The Asbestos Worker

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

OCTOBER, 1922



Trade Mark
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ISSUED QUARTERLY: JANUARY, APRIL, JULY, OCTOBER

GENERAL EXECUTIVE BOARD

Joseph A. Mullaney, President.

Henry H. Holland — E. A. Johnson, Vice Presidents — Henry J. Oliver

Thomas J. McNamara
Secretary Treasurer

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JOSEPH A. MULLANEY

Re-elected International President

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Convention Minutes

New York City, N. Y.

MONDAY, OCTOBER 2, 1922

The delegates comprising the 12th Convention of the International Association of Heat and Frost Insulators and Asbestos Workers was called to order in the Banquet Hall of the Continental Hotel at 10 a. m., Monday, October 2nd. 1922.

General Organizer Hugh Franey welcomed them on behalf of the American Federation of Labor in addition to delivering a lengthy address on labor conditions in general and dwelling in particular upon recent Supreme Court decisions and injunctions.

President Thomas Clark of New York City Building Trades Council also extended fraternal greetings to the delegates and reviewed the labor conditions in the building trades.

President Mullaney on behalf of the Convention delegates responded, after which he declared the 12th Convention open for business.

The following members were appointed by the chair as the Credential Committee: Peter Nielsen of Chicago; Edward Ellam of Cleveland and John Lyons of Boston.

An adjournment was then taken until 9:30 Tuesday morning, October 3rd.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

TUESDAY MORNING, OCTOBER 3, 1922

The Convention was called to order at 9:30 a. m. by President Mullaney. The following communications were read:

New York, N. Y., Oct. 2, 1922.

JOSEPH A. MULLANEY, Pres.
International Assn. Heat, Frost Insulators and Asbestos Workers,
Continental Hotel, 41st St. and Broadway
New York, N. Y.

Congratulations to you and your representatives in session assembled to legislate for your industry. Convey to them the best wishes of the Executive Committee of the Building Trades Council of New York City, Long Island and vicinity.

R. D. TOMPKINS, Secretary

Baltimore, Md., Oct. 2, 1922.

Thos. J. McNamara,
Continental Hotel
New York, N. Y.

Greetings from Local No. 11 for the success of the convention.

S. MOHSBERG.

The Credential Committee reported as follows:

To the 12th Convention of the International Association of Heat and Frost Insulators and Asbestos Workers in Convention Assembled, New York City, October 2, 1922.

GREETING: Your Credential Committee having examined the financial accounts of the various affiliated Local Unions beg leave to report as follows:

We find the following Locals paid to date and entitled to representation by the following delegates.

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Local		Entitled to	Sent
1	St. Louis, Mo. Gus Schmitter, 4150 W. Penrose St. Thos. J. McNamara, 803 United Home Building.	2	2
2	Pittsburg, Pa. M. F. McParland, 711 Singer Place, Wilkinsburg, Pa.	2	1
3	Cleveland, O. Edward Ellam, 3131 Carnegia Avenue. Henry J. Oliver, 1371 W. 89th St.	2	2
6	Boston, Mass. E. A. Johnson, 66 Walker Street, West Roxbury, Mass. J. W. Lyons, 278 Mavenick St., E. Boston, Mass.	3	2
8	Cincinnati, Ohio M. M. Perkins, 1741 Courtland Ave., Norwood, Ohio.	2	1
12	New York Charles Madden, 65 Bank St., New York City. Joseph A. Mullaney, 15 Benham Street, Elmhurst, L. I. N. Y. John J. Sharkey, 200 Covert Street, Brooklyn, N. Y. Daniel A. Neary, 1177 Third Avenue, N. Y. City. Thomas Curry, 65 Bank Street, N. Y. City. Charles Darrin, 3 Inglis Court, Maspeth, L. I.	6	6
17	Chicago, Ill. Charles Whittier, 967 East 61st Street, Chicago. Peter A. Nielsen, 2051 N. Kenzie St., Chicago. Henry H. Holland, 4826 W. Superior St., Chicago.	3	3
22	Houston, Texas Thomas B. Reed, 933 Allston St., Houston, Texas.	2	1
31	Providence, R. I. Frank Johnson, Providence, R. I.	2	1
32	Essex & Hudson Co. Charles F. Dugan, Glen Ridge, N. J. James Mangin, Lyndhurst, N. J.	2	2
33	New Haven, Conn. Geo. Tyrol, 192 Willow Street, New Haven, Conn.	2	1
42	Wilmington, Del. John Rozell, 1329 French Street, Wilmington, Del.	2	1
69	Atlantic, City, N. J. John Murtha, Darlington Apartments, N. J. and Pacific Avenue, Atlantic City, N. J.	2	1
38	Wilkesbarre, Pa. William Donahue, 197 Madison Street, Wilkesbarre, Pa.	2	1
24	Washington, D. C. W. E. Grant, 1222 New Jersey Ave., Washington, D. C. S. L. Rhodes.	2	2

Respectfully submitted,

PETER A. NIELSEN,
EDWARD ELLAM,
JOHN W. LYONS,
Committee on Credentials.

