman, Sugar Creek, Mo.
2624 J. M. Davis, Sugar Creek, Mo.
2625 Mike O'Neill, Sugar Creek, Mo.
2626 C. H. Worley, Sugar Creek, Mo.
2627 E. Barry, Chicago, Ill.
2628 Chas. Stelzer, Chicago, Ill.

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2629 Walter L. Dreher, Louisville, Kentucky.
2630 R. M. Diehl, Baltimore, Md.
2631 T. A. Green, Detroit, Mich.
2632 Jos. T. Donahue, Kansas City, Mo.
2633 Al. Zweifeld, Essex & Hudson Co.
2634 E. Smith, Chicago, Ill.
2635 F. D. Smith, Philadelphia, Pa.
2636 Harvey L. Fink, Philadelphia, Pa.
2637 Walter Bartholomew, Philadelphia, Pa.
2638 W. L. Hutchison, Cleveland, Ohio.
2639 F. Pilsner, Cleveland, Ohio.
2640 W. Hamper, Cleveland, Ohio.
2641 A. Liddington, Cleveland, Ohio.
2642 Blair B. Wade, Akron, Ohio.
2643 M. J. Taft, Akron, Ohio.
2644 Jos. J. Kelley, Akron, Ohio.
2645 James E. McGough, Akron, Ohio.
2646 Albert C. Cravens, Akron, Ohio.
2647 George Finn, Akron, Ohio.
2648 R. C. Woods, Akron, Ohio.
2649 R. O. Wright, Akron, Ohio.
2650 John C. Gallagher, Akron, Ohio.
2651 Ray C. Smith, Akron, Ohio.
2652 James McBride, Akron, Ohio.
2653 Harry A. Krause, Detroit, Mich.
2654 William Welch, Detroit, Mich.
2655 Joe C. Prowell, Louisville, Ky.
2656 Delbert Dalrymple, Erie, Pa.
2657 Louis Bruni, Springfield, Mass.
2658 Edw. Daigneau, Springfield, Mass.
2659 Geo. R. Porter, Boston, Mass.
2660 J. B. Tiffany, Mobile, Ala.
2661 Sam Goldsborough, Baltimore, Md.
2662 Geo. Burns, Baltimore, Md.
2663 Chas. Gothard, Baltimore, Md.
2664 Chas. Hoffman, Baltimore, Md.
2665 Bernard A. Swansen, Duluth, Minn.
2666 Thos. Benedict, Essex & Hudson Co.
2667 Geo. Duncan, Philadelphia, Pa.
2668 Alexander Dewey, Philadelphia, Pa.
2669 Geo. H. Fithian, Philadelphia, Pa.
2670 Abe Rudolph, Philadelphia, Pa.
2671 Clarence D. Shingh, Philadelphia, Pa.
2672 O. L. Smith, Atlanta, Ga.
2673 W. L. Turner, Atlanta, Ga.
2674 James Bruce, Tulsa, Okla.
2675 J. M. Chapman, Norfolk and Portsmouth, Va.
2676 Wm. J. Kelch, Cleveland, Ohio.
2677 Stephen Suppicich, Connecticut.
2678 Frank Onofrio, Connecticut.
2679 G. H. Stone, Louisville, Ky.
2680 Gust. Peterson, Minneapolis, and St. Paul.
2681 Michael J. Keegan, Buffalo, N. Y.
2682 Richard Flanagan, Esex & Hudson Co.
2683 John Benvin, Cleveland, Ohio.
2684 Frank Fvester, Philadelphia, Pa.
2685 Hugh Kelly, Philadelphia, Pa.
2686 Gus. F. Miehe, Philadelphia, Pa.
2687 Marsellus Speer, Atlanta, Ga.
2688 B. L. Turner, Atlanta, Ga.
2689 Albert LeBeau, Chicago, Ill.
2690 John Sullivan, Chicago, Ill.
2691 S. A. Brandon, Tulsa, Okla.
2692 J. J. Murphy, Tulsa, Okla.
2693 Oscar Brumble, Tulsa, Okla.
2694 G. A. Brandon, Tulsa, Okla.
2695 Walter Dix, Tulsa, Okla.
2696 Thomas Johnson, Pensacola, Fla.
2697 Amund G. Olsen, Pensacola, Fla.
2698 Ed. Viviani, Pensacola, Fla.
2699 James T. Malone, Pensacola, Fla.
2700 Chas. L. Gimmering, Pensacola, Fla.
2701 Louis Barbera, Pensacola, Fla.
2702 J. Hindlix, Pensacola, Fla.
2703 T. H. Grady, Chicago, Ill.
2704 M. Maher, Chicago, Ill.

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2705 Paul Mitchell, Atlanta, Ga.
2706 Wm. F. Wallace, Wilmington, Del.