The report of the Credential Committee was, upon motion adopted and delegates seated.

The Chair appointed the following committees:

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CREDENTIALS.
Peter A. Nielsen—Chicago.
John W. Lyons—Boston.
Edward Ellam—Cleveland.

FINANCE.
Henry H. Holland—Chicago.
Henry Oliver—Cleveland.
Gus Schmitter—St. Louis.

RESOLUTIONS.
Thomas Curry—New York.
W. E. Grant—Washington.
John Rozell—Wilmington.

PRESIDENT'S REPORT.
Thomas B. Reed—Houston.
S. L. Rhodes—Washington.
James Mangin—New Jersey.

SECRETARY-TREASURER'S REPORT.
Charles Darrin—New York.
John Murtha—Atlantic City.
Charles A. Dugan—Jersey City.

EXECUTIVE BOARD'S REPORT.
M. M. Perkins—Cincinnati.
Frank Johnson—Providence, R. I.
Charles Madden, New York.

CONSTITUTION AND BY-LAWS.
Daniel A. Neary—New York.
Charles Whittier—Chicago.
E. A. Johnson—Boston.

PRESS.
George Tyrol—Connecticut.
Wm. Donahue—Wilkesbarre.
John J. Sharkey—New York.
William McParland—Pittsburg.

Vice President Holland then took the chair and declared the President's report in order. President Mullaney reported as follows:

General President's Report

New York City, Oct. 3, 1922.

To the Officers and Delegates of the Twelfth Convention:

Greeting: Once again we assemble to consider the problems confronting labor in general, and the Asbestos Worker in particular. Three years have passed since we adjourned at Detroit, during which time, we have passed through a crucial period of unusual unrest, together with unprecedented business stagnation and industrial conflict. Wages, hours, and working conditions of the organized and unorganized worker have been attacked by the combined interest of capital and industry with the main drive centered on the trade unions. The garment workers, the printers, packing house employees, textile trades, the miners and the railroad men, as also the Building Trades have felt the force of the drive. The brunt of the battle was borne by the miners. Although the mine operators openly disregarded their signed agreement, they nevertheless proved themselves above the law and deaf to public opinion by having themselves granted an injunction, which prevented the opening of their books to determine the actual cost of producing a ton of coal, a thing the toilers

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would like to know. The miners also got an injunction, but it was pointed the other way and against them, and prohibited picketing, free speech and the right of assemblage. So it went with the railroad shopmen when they asked for a living wage, a thing that law says must be determined and fixed by the Railroad Board. The Board, of course, neatly side-stepped the issue and gave the shopmen the now famous " law" decision and some troops in the bargain. Time, however proved that injunctions and bayonets could not dig coal or repair locomotives, and the end of it all now finds the mine owners and railroads at peace with the unions who maintain their wage standards and working condition. Had these powerful unions, particularly the miners, been defeated, it would have taken but little time for the Employers associated anti-union organizations to carry the fight for extermination to the Building Trades. It is a significant fact that the victory of the miners was closely followed by that of the shopmen and the textile workers, after which came the wage increase granted by the steel corporation, whose laborers now receive the princely sum of 36c an hour. The Asbestos Worker has had no bed of roses. He has fought bitterly to hold what he now has. Generally speaking, he has successfully resisted the Employers arbitrary attempt at unreasonable wage reductions and is now working under conditions that at least compare favorably with the various crafts composing the Building Trades Department. The struggles of our locals are too well known to need further mention. Boston absorbed the shock of assault intended to make our trade an "eighty cent" calling, which was the rallying cry of certain of our Employers. Boston, Baltimore, Pittsburg, Washington and Cleveland successfully resisted this issue and at the present time, are working under wages and conditions which if not satisfactory to themselves are at least that of which they had a hand in the making. On the whole, the International Association has come through, holding its own and has successfully demonstrated the fact that it cannot be destroyed by the "rammers from without or the borers from within" while it continues to correctly interpret the ideas and aspirations of the American Asbestos Worker, who can find no place in his heart or his working ranks for those who preach the foreign gospel of discontent and breathe hatred of our flag, our country and our institutions.

ACTIVITIES.

The activities of your President have been submitted and printed quarterly in our official Journal. It might be well, however, to call attention by way of summary, to the fact that he has been on the road on official business eleven days short of twenty four months or two thirds of the time since last convention. He has traveled appproximately 124,340 miles, visiting every local in the International at least once. He has advised upon twenty-nine trade agreements;. attended fifty-two trade conferences; approved seventy-one trade agreements; disapproved eleven trade agreements; decided thirty-one appeals; heard and gave decision in nine trial cases; attended thirty-five labor conferences and legislative meetings in addition to three conventions each of the American Federation of Labor and the Building Trades Department. This summary should be digested by our affiliated locals, particularly the smaller ones, who often request visits on over night notice. Your President brings to the attention of this convention only such subject matters as he believes directly and vitally concern it and as follow under different captions.

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TRADE JURISDICTION.

Jurisdictional disputes in the Building Trades have been reduced to a minimum since the creation of the National Board for Jurisdictional Awards. In fact, there remains but one issue unsettled, and that has been created by the Brotherhood of Carpenters, who refuse to "go along" with the decision awarding Metal Trim Work to the Sheet Metal Workers. Fair minded labor men, no matter how they disagree as to the merits of the decision, can find no excuse for the carpenter in the position he is assuming. He helped form the Board; he was a member of the Board; he heard evidence and voted on jurisdictional questions that now bind other trades by decision.

The Asbestos Worker should not forget the fact that he never received a decision predicated on evidence at any time before the Board was created. Neither did any other "small fry" building craft. The large unions played the "you tickle me and I'll tickle you" game of labor politics, which meant that the smaller unions lost work that rightfully belonged to them. The Asbestos Worker is not willing to return to pre-board days and conditions in the Building Trades. He wants to retain his trade work and his trade identity and he intends doing both by lending his effort to the upholding of the National Board for Jurisdictional Awards and the strengthening and furthering of its influence and decisions.

INITIATION FEES.

In certain sections of the country, our locals do not show the numerical strength they should attain. There may be many reasons for this, but after all is said and done, one very logical reason stands out in bold relief, and it is nothing more or less than the amount of the initiation fee. Reasonable men pay reasonable fees. Unreasonable fees make unreasonable men—men who will not reason with an organizer nor a committee which visits them on the work where they are strike breaking. Every craftsman outside his union helps tear down its standards; He is a menace to the organization. He has and will live somehow, ever ready and willing to bob up in times of strike or lockout, to replace our membership, who foolishly keeps him on the outside by the Chinese wall of excessive initiation fee. A few of our locals would act wisely were they to lower their initiation fee, for the strength of an organization is judged not alone by the numbers of its membership; the numbers at work outside the fold also count.

STRIKE ASSESSMENTS.

The financing of strikes by general membership assessment is at best a tedious, unpopular and unsatisfactory method of providing relief. It is tedious in the sense that a strike could be lost while awaiting its collection and forwarding. It is unpopular when levied in times of trade dullness. It is unsatisfactory because it inevitably happens that three or more of our locals are found on strike together and the divided financial benefits accruing from the one assessment proves inadequate. The answer is found in the numerical strength of our International Association. We can not hope to give our striking or locked-out membership adequate financial relief by occasional assessment. If we wish to have strike funds on hand and ready for distribution when actually needed, we must levy assessments monthly and continuously, until some certain fixed amount is raised and maintained at all times.

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IMPROVERS.

The Improver of today is the Mechanic of tomorrow and our craft working standard will be measured in the future as it is today—by the working efforts of the Mechanics who create it. Local Unions should exercise great care in the selection of Improvers. Prospective members should, first of all, possess average health and be physically fit to stand the demands made upon them by our working conditions of extreme heat and cold. They should be of an age calculated to bring ambition and a yearning for a Mechanic's rating. No young man physically unfit or one with the best years of his life behind him can ever expect to become an Asbestos Worker. Applicants for membership should be examined by the local excutive board and should have more to commend them than the "O. K." of some local union officer or a letter of introduction from some politician or ward worker. When we give membership to Improvers, we should strengthen instead of weaken our organization.

STANDARD OF WORK.