WITHDRAWAL CARDS ISSUED

3458 A. S. J. Clarke, Little Rock, Ark.
3459 J. F. Luckett, Little Rock, Ark.
3463 T. H. Pratt, Little Rock, Ark.
3904 James Dooner, Squantum Ship Yards.
3930 H. A. Haywood, Vancouver, B. C.
646 John Roche, Wilkes Barre, Pa.
3137 Fred A. Fri, Los Angeles, Cal.
110 J. Edwards, Indianapolis, Ind.
2023 Augustus Doughty, Philadelphia, Pa.
3318 Harry Lutz, Youngstown, Ohio.
1381 H. J. Morgan, Winnipeg, Can.
371 W. Urquhart, Winnepeg, Can.
2133 W. Malkins, Cincinnati.
495 Chas. Cassidy, Detroit, Mich.
3561 Maurice Ternello, Fore River Ship Yards.
667 W. J. Jones, Connecticut.
3430 Daniel L. Snyder, Norfolk and Portsmouth, Va.
2012 E. Kamphoff, Buffalo, N. Y.
3945 Richard Linde, Squantum Ship Yards.
3607 John Ohman, Fore River Ship Yards.
379 H. Daniels, Winnipeg, Canada.
1473 Joseph Rezabeck, Cleveland.
1983 Ray Dunham, Cleveland.
2013 Ernest J. Krause, Rochester, N. Y.
3572 John L. Sullivan, Fore River Ship Yards.
3002 Harry E. Booth, Seattle, Wash.
3129 Earl Kuster, Los Angeles, Cal.
3022 N. C. Henrickson, Tacoma, Wash.
1806 Gust. Langer, Chicago, Ill.
3642 W. Coutts, Squantum Ship Yards.
3658 Iven McMann, Vancouver, B. C.
2366 J. M. Cave, Washington, D. C.
3217 John Ratylaff, Los Angeles, Cal.
3343 Wells C. Baxter, Los Angeles, Cal.
2047 T. Mercer, Detroit, Mich.
625 L. H. Boon, Omaha, Neb.
3631 R. S. Wilson.
3925 Peter Banks.
3629 Emanuel Nelson.
3800 Robert McRae.
3644 F. S. Rudd.
361 C. Brown, Winnipeg, Canada.
2094 Freeman Gopee, Seattle, Wash.
898 Eric Selander, Seattle, Wash.
2068 Ray Goulet, Seattle, Wash.
3905 Nils Nilsen, Squantum Ship Yards.
2547 Sterling C. Forrest, Omaha, Neb.
3857 Charles Leo, Mobile, Ala.
1556 P. J. Allen, San Francisco, Cal.
3131 Ralph Scott, Los Angeles, Cal.
3330 Stephen Lombardi, Boston, Mass.
909 Gust. Carlson, Boston, Mass.
614 Geo. P. Sparks, Minneapolis and St. Paul.

EXPELLED.

3127 Geo. E. Hoff, Kansas City, Mo.

LAPSED FOR NON-PAYMENT OF DUES.

3551 David Rosenblatt, Fore River Ship Yards.
3253 W. C. Bird, Seattle, Wash.
2372 Wm. J. Healy, Indianapolis, Ind.
3504 B. F. Hodge, Newport News, Va.
3846 John Nelson, Boston, Mass.
2386 Harold M. Warner, Squantum Ship Yards.
3599 M. Trackteaberg, Squantum Ship Yards.
3638 John Manley, Squantum Ship Yards.
2363 James Long, Squantum Ship Yards.

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3949 Adolph Carlson, Squantum Ship Yards.

3927 Thomas F. Farrell, Squantum Ship Yards.

3613 O. Canty, Squantum Ship Yards.

3632 Carl W. Anderson, Squantum Ship Yards.

3929 Andrew P. Farrel, Squantum Ship Yards.

3804 James Hunt, Squantum Ship Yards.

3762 Erich Anderson, Duluth, Minn.

3862 Truman C. Smith, Norfolk and Porstmouth, Va.

3860 E. P. Haysam, Norfolk and Portsmouth, Va.

895 P. W. Lewis, San Francisco, Cal.

3624 Peter Anderson, Squantum Ship Yards.

3595 S. A. Braslow, Squantum Ship Yards.

3926 Carl O. L. Berg, Squantum Ship Yards.

3903 John Carlson, Squantum Ship Yards.

3730 Geo. Gabrialson, Squantum Ship Yards.

3625 Robert E. McCaig, Squantum Ship Yards.

3596 P. Paulson, Squantum Ship Yards.

3643 R. D. Smith, Squantum Ship Yards.

2335 Arthur M. Judsen, Duluth, Minn.

2355 Jens. Jensen, Duluth, Minn.

2351 Frank Grady, Duluth, Minn.

3679 Ernest W. Fossum, Duluth, Minn.

2246 H. H. Miller, Washington, D. C.

3263 James Potter, Washington, D. C.

2191 S. J. Downs, Philadelphia, Pa.

1895 John C. Mickolsen, Philadelphia, Pa.

EVEN JUDGE GARY MOVES.

Pressure of public opinion has moved even Judge Gary in his attitude toward Organized Labor. The change in position may be slight, but it is discernible.

Judge Gary could scarce fail to be conscious that when the public sided with the Steel Corporation against the syndicalistic propaganda of Foster and Fitzpatrick, this attitude merely signified a choice between two evils.

Public opinion did not for a moment indorse Judge Gary's position. He is forced into an attitude of apology.

So now we read Judge Gary's declaration:

We do not combat labor unions as such. We acknowledge the natural right of labor to organize; but we insist that a labor organization should be subjected to governmental control and regulation like other organizations.

This marks a considerable advance in the Gary industrial philosophy. In word, if not in intent, this reflects the view of many cordial and constructive friends of Organized Labor.

A more conservative organizer than Foster—or even a Federal mediator—might now ask, "If a responsible union, duly incorporated and prepared to offer guarantees of good faith in performance of employment contracts, is formed, will you recognize such a union and its agents in the process of collective bargaining?"

Judge Gary would find it difficult to decline. A refusal of such a proposal would be no less than confession.

It is true that Judge Gary has not gone far along the path toward an industrial millennium.

He continues to "stand for the open shop," which in Steel Corporation practice means a shop closed to unionism.

He says:

Our men generally do not belong to labor unions because they know by long experience it is to their advantage to be free from dictation by outsiders.

Cynically inclined labor leaders will admit that Judge Gary has done all in his power to make it "disadvantageous" to belong to a labor union, even to the point of discharging men suspected of harboring a sympathy for unionism.—Press.

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Thomas J. McNamara, Secretary,
I. A. Heat & Frost Insulators & Asbestos Workers,
803 Holland Bldg.,
St. Louis, Mo.

Dear Sir:

You are herewith advised that on the occasion of its last meeting, the National Board for Jurisdictional Awards in the Building Industry set the subject as noted in the foregoing title for hearing at the meeting to be held at headquarters, beginning April 26, 1920.

The Constitution requires that when a dispute is submitted for decision, a brief statement descriptive of the grievance or dispute shall be furnished so the members may familiarize themselves with the contention prior to the convocation of the Board in regular session. It therefore becomes our duty to require your organization to prepare an advance brief not to exceed two pages of double space measure describing the work in contention, the grounds upon which jurisdiction is claimed and the title of other organizations that are likely to contend for the work as well as such other information as will enlighten the members on the subject.

In view of the fact that under the law advance briefs are required to be transmitted to the several members of the Board prior to its being assembled in regular session, we are compelled to ask your immediate attention to the matter. You are herewith advised that advance briefs are not to be made subject for counter-statement and are therefore strictly confidential.

Very truly yours,
WM. SPENCER,
Executive Secretary.

P. S. The Plasterers' Organization has filed brief on the subject and expects a hearing next meeting.

W. J. S.

NATIONAL BOARD FOR JURISDICTIONAL AWARDS IN THE BUILDING INDUSTRY.

March 24, 1920.

ASBESTOS PLASTER FOR BOILER ROOMS, ETC.— Subject of dispute between Plasterers and Asbestos Workers when applied by the usual method of plastering

BOILER ROOM CEILINGS when subjected to excessive heat are insulated in proportionate thickness to the degree of heat desired to be overcome. Prior to the introduction of asbestos and magnesia in slab or block form (1887), the method pursued was lath-coated asbestos cement in thickness desired. The modern method of boiler-room ceiling insulation consists of magnesia or asbestos blocks from one to four inches in thickness being laid in six-inch width and thirty-six-inch length in special angle irons over which two light coats of either asbestos or magnesia cement is trowelled. This trowel portion of the work has been claimed at various times by the Plasterers' organization. The insulating contractors, among whom are numbered all Asbestos and Magnesia manufacturers, make a specialty of boiler-room ceiling insulation and control this class of work by reason (a) their particular product is specified; (b) boiler-room ceiling insulation is included in the general insulating contract and grouped with the insulation for pipes, ducts, tanks, flues, vats, retorts, stills, kettles, boilers, etc. Since 1887 the various insulating contractors have used the "block" method on boiler-room ceilings with labor furnished exclusively by Asbestos Workers and Insulators' Local Unions. That the work is controlled by the Insulators and Asbestos Workers is not disputed. The Knights of Labor granted jurisdiction to them in 1883 when the labor on boiler-room ceiling insulation consisted of plain asbestos cement coating. The American Federation of Labor grants jurisdiction claim to the International Association of Heat and Frost Insulators and Asbestos Workers for the "Practical application of heat or frost insulation, such as magnesia, asbestos, hairfelt, woolfelt, cork, mineral wool, infusorial earth, mercerized silk, flax-fibre, fire-felt, asbestos paper, asbestos curtain, asbestos mill board or any substitute for these materials, or engaged in any labor connected with the installing of, erecting, or applying of the same." (Charter granted, 1903.)

Respectfully submitted,
Secretary-Treasurer.
International Association of Heat and Frost Insulators and Asbestos Workers

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Decision.

Plasterers vs. Asbestos Workers.

NATIONAL BOARD FOR JURISDICTIONAL AWARDS IN THE BUILDING INDUSTRY.

April 28, 1920.

Mr. Joseph A. Mullaney, General President,
I. A. Heat & Frost Insulators & Asbestos Workers,
15 Eleventh Street, Elmhurst, L. I.

Dear Sir:—You are herewith advised that the National Board for Jurisdictional Awards during its meeting in Washington, D. C., April 26th to 28th, inclusive, gave careful consideration to the evidence offered by representatives of both organizations involved in the subject-matter under the following title:

ASBESTOS PLASTER FOR BOILER ROOMS, ETC.—Subject of dispute between the Operative Plasterers and Cement Finishers' International Association and the International Association of Heat and Frost Insulators and Asbestos Workers.

The award reached by the Board follows:

"In the dispute between the Asbestos Workers and Plasterers on the matter of plastering boiler rooms, etc., it is decided that the insulation and finishing coat on ceilings with asbestos and other insulating material, where the ground work has been prepared and installed by the Asbestos Worker, shall, including the application of insulating material on boilers, tanks, vats, etc., be conceded as being the work of the Asbestos Worker."

You are further advised that the foregoing decision shall become effective immediately. Respectfully yours,

WM. J. SPENCER,
Executive Secretary.

ATTEST:
E. J. Russell,
Chairman.

BOARD MEMBERS SITTING:

E. J. Russell, Chairman.....American Institute of Architects
R. P. Miller.....Engineering Council
Col. J. R. Wiggins.....
E. J. C. Dresser..... } Associated General Contractors of America
E. M. Craig.....Nat'l Assn. Building Trades Employers
William L. Hutcheson, President United Brotherhood of Carpenters and Joiners.....
John J. Hynes, President Amalgamated Sheet Metal Workers.....
Thomas R. Preece, First Vice-President Bricklayers, Masons and Plasterers..... } Building Trades Department of A. F. L.

Appearing for Plasterers:	Appearing for Asbestos Workers:
Edward J. McGivern....General President	Joseph A. Mullaney.....General President
Peter G. Cook.....First Vice-President	Thomas J. McNamara.....Secretary
William A. O'Keefe....General Organizer	E. A. Johnson.....Vice-President

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Correspondence

Little Rock, Ark. April 2nd, 1920.

Officers and Members Building Trades Councils:

Greeting: This will advise that the Little Rock Board of Commerce in conjunction with the Little Rock Builders Exchange, have declared for the Open Shop policy on the Building Trades of the city, effective December 15th, 1919, and all Union men were locked out.