It is a question as to whether or not the working standards of our craft are being maintained. Surely they are not being elevated. And the answer is found in the so-called "efficiency." This magic word as some of the "speedboys" understand it, means nothing more or less than the saving of labor at the expense of specifications. Labor is being saved by applying two coats of cement where the specification reads "three." Labor is being saved by neglecting to canvas all the pipes and fittings that the specifications read must be done. Labor is being saved by knife opening sections and slapping them on, trusting to luck on one band in the centre to hold them in pipe shafts and tunnels. There are other ways too numerous to mention by which labor is being saved in the trade. So-called finished work often looks like roughing and mechanical application, and all that it means and stands for is being sacrificed on the altar of speed, greed, negligence and downright fraud. Can an Improver become a Mechanic in such surroundings? He cannot and he will not until his Local Union officers insist upon good work and make a healthy effort to make the fake workman and fake employer pay some respect to specifications. The "tearers down" on both sides of the trade agreement should be hauled before the Trade Board or good work committee and after conviction, plastered with a fine of respectable dimensions. This is a sure cure.

LOCAL UNIONS.

The local General Trades Council and Building Trades Council compose the labor movements of a city. The Council is the clearing house of the parent body, whether it be the A. F. of L. or the Building Trades Department. The success of a Local Union depends upon its affiliation and its delegates. Locals with good voiced delegates are at all times respected. Such locals protect their jurisdictional rights and the membership are shown action when they make request for grievance committees or a sympathetic strike. Such is not the case however, with the locals who have no affiliation or a so-called affiliation, where none of its delegates attend. Some of our locals never saw the inside of a council meeting and as a consequence, are practically unknown to the labor world of the city in which they are chartered and work. There is no "kick" in such locals and our Employers consider them in the nature of a joke. These conditions should be speedily remedied. Get into the local council. Advertise your work and the fact that you intend to get it. Put the Asbestos Worker on the labor map in your vicinity. Have your delegates at council meetings when business opens and have them remain until adjournment. The rest is easy.

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TRADE EMPLOYERS.

Competition is the life of trade and the preventative of monopoly. The Asbestos Worker welcomes additions to the ranks of his fair employers at all times, providing all things are equal in a trade sense. And that means among many other things that an employer first of all, must have a legitimate recognized place of business, whether it be in cellar or loft, and at least a desk and chair as visible assets. He should have in addition a business card plainly stating the name under which he is doing business. He should be in a position to show that he has complied with all State labor requirements, including workmen's compensation. He should be able to prove that he has credit in the trade and is financially strong enough to meet his payroll in full by cash on pay day. By so doing, it is reasonable to believe that he does not intend to lump or piece labor or be the stalking horse for some supply house or small time plumber or fitter. It is both ridiculous and humorous to listen to some furnished room "contractor," particularly an ex-card man, boasting of his strictly union shop, when nights, Sundays and holidays find him often aided by non-union men, applying materials under unfair conditions and for a wage rate far less than the one recognized in the trade. Local Unions should bear in mind that it takes more than the profits made on two or three workmen to keep a shop running and support an employer. These "boll weevil" class of employers should be rooted out by certain Local Unions effected by them, for trade destruction follows in their wake. When an employer asks for an agreement, local unions should investigate and make sure he is all he should be. If we cannot better our trade conditions, there is no reason for us making them any worse. Just as the flag is the refuge of the profiteer, so is the trade agreement the refuge of the trade pirate.

THE JUDICIARY.

A century ago Thomas Jefferson said:

"It has long been my opinion and I have never shrunk from its expression, that the germs of dissolution of our Federal Government is in the judiciary—an irresponsible body working like gravity, by day and by night, gaining a little today and a little tomorrow, and advancing its noiseless step like a thief over the field of jurisdiction until all shall be usurped." Time has proven the wisdom of Jefferson.. If he were with us today, what would he think of the Child Labor decision? The Coronado decision? The secondary boycott decision? The "good trust" or Steel corporation decision and countless others. He would without doubt, join the American Federation of Labor and all other liberty loving agencies in the making of an effort to wrest the self abrogated powers from the judiciary and place the power of lawmaking in the hands of the legislative, where the framers of our constitution intended it should repose. The Judiciary should be elective instead of appointive. It should be subject to the initiative referendum and recall, which would make it responsible to the will of the people, instead as now, seemingly at the beck and call of trust interests. We should all get behind these progressive measures, and put them squarely up to all political candidates.

LABOR EDUCATION.