Since that time, all Union Labor Organizations have been fighting those undemocratic organizations, and, at this writing, are still engaged in a determined fight to uphold union conditions.

Please give this matter the widest publicity in your city possible, and warn all union men to refrain from coming here at the present time, as agents of the Open Shop Association are working in several cities recruiting mechanics of all trades, under gross misrepresentations of the true conditions.

Many union men have been brought into the city under the misrepresentations of these agents and it has proven quite a burden upon the local organizations to return them to their home cities, and, if they can be prevented from coming here, it will relieve the financial situation and help us to win this fight at an earlier date than otherwise.

Thanking you in advance for your hearty co-operation in this matter, we are, with best wishes,

Fraternally yours,

LITTLE ROCK BUILDING TRADES COUNCIL,

Wm. H. Hopstater, President.

Esker Smith, Secretary.

New Orleans, La. March 26, 1920.

Mr. Thos. J. McNamara,
803 Holland Bldg.,
St. Louis, Mo.

Dear Sir: It affords me great pleasure to write you, and let you know that our worthy president, Joseph Mullaney, spent four days with us and straightened out our agreements with the Johns-Manville Co.

Also had the pleasure of seeing the agreements signed, for one year, 80 cents for mechanics, and 54 cents for helpers. Was glad to be one of the committeemen, to have these things straightened out, and also having the pleasure of being one to help entertain our president, for the four days he stayed in the city. I only wished we could have shown him more of the city, but his stay was so short we did not have the time.

Wishing to thank him, personally and for members of Local 10, for all courtesies extended to Local 10, while in this city.

Hoping to hear from you soon, I remain,

Yours respectfully,
D. P. DEVLIN,
Financial Secretary and Treasurer.

Louisville, Ky., March 22, 1920.

Greetings:

Would like to announce that our honorable and worthy International President, Mr. Joseph A. Mullaney, visited our city on March 21st and 22nd and duly installed all Officers and members of Local No. 51, and gave the boys a good heart-to-heart talk on Unionism and how to become Mechanics in the insulating business. Mr. Mullaney also took new agreement papers to various shops with the committee and made it possible for this Local to have better co-operation with the bosses.

Thanking our President for his courtesy shown us, we remain,

Fraternally yours,
LOCAL No. 51,

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Mr. Thomas J. McNamara,

Dear Sir and Brother: The article entitled the "Speed Boy Takes a Traveller," which I read with interest in the January issue of the Asbestos Worker and no doubt was read with interest by the membership in general is without a doubt the best and the truest write-up I have read in any paper in a long while and was certainly worth the space that was given it, as we have speed boys I suppose all through our membership and when one of the so-called speed boys get caught as our brother writes, he generally falls back on the traveller. Unfortunately this type of mechanic in any trade can get a traveller, as a good mechanic is never a speed boy and a speed boy is never a mechanic. The two titles only mix well for a short time, then comes the traveller for relief just like starting a fight and running away.

FRANK M. MAGILL,
Secretary Local 30, Syracuse, N. Y.

New Orleans, La.
April 17th, 1920.

Mr. Thos. J. McNamara,
803 Holland Bldg.,
St. Louis, Mo.

Dear Sir and Brother: It is in a genuine and deeply felt spirit of gratification that I take this opportunity of expressing on behalf of Local 10 their sincerest thanks to our worthy president, Joseph A. Mullaney, who visited us on the 15th ultimo and took up the matter of our agreement which had been laying in abeyance since his November visit to us.

We had a lengthy meeting and a representative number present. After interpreting the agreement, which some of us did not clearly understand, before his arrival, it was voted without any dissension to empower the local president and recording secretary to sign same, which would be presented the next day to the John-Manville Company for their signature.

A representative committee was appointed to serve with President Mullaney in submitting the agreement.

On the following day the J. M. Co. signed the agreement, which expires September, 1920.

In conclusion wish to emphasize the fact that such a character as President Mullaney is should make us all strive to mould ourselves like he.

Wishing him continued and uninterrupted success.

Fraternally yours,
P. J. McGINNIS,
Recording Secretary.

IF IT WASN'T FOR SCABS

If it wasn't for scabs.
If it wasn't for scabs what a world this would be,
With the workers contented and happy and free;
Not a child could be found in a sweatshop, you see—
If it wasn't for scabs.

If it wasn't for scabs you can bet all your kale
Very seldom you'd hear such a terrible wail
Against better conditions and paying the scale—
If it wasn't for scabs.

If it wasn't for scabs every cheap Profiteer
Would not answer requests for fair play with a sneer;
His plans and his schemes would be thrown out of gear—
If it wasn't for scabs.

If it wasn't for scabs you can just put it down
Each industrial kaiser in city and town
Would be put to the mat and be minus a crown—
If it wasn't for scabs.

—Thomas H. West.

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American Federation of Labor News

PASSES 4,000,000 MARK A. F. OF L. MAKES RECORD

Washington, Dec. 27.—The good standing membership of the American Federation of Labor for the month of November was 4,056,768.

The average membership from May, 1919, to and including November, 1919, was 3,912,878.

This is an average gain of 652,807 over the last membership statistics reported to the convention of the A. F. of L., held last June in Atlantic City.

The November figures—4,056,768—makes a new record. The three million mark of a few years ago has been reached. The four million mark has been passed, and now the slogan is the five million mark.

KANSAS MINERS JAILED.

Pittsburg, Kan., April 17.—Alexander Howat, president of the Kansas coal miners, and three associate officials, were jailed for contempt of court by Judge Curran of Crawford county until such time as they would testify before the Kansas court of industrial relations. This court is empowered to set wages and working conditions under the Kansas "can't-strike" law. Howat made this statement:

"Our position is unchanged. We stand where we stood. We refuse to testify before this court because we do not recognize the court. It is an institution founded to enslave the working men."

Several thousand miners and other workers marched to the jail as a protest against the judge's action. The sheriff permitted Howat to address the crowd, and the unionist used the most bitter terms he could command in denouncing the governor and the legislature for passing the "can't-strike" law.

UNIONISTS PRESENT HIGH COST SOLUTION

Washington, April 10—On the question of high costs of living and wages, the conference of trade unionists, called by President Gompers, last December, declared:

"No factor contributes more to industrial unrest and instability than excessive costs of necessaries of life. It is a demonstrated truth that the cost of living has advanced more rapidly than have wages. The claim that increasing wages make necessary increased prices is false. It is intended to throw upon the workers the blame for a process by which all the people have been made to suffer. Labor has been compelled to struggle desperately to keep wages in some measure up to the cost of living. The demand for higher compensation to meet new price levels has made industrial readjustment necessary.

"Existing high and excessive prices are due to the present inflation of money and credits, to profiteering by those who manufacture, sell and market products, and to burdens levied by middlemen and speculators. We urge:

"The deflation of currency; prevention of hoarding and unfair price fixing; establishment of co-operative movements under the Rochdale system; making accessible all income tax returns and dividend declarations as a direct and truthful means of revealing excessive costs and profits.

"The ideal of America should be the organization of industry for service and not for profit alone. The stigma and disgrace should attach to every person who profits unduly at the expense of his fellow men."

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SOME FACTS ABOUT MONEY.

While organized labor is making progress in advancing wages the pay we get does not buy as much now as it did a few years ago. The more dollars we get the smaller those dollare become. The purchasing power of our money is shrinking with alarming rapidity, and our wage increases don't mean anything. So we are asking one another how to prevent this inequality and where this thing is going to stop?

While we have no ready-made cure to offer, we suspect that full cognizance of financial monoply might suggest some legislative remedy. Scott Nearing, in a recent article, notes some interesting facts about the banking situation in which he says that the national banks of the United States reported total assets of $22,444,992,000 on November 17, 1919. Two per cent of these banks had resources of $10,383,479,000—or nearly half of the total resources reported by all of the banks.

The growth of the national banking system in recent years is a good index of the increased power of the business world. The number of banks has increased 118 per cent in the past 20 years; the total resources have increased 121 per cent.

Says a recent statement issued by the controller of the currency:

NO STRIKE IN THREE YEARS.

San Francisco, April 3.—No strike in three years, and another peaceful year assured through an agreement with employes, is the record of the state building trades council. Referring to this condition, in his annual report, Secretary-Treasurer Tveitmoe says:

"Stop with me and think of it! A period of three years with all kinds of wage raises, due to the high cost of living, has taken place, and gone on record without a solitary strike.

"And agreements have been signed up, as you have heard, guaranteeing peace for another year. That is some institution, worthy the name of 'council.' The fact that wage increases come through the negotiation and conferences, due to the policy of the general president, so closely followed in every county, is more than cause for general congratulations."

STILL INCREASING.

"If you think the last suit you bought was high priced, just wait until you come to buy the next one," say the retail clothiers in convention in Chicago. Better help bring prices down by wearing the old suit as long as possible.

DETROIT LEADS 14 CITIES IN COST OF LIVING INCREASE.

Washington, May 2.—Cost of living in fourteen American cities, obtained by the Department of Labor for December, 1919, as compared with December 1, 1914, put Detroit at the top of the list, with an increase of 108 per cent.

Norfolk, Va., ranked second, with 107 per cent; while Portland, Me., took first honors by trailing the list with a percentage of 91.5. Increases for other cities were:

Boston, 92; New York, 103; Philadelphia, 96; Baltimore, 98; Savannah, 98. Houston, Tex., 101; Chicago, 100; Cleveland, 95; Buffalo, 102.

MRS. SAMUEL GOMPERS DIES AT 69 AFTER LONG ILLNESS.

Body Was Taken to New York for Burial After Funeral in Washington.

Washington, D. C.—Mrs. Samuel Gompers, wife of the president of the American Federation of Labor, died at her home here Thursday night after a long illness. She was 69 years of age and had been married for more than half a century. Funeral services were conducted here and the body was taken to New York for burial Sunday, May 9.

Mrs. Gompers was born in London and came to this country with her parents when eight years old. Three years later she began work as a tobacco stripper in the factory where Mr. Gompers was employed as a cigar maker. She was married in 1867, he age of 16. Mrs. Gompers is survived by three sons, Henry J., Samuel J. and Alexander J. Gompers.

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BRICKLAYERS OUT.

Port Arthur, Texas.—Bricklayers have suspended work on two big oil refineries and their places are being filled by Mexicans. The Labor Forum, official newspaper of the local central body, says:

"If the oil industry wished to do work at their plants in Mexico, they must, in accordance with Mexican law, employ 75 per cent Mexicans to do the work. In other words, for every American bricklayer they take to Mexico to lay brick, they will be compelled to employ three Mexicans. But, on the other hand, corporations in this country seem to have the right to bring in as many Mexicans as they see fit, and replace the American workmen for the purpose of holding down the wage scale."

MONTREAL, CANADA, WILL HAVE AN A. F. OF L. CONVENTION.

The call for the convention of the American Federation of Labor has been mailed to all organizations entitled to delegates at the convention.

The last convention of the American Federation of Labor left the matter of choice of meeting place for the 1920 convention in the hands of the Executive Council. The Council decided that the convention this year will be held in Montreal, Canada, and will convene on Monday, June 7, 1920. This convention will no doubt be one of the most important conventions in the history of the American labor movement.

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IN MEMORIAM

Brother Sam Hecker, Local No. 39.