While our school standards may compare favorably with those of any other country, it seems as though there is as yet much room for improvement. The children of the toiler are taught most every old thing under the sun, except labor civics. Children are turned out to labor in a world of labor, a thing of which they are taught nothing. They should be taught that human beings

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were at one time forced to toil as slaves, chained to their jobs. They should be [illegible] that whole families worked side by side and died and had their offsprings take their places on one job—the Pyramids. They should be taught that the stoppage of work was at one time held to be conspiracy and that strikers found punishment as galley slaves. They should be taught when and how the toiler shed the shackles; of the early struggles and movements of labor; of the American labor movement, the Knights of Labor and the American Federation of Labor; of the anti-union or so-called "open shop;" of the closed shop; of collective bargaining; of trade agreements; of the eight hour day. If these and numerous other details of labor history and present day working life, were taught the prospective toilers before they march forth to meet the job, there would be less printed matter in the form of employers propoganda being swallowed by gullible readers of the anti-union press, who picture sewer diggers wearing silk shirts and coal miners earning hundreds of dollars weekly. It is the duty of all our Local Unions to make a fight before the town, county and state educational boards to have a course of labor civics included in the educational curriculum. Labor history recently made in the states of Pennsylvania and New York by State Constabularly, better known as the "American Cossacks," wherein men, women and children were horse-ridden, assaulted and shot, should, aside from educational value, forcibly remind the scholars that all the gun play and blood letting is not confined to the movies.

INJUNCTIONS.

The average American believes all he says when he mentions his country as the "land of the free and the home of the brave." The average American, of course, knowing very little about labor affairs, never heard of the Kansas industrial Court, and the "Can't strike" law. There is no doubt that America is the home of the brave, but it is a long way from being the land of the free. Men have been arrested and imprisoned in Kansas for no other crime than quitting their jobs. Alexander Howatt was one of them; his co-worker Derchy was another. Their cases were the fore runners of many that followed and which led to the indiscriminate use of the injunction by the Employers, which culminated in the famous "can't breathe" injunction issued by Judge Dickerson against the shopmen, which brought Attorney Daugherty to the front as friend and counsellor for the Railroad corporations. In his plea against the shopmen, he said:

> "But it may be understood that so long and to the extent that I can speak for the Government of the United States, I will use the power of the government to prevent the Labor Unions of the country from destroying the open shop."

This is the first time in our history that the Government has come out flatly in favor of the open shop, which of course, is no more its business than is the closed shop. Governments are supposed to confine themselves to law and neither express opinions or aid either side of strike disputants. But labor need look for little at Washington. All familiar with the strike of the shopmen know full well what a sorry mess President Harding made of it after bringing the shopmen to terms which he said the roads would accept, and then utterly failed to bring about the settlement he claimed he could make. As to the Attorney General, we can expect but little. "Harry" Daugherty is known as the man who "put Harding over." He is the self same man whose correspondence shows had Convict Morse pardoned by the payment of $25,000. He is responsible for the appointment of Judge Dickerson. He recently pardoned Nobbe, convicted employer jailed by Unter-

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meyer in New York. There is seemingly no limit to which friend "Harry" and the administration will not go to tie the hands and funds of striking workmen and attempt to bring victory to the employers seeking to crush Unionism. The present day use of the injunction by government officials and other handy politicians, seeking to serve the interests that made them, are taxing the patience of an outraged public, which will in time, take the matter of injunction issuance into its own hands and deal with it properly and promptly in a way our martyred President Lincoln had in mind when he said:

> "The people of these United States are masters of both Congress and Courts not to overthrow the Constitution, but to overthrow the men who pervert the Constitution."

Let us help hasten the day.

ORGANIZATION.

The numerical strength of our International Organization is found in the report of the Secrtary-Treasurer and shows a loss of membership. This is due largely to dullnes of trade, but in a slight measure to the lack of spirit found existing in certain cities where the very atmosphere is polluted with the germ of non-unionism. We have as yet some Asbestos Workers who think they can dispense with organization and still progress. They are short on trade experience or labor history, or possibly both. Our benefits in the past our progress of the present and our hopes of the future all lie in organization. Organization is the only weapon we possess. It was conceived in trade misery and oppression. It has brought wages and conditions to us that are somewhere near American standards. It has banished the piece and lump system from our trade. The need of labor organization grows apace with the perfected organization of capital. We are but pioneers in the up-building of our trade. Our purpose is to watch, protect and promote the interest of all Asbestos Workers, whether organized or unorganized, by action upon the economic and legislative field. You delegates may rest assured that each succeeding convention shall find your numbers increasing in proportion to the many working benefits accruing through your wise deliberations and legislation at this convention. There is much work for you to do. Your International Association is far from being perfect. Our brothers from all sections of the country expect much of you. Give them the best laws of trade government you are capable of enacting and frame a constitution and by-laws that will redound to the credit of all delegates comprising this Twelfth Convention of the International Association of Heat and Frost Insulators and Asbestos Workers.

Respectfully and Fraternally submitted,

Joseph A. Mullaney

General President.

The report of the President was referred to the Committee on President's report.

President Mullaney then took the chair and declared the report of the Secretary-Treasurer in order. Secretary McNamara reported as follows:

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Secretary-Treasurer's Report

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

Greeting: I herewith submit for your consideration, and the delegates assembled at this, our Twelfth Convention, and the membership in general, a condensed report of all matters transacted by the Secretary-Treasuurer, with certain recommendations that in my opinion will be for the interest of the Association in general:

LOCALS ORGANIZED.

Tulsa, Okla.	Local No. 64
Sugar Creek, Mo.	" " 65
Akron, Ohio	" " 66
Pensacola, Fla.	" " 67
Port Arthur, Texas	" " 68
Atlantic City, N. J.	" " 69
Mare Island Ship Yard	" " 70

LOCALS RE-ORGANIZED.

Toronto, Canada	Local No. 20
Spokane, Wash.	" " 47

LOCALS DISBANDED.

Local No. 29	Des Moines, Ia.
" " 37	Birmingham, Ala.
" " 41	Grand Rapids, Mich.
" " 46	Erie, Pa.
" " 47	Spokane, Wash.
" " 48	Charleston, S. C.
" " 53	Jacksonville, Fla.
" " 54	Vancouver, B. C.
" " 59	Fore River Ship Yard
" " 60	Squantum Ship Yard
" " 61	Savannah, Ga.
" " 62	Portsmouth, N. H.
" " 63	Ottawa, Canada
" " 65	Sugar Creek, Mo.
" " 67	Pensacola, Fla.
" " 68	Port Arthur, Texas
Locals Organized	7
Locals Re-organized	2
Locals Disbanded	16
Total loss of 7 Locals.	

MEMBERSHIP.

Although several of our Locals have disbanded, and members have allowed themselves to be lapsed since the last Convention, still the numerical strength of our Association has decreased in a small proportion, as you will note from report recently sent out.

AGREEMENTS.

The following are the "collective" and the "individual" form of Trade Agreements to be used as a guidance for our individual Locals, and recommend that they be adopted.

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COLLECTIVE FORM OF AGREEMENT

This agreement, made and entered into this——day of 192 , by and between the City Master Insulators' Association of and vicinity as party of the first part and International Association of Heat & Frost Insulators & Asbestos Workers Local No..... of ... as party of the second part

ARTICLE I.

It is hereby agreed that the provisions of this Agreement shall be binding upon the party of the first part individually and as members of said Association and upon the membership of Local No.... individually and as members of said Union within a radius of thirty (30) miles from City Hall. Rand & McNally's Railroad map shall be considered the Official map of the Trade. All places on said map touched or intersected by radius circle shall be considered within the territory, and in such cases the entire town or city limits of such places shall be considered within the territory.

ARTICLE II.

The "regular" work day shall be eight (8) hours between 8 a. m. and 5 p. m., with lunch period determined by Shop, except on Saturday when work shall cease at 12 o'clock Noon.

ARTICLE III.

The ratio of Improvers may equal but not exceed a to ratio of Mechanics in Shop. No Improver shall execute work unless in company with a Mechanic.

ARTICLE IV.

All labor in excess of the "regular" work day, on Saturday afternoon, Sunday and observed holidays, shall be known as overtime and shall be paid for at a ( ) rate of wages if ordered by the Employer. The observed holidays are: New Year's Day, Decoration Day, Independence Day, Thanksgiving Day and Christmas Day. No work shall be performed on Labor Day except in special cases of emergency and then only when double (2) time is paid.

ARTICLE V.

There shall be a Trade Board consisting of..... members of the City Master Insulators Association and .....members of Local No..... and said Trade Board shall have the right to investigate all labor operations of the parties of this agreement within its prescribed limits so far as any of the provisions of this Agreement are involved, in connection with which any question may arise, and for this purpose shall have the right to summon, question and examine any party to this Agreement, or their representatives or agent.

All disputes between the parties of this Agreement shall be taken care of by the Trade Board.