Whereas, Our Almighty Father in His infinite wisdom has deemed it wise to remove from our midst our brother member, Sam Hecker; and

Whereas, We mourn the loss of one who in life was a true friend and one of our oldest loyal union men and a workman who was a credit to his craft;

Be It Resolved, That the members of Local No. 39, keenly feeling their loss, hereby tender to his family their heartfelt sympathy and condolences in this, their hour of bereavement; and be it further

Resolved, That these resolutions be spread upon the minutes of this meeting, a copy sent to his family and to the international secretary for publication in the Journal.

J. H. FORTWANGLER, Secretary, Local No. 39.

Brother Edward J. Kiley, Local No. 6.

Whereas, It has pleased the Almighty to remove from our midst our brother, Edw. J. Kiley, who was a loyal officer and member of Local No. 6, one who never shirked his duties and was a faithful worker in the cause for which we of the Asbestos Workers are banded together in. In view of the loss which our local has sustained and in memory of him; be it

Resolved, That Local No. 6 endeavor to express their appreciation and sentiments, by draping their charter for a period of thirty days and by spreading a copy of these resolutions on our minutes, also by having a copy of resolutions published in the Official Trade Journal, and be it further

Resolved, That condolence be proffered to his wife and family and a copy of these resolutions be sent them.

Respectfully submitted,

E. A. JOHNSON, Secretary of Local No. 6, Boston, Mass.

Brother Harry Clark, Local No. 38.

Whereas, It has pleased the Almighty to remove from our midst

Brother Harry Clark,

who was a loyal member of Local 38, and a true friend to brother members of our craft. In view of the loss which our organization has sustained, and in memory of him, be it

Resolved: That Local 38 express their feeling by draping the charter for thirty days and a copy of these resolutions be spread on our minutes. Also a copy be sent to the International Office for publication in the Official Trade Journal.

Respectfully submitted,

WM. DONAHUE,
Secretary Local 38, Wilkesbarre, Pa.

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GENERAL OFFICERS

President—Joseph A. Mullaney.....15 Benham St., Elmhurst, Long Island, N. Y.
Vice-President—Edward Brinker.....333 Cass Ave., Detroit, Mich.
Vice-President—Charles C. Rice.....51 Alexander Place, Buffalo, N. Y.
Vice-President—Henry H. Holland.....4826 W. Superior St., Chicago, Ill.
Vice-President—E. A. Johnson.....66 Walker St., West Roxbury, Mass.
Vice-President—Allen B. Ewen.....39 N. 24th St., Camden, N. J.
Secretary-Treasurer—Thomas J McNamara.....803 Holland Bldg., St. Louis, Mo.

LOCAL UNION OFFICERS

Local No. 1—St. Louis, Mo.—Thomas J. McNamara, President.....803 Holland Bldg.
Gus. Schmitter, Secretary, 3101 Whittier St.
Meetings, First and Third Tuesdays, at T. M. A. Hall, 16 S. 6th St.
General Office, 803 Holland Bldg.

Local No. 2—Pittsburg, Pa.—F. J. McParland, President—
1318 Singer Place, Wilkensburg, Pa.
Geo. A. Bricmont, Secretary, 713 Montooth St.
Meetings, Second and Fourth Mondays, at Moorehead Hall, 2d Ave. and Grant St.

Local No. 3—Cleveland, Ohio—E. S. Arnold, President.....7121 Broadway
F. W. Wright, Secretary, 13310 Beechwood Ave.
Meetings, Second and Fourth Wednesdays, at 2450 E. 9th St
General Office, 2450 E. 9th St.

Local No. 4—Buffalo, N. Y.—J. H. Coote, President.....56 Wagner Place
F. Domedion, Secretary, 23 Cherry St.
Meetings, Second and Fourth Wednesdays, at Council Hall, 27 E. Huron St.

Local No. 5—Los Angeles, Calif.—Guy De Pledge, President.....766 San Julian St.
J. C. Donoghue, Secretary, 1718 W. 55th St.
Meetings, First and Third Wednesdays, at Labor Temple, 540 S. Maple Ave.

Local No. 6—Boston, Mass.—R. E. Lindstrom, President..118 Almont St., Mattapass, Mass.
A. Goldberg, Secretary, 19 Wayland St., Roxbury, Mass.
Meetings, First and Third Thursdays, at 386 Harrison Ave.
General Office, 386 Harrison Ave.

Local No. 7—Seattle, Wash.—Thomas Thompson, President.....5736 Juneau
A. F. Wiggins, Secretary, 310 W. 72nd St.
Meetings, First and Third Tuesdays, at Labor Temple.
Send all mail to Labor Temple.

Local No. 8—Cincinnati, Ohio—H. C. Weisel, President.....1105 Dayton St.
M. M. Perkins, Secretary, 746 Mt. Hope Rd.
Meetings, First and Third Tuesdays, at 1313 Vine St.

Local No. 9—Norfolk and Portsmouth, Va.—Wm. Hughes, President..407 Dinwiddie St.
I. S. Pennington, Secretary, 1504 Leckie St.
Meetings, First and Third Tuesdays, at Labor Temple, High St.

Local No. 10—New Orleans, La.—A. E. Roevens, President.....2833 Gravier St.
P. J. McGinnis, Secretary, 2429 Annunciation St.
Meets the Second and Fourth Mondays, at Benevolent Knights of America Home.

Local No. 11—Baltimore, Md.—Lewis Holland, Presiden.....223 N. Rose S.
S. Mohsberg, Secretary, 225 N. Monroe St.
Meets Second and Fourth Fridays, at Cockey's Hall, Biddle St., Greenmount Ave.
General Office, 51 and 53 Franklin Bldg.

Local No. 12—New York, N. Y.—Thomas J. Curry, President.....65 Bank St.
James J. Farnan, Secretary, 1177 3rd Ave.
Every Thursday, at 85 East 4th St.

Local No. 14—Philadelphia, Pa.—Walter Kinckiner, President.....3229 N. 6th St.
Walter Madden, Secretary, 2318 W. Sergeant St.
Meetings, Second and Fourth Tuesdays, at 232 N. 9th St.
General Office, 1312 Filbert St.

Local No. 15—Winnipeg, Canada—J. Watts, President—
335 Trent Ave., Kildonan, E. Winnipeg
Geo. W. Ellinthorpe, Secretary, 727 Alexander Ave.
Meetings, Second and Fourth Thursdays, at Labor Temple.

Local No. 16—San Francisco, Calif.—L. M. Tiefer, President..... 1735 Fulton St.
Edward A. Dwyer, Secretary, 1458 Waller St.
Meetings, First and Third Wednesdays, at Veteran Hall.

Local No. 17—Chicago, Ill. Thomas Kennedy, President.....1050 N. Lafhrope Ave
P. E. Hammerberg, Secretary, 7 E. Erie St.
Meetings, Second and Fourth Thursdays, at 73 W. Randolph St.
General Office Room 31 154 W. Randolph St.

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Local No. 18—Indianapolis, Ind.—C. L. Russell, President.....1107 Reisner St.
G. H. Hathorn, Secretary, 303 Bright St.
Meetings, Second and Fourth Wednesdays, at 107 S. Capitol Ave.

Local No. 19—Milwaukee, Wis.—Frank Schneiberg, President.....2405 Elm St.
Wm. Sellmann, Secretary, 961 17th St.
Meetings, First and Third Thursdays, 602 Chestnut St.

Local No. 21—Dallas, Texas—J. P. Reichart, President.....1009 W. Ninth St.
W. R. Congleton, Secretary, 1527 Hickory St.
Meets First and Third Sunday, at Labor Temple.

Local No. 22—Houston, Texas—Thos. B. Reed, President.....933 Allston St.

Local No. 23—Montreal, Canada—M. Stevens, President.....733 Alma St.
W. J. McKay, Secretary, 7 Milton St.
Meets First and Third Thursdays, at 417 Ontario St., East.

Local No. 24—Washington, D. C.—S. L. Rhodes, President.....1520 Rosedale St., N. E.
V. E. McLelland, Secretary, 1115 8th St., N. W.
Meetings, Second and Fourth Mondays, Typographical Temple.

Local No. 25—Detroit, Mich.—L. J. Koch, President.....1621 W. Grand Blvd.
Edward Brinker, Secretary, 333 Cass Ave.
Meetings, First and Third Mondays, at 140 First St.
Send all mail to General Office, 333 Cass Ave.

Local No. 26—Rochester, N. Y.—B. H. Coon, President.....107 Pearl St.
Geo. J. Abel, Secretary, 1290 Clifford Ave.
Meetings, Every Tuesday, at 12 N. Waters St.

Local No. 27—Kansas City, Mo—W. D. Ryder, President.....1004 Bellefontaine
Roy Miller, Secretary, 3715 E. 21st St.
Meetings, Second and Fourth Wednesdays, at Labor Temple.

Local No. 28—Denver, Colo.—N. A. West, President.....Hazeltine, Colo.
J. A. Ahlstrom, Secretary, 3625 Stuart St.
Meetings, First and Third Mondays, Room 301, American Bank and Trust Bldg.

Local No. 29—Des Moines, Ia.—John Price, President.....1327 E. Fifteenth St.
Edw. L. Day, Secretary, 1610 E. Ninth St.
Meetings, First and Third Tuesday at Labor Temple.

Local No. 30—Syracuse, N. Y.—Roy D'Arthenay, President...Montclair Hotel, Utica, N. Y.
F. M. Magill, Secretary, Terminal Hotel.
Meetings, Second and Fourth Sundays, Terminal Hotel.

Local No. 31—Providence, R. I.—August Erickson, President.....69 Staddin St.
Ernest St. Jean, Secretary, 89 Beacon Ave.
Meetings, Second and Fourth Saturdays at 98 Weybosset St, Hall No. 9.

Local No. 32—Essex & Hudson Co.—Chas. Norton..109 Fulton Ave., Jersey City, N. J.
Chas. J. Dugan, Secretary, 3 Vreeland Place, Jersey City, N. J.
Meetings, Second and Fourth Tuesdays at 583 Summit Ave., Orpheum Bildg, Jersey City, N. J.

Local No. 33—Connecticut—C. L. Marsh, President...596 Dixwell Ave., New Haven, Conn.
H. Schultz, Secretary, 12 Smith St., West Haven, Conn.
Meetings, First and Third Saturdays at Hotel Volk, New Haven, Conn.

Local No. 34—Minneapolis & St. Paul, Minn.—Chas. Shortridge—President
235 Thirty-sixth Ave., No.
Fred H. Berkhahn, Secretary, Box 1524.
Meetings, Second and Fourth Wednesdays at 225 Fifth, So. Richmond Hall.

Local No. 35—Youngstown, Ohio—John Lutz, President.....1211 Parkview Ave.
Samuel Mitchell, Secretary, 131 N. Pearl St.
Meetings, First and Third Fridays at Labor Record Hall.

Local No. 36—Portland, Ore.—Walter Wetle, President.....1554 Fifth St.
E. McElligott, Secretary, 46 W. Sumner St.
Meetings, First and Third Thursdays at 129 Fourth St.

Local No. 38—Wilkesbarre, Pa.—Chas. Ziegler, President....38 Main St., Kingston, Pa
Wm. Donahue, Secretary, 197 Madison St.
Meetings, Second and Fourth Saturdays at Union Hall, E. Market St.

Local No. 39—Omaha, Neb.—A. P. Taylor, President.....Florence, Neb
J. H. Fortwangler, Secretary, 1616 S. Sixth St.
Meetings, Second and Fourth Wednesdays at Labor Temple.