In case any disputes arise, notice must be given in writing to the Secretary of the Trade Board by aggrieved party within... days.

The Trade Board shall be governed by the following By-Laws:

1. Regular meetings shall be held quarterly in January, April, July and October.
2. Special meetings shall be called by the Chairman of the Trade Board on written request of either side, stating object for which meeting is to be called, but no matters shall be discussed at special meetings except those designated in said written request.
3. .....shall constitute a quorum, ...from each side, neither side shall cast more ballots than the other.
4. The vote on all questions of violations of this agreement shall be by secret ballot.
5. It shall require a ..... vote to carry any question.

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6. The Trade Board shall have the power to impose fines or other penalties where ... ed by vote, as above provided for, that any of the articles of this Agreement have been violated by either party to same. Such fines or penalties shall be imposed against either the party of the first part or the party of the second part, as the case may be, and the Trade Board shall see that any fines or penalties so imposed are satisfied and the disposition of moneys so collected shall be decided by the Trade Board.

ARTICLE VI.

There shall be no lockouts, except when of a general nature and ordered by the Building Trades Employers' Association; or strikes except when ordered by the Building Trades Council. Trade disputes or grievances shall be settled without cessation of work and in cases where the parties to this agreement fail to agree the matter in dispute shall be referred to the Joint Trade Board.

ARTICLE VII.

The individuals, firms and corporations comprising the membership of the City Master Insulators' Association agree to execute their work as described in Article XII as direct Employers of Local No. ..... membership, and not to sub-let any of same, nor the labor thereof; and Local No. ..... agrees not to contract, sub-contract or estimate on work nor allow its membership to do so nor to act in any trade capacity other than that of workman. It is also agreed that no member of a firm or officer of a corporation or their representatives or agents shall execute any part of the work of application of materials and in no case shall any member of Local No. ..... estimate on or give any labor figures.

ARTICLE VIII.

In cases where the Joint Trade Board determines an "emergency" exists for which Local No. ..... fails to supply Mechanics or Improvers, the party of the first part may secure the "emergency" number agreed upon. "Emergency" Mechanics and Improvers shall be paid the rate of wages as hereinafter specified in this agreement, and shall work under "permit" of Local No. ..... until replaced by members of said Union.

ARTICLE IX.

The party of the first part agrees to pay Mechanics at the rate of..... per hour and Improvers at the rate of ..... per hour. Improvers shall not be eligible for Mechanics examination until after having been four (4) years in trade. Applications for Mechanic's examination shall be filed quarterly at meetings of the Joint Trade Board.

ARTICLE X.

Members of Local No. ..... shall receive board when on jobs requiring same in the amount actually expended by them, and shall receive railroad transportation and local carfares in excess of two city fares daily figured from ..... City Hall to job and return to City Hall. Night traveling shall be paid for at single time, except in cases where berth is provided, when no traveling time shall be paid. When boarding on out of town jobs they shall receive all transportation expenses expended.

ARTICLE XI.

Members of Local No. ..... shall be at a point thirty (30) minutes' travel time from shop employing them at 8 a. m. and 5 p. m. Day travel beyond said point shall be paid for during "regular" working hours.

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ARTICLE XII.

The party of the first part agrees to have all their work in the application of all pipe and boiler coverings, and insulation of all hot surfaces, and ducts, and flues, etc., also the covering of all cold piping and circular tanks connected with the same, executed by good standing members of Local No. . This to include all alterations and repairing of work similar to the above and the use of all materials for the purpose mentioned.

ARTICLE XIII.

Local No. ..... agrees that its membership shall be considered "at work" for a shop from time they accept employment and that they shall proceed to and execute said work in a faithful workmanlike manner and not quit same until after reasonable notice has been given Employer. Local No. . further agrees that its Mechanic members in charge of out-of-town operations where board is paid shall complete the same before leaving Shop of Employer. Complaints arising from inferior workmanship shall be referred to the Joint Trade Board and all found contributing to it, penalized.

ARTICLE XIV.

Local No. ..... agrees that it will work under this form of signed Trade Agreement with any Master Insulator to whom it furnishes labor and further agrees that Master Insulators shall have preference in labor supply.

ARTICLE XV.

Local No. ..... shall have a permanent office address with telephone service, where their Business Agent or authorized officer can be communicated with between ..... and ..... a. m. and . . and .. . p. m., each working day for the purpose of answering inquiries and providing necessary service to the trade.

ARTICLE XVI.

Local No. ..... agrees there shall be no limitations or restrictions placed upon the individual working effort of its membership.