Local No. 40—Albany-Troy—J. Wickersheim, President.....96 Grand St.
Meetings, First and Third Saturdays, at 96 Grand St

Local No. 41—Grand Rapids, Mich.—John Kohler, President.....249 Lexington Ave
Meetings, Second and Fourth Wednesdays at the Trades and Labor Comm.

Local No. 42—Wilmington, Del.—Edward Wardell Sr., R. F. D. No. 1, New Castle, Del
John Rozell, Secretary, 1329 French St
Meetings, First and Third Mondays, Labor Hall

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Local No. 43—Springfield, Mass.—N. A. Johnson, President.....27 Shillingford St.
M. J. Malvihill, Secretary, 32 Chestnut St., Holyoke, Mass.
Meetings, Second and Fourth Mondays at C. L. U. Hall, 19 Sanford St.
Local No. 44—Columbus, Ohio—Edward Hockings, President.....266 So. Yale Ave.
Frank Lally, Secretary, 694½ Kerr St.
Meetings, First and Third Wednesdays at 694½ Kerr St.
Local No. 45—Toledo, Ohio—Al. Baumgartner, President.....1212 Shirley Ave.
W. E. Johnson, Secretary, Box 93, Station C. Door St. P. O.
Meetings, First and Third Wednesdays at Labor Temple, Migh and Jefferson.
Local No. 46—Erie, Pa.—Elmer C. Tomer, President.....1155 East 21st St.
Clarence W. Lett, Secretary, 610 Wayne St.
Meetings, Second and Fourth Wednesdays, Labor Temple.
Local No. 48—Charleston, S. C.—M. G. Haney, President.....41 President St.
L. W. Adair, Secretary, 108 St. Philip St.
Meetings, Second Thursday at Labor Temple.
Local No. 50—Tacoma, Wash.—G. L. Morison, President.....P. O. Box 935
E. F. Kammer, Secretary, P. O. Box 1361.
Meetings, First and Third Fridays at Eagle's Hall.
Local No. 51—Louisville, Ky.—Geo. Dreher, President.....2321 Montungery St.
A. Luker, Secretary, 2504 W. Market St.
Meetings, First and Third Wednesdays, 306 W. Jefferson St.
Local No. 52—Duluth, Minn.—Alfred Hansen, President.....4720 Oneida St.
Ben Eeck, Secretary, 1127 Forty-sixth Ave., East.
Meetings, First and Third Wednesday at Sloan's Hall, 20th Ave., West on Superior St.
Local No. 53—Jacksonville, Fla.—J. C. Ward, President.....Fifteenth and Fisher St.
E. L. Manier, Secretary, Room 34, Mason Hotel Annex.
Meetings, First and Third Thursdays at Mason Hotel Annex.
Local No. 54—Vancouver, B. C.—P. Preece, President—
Richelieu Rooms, 806 Richards St.
Arthur D. Munro, Secretary, 1872 Thirty-Fourth Ave., E.
Meetings, First Monday of the Month at Labor Temple.
Local No. 55—Little Rock, Ark.—J. F. Luckett, President.....1423 Commerce St.
R. G. Hites, Secretary, 311 Izard St.
Meetings, First and Third Thursdays at 501½ Main St.
Local No. 56—Newport News, Va.—G. C. Lordley, President,
524 Victoria Ave., Hampton, Va.
Edward F. Raiford, Secretary, 4832 Washington Ave.
Meetings, Second and Fourth Thursdays at C. L. U. Hall, 31st and Huntington Ave.
Local No. 57—Atlanta, Ga.—Chas. Irons, President.....382 Spring St.
L. C. Davis, Secretary, 406 Peters Bldg.
Meetings, First and Third Sunday, Room No. 2, Labor Temple, 112 Trinity Ave.
Local No. 58—Mobile, Ala.—O. C. Cory, President.....137 Old Shell Road
V. M. Reynolds, Secretary, 256 St. Louis St.
Meetings, First and Third Tuesdays, Room 18, Labor Temple.
Local No. 59—Fore River Ship Yards—Hugh McCabe, President—
27 Newhall St., Neponset, Mass.
W. G. Tanquay, Secretary, 14 Silver St., Quincy, Mass.
Meetings, First Sunday, Walnut Hall, 17 Walnut St., Neponset, Mass.
Local No. 60—Squantum Ship Yards—John W. Pickles, President—
7 Lithgrow St., Dorchester, Mass.
Chas. L. Peterson, Secretary, 585 Freeport St., Dorchester, Mass.
Meets Second and Fourth Monday at Deacon Bldg., 1651 Washington St., Boston, Mass.
Local No. 61—Savannah, Ga.—E. S. Van Buren, President.
F. E. Gorman, Secretary, 110½ W. Duffy St.
Meets First and Third Mondays at Room 211 Southern Express Bldg.
Local No. 62—Portsmouth, N. H.—Charles Goodwin, President....244 New Castle Ave.
Earl R. St. Clair, Secretary, 47 Mercy St.
Meets Second and Third Wednesdays at Metal Trades Rooms on Congress St.
Local No. 63—Ottawa, Canada—M. McGeachy, Secretary.....100 Metcalfe St.
Local No. 64—Tulsa, Okla.—Steve Brandon, President.....1121 E. Eighth St.
Oscar Brumble, Secretary, Care General Delivery.
Meetings First and Third Monday, 308 Unity Bldg.
Local No. 65—Sugar Creek, Mo.—C. H. Worley, President—
1514 West College St., Independence, Mo.
Wm. Edw. Oots, Jr., Secretary, 5221 Wilburn Court, Kansas City, Mo.
Local No. 66—Akron, Ohio—Geo. Finn, President.....192 Morris Court
John C. Gallagher, Secretary, 182 Center St.
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Local No. 68—Port Arthur, Texas—

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