ARTICLE XVII.

Either party to this agreement desiring to renew it in present form or with change or amendment shall make known such intention in writing ninety (90) days prior to the expiration of this Agreement.

ARTICLE XVIII.

This Joint Trade Agreement shall become operative this date of signature and shall be rigidly observed until its expiration ..... , 192..., during which time neither party to it shall continue in force or create any rule or By-Law conflicting with its provisions.

Signed,

For party of the first part,
CITY MASTER INSULATORS ASSOCIATION

per ..... President.

....Secretary.

Witnessed by:

For party of the second part,
INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ASBESTOS WORKERS, LOCAL No.

per ..... President.

....Secretary.

INDIVIDUAL FORM OF AGREEMENT.

This Agreement, made and entered into this.....day of.....192....., by and between.....as party of the first part and INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ASBESTOS WORKERS LOCAL No.....of.....as party of the second part.

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ARTICLE I.

It is hereby agreed that the provisions of this Agreement shall be binding upon the party of the first part as individuals, and as members of said firm or corporation and upon the membership of Local No.. ..individually and as members of said Union, within a radius of thirty (30) miles from .. .. City Hall. Rand & McNally's new official Railroad map shall be considered the Official map of the Trade. All places on said map touched or intersected by radius circle shall be considered within the territory, and in such cases the entire town or city limits of such places shall be considered within the territory.

ARTICLE II.

The "regular" work day shall be eight (8) hours between 8 a. m. and 5 p. m. with lunch period determined by Shop, except on Saturday when work shall cease at 12 o'clock Noon.

ARTICLE III.

The ratio of Improvers may equal but not exceed a..... .. to..... .....ratio of Mechanics in Shop. No Improvers shall execute work unless in company with a Mechanic.

ARTICLE IV.

All labor in excess of the "regular" workday, on Saturday afternoons, Sundays and observed holidays shall be known as "overtime" and shall be paid for at a..... ... . ( ) rate of wages if ordered by Employer. The observed holidays are: New Year's Day, Decoration Day, Independence Day, Thanksgiving Day and Christmas Day. No work shall be performed on Labor Day, except in special cases of emergency and then only when double (2) time is paid.

ARTICLE V.

There shall be no lockouts except when same is of a general nature and ordered by the Building Trades Employers' Association; nor strikes except when ordered by the Building Trades Council. Trade disputes or grievances shall be settled without cessation of work and in cases where the parties to this Agreement fail to agree, the matter in dispute shall be referred to a disinterested umpire whose findings shall be final and binding.

ARTICLE VI.

The party of the first part agrees to execute its work as described in Article XI as direct employer of Local No.. . . .. membership and not to sublet any of the same, nor the labor thereof; and Local No. . . .. agrees not to contract, sub-contract or estimate on work nor allow its membership to do so nor to act in any trade capacity other than that of workman. It is also agreed that no member of a firm or officer of a corporation or their representatives or agents shall execute any part of the work of application of materials, and in no case shall any member of Local No..... .....estimate on or give any labor figures.

ARTICLE VII.

In cases where the parties to this Agreement determine an "emergency" exists for which Local No.... . .. .fails to supply Mechanics or Improvers, the party of the first part may secure the "emergency" number agreed upon. "Emergency" Mechanics and Improvers shall be paid the rate of wage as hereinafter specified in this Agreement, and shall work under "permit" of Local No... .....until replaced by member of said Union.

ARTICLE VIII.

The party of the first part agrees to pay Mechanics at the rate of. ....per hour and Improvers at the rate of.....per hour. Improvers shall not be

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eligible for Mechanics' examination until after having been four (4) years in trade. Applications for Mechanics' examination shall be filed quarterly.

ARTICLE IX.

Members of Local No.....shall receive board when on jobs requirin same in the amount actually expended by them, and shall receive Railroac transportation and local carfares in excess of ten (10) cents daily figured from .....City Hall to job and return to City Hall. When boarding on out-of-town jobs they shall receive all transportation expenses expended.

ARTICLE X.

Members of Local No.....shall be at a point thirty (30) minutes travel time from the shop employing them at 8 a. m. and 5 p. m. Day travel beyond said point shall be paid for during "regular" working hours. Night travel shall be paid for at single time except in cases where berth is provided when no traveling time shall be paid.

ARTICLE XI.

The party of the first part agress to have all of its work in the application of all pipe and boiler coverings, and insulation of all hot surfaces, and ducts, and flues, etc., also the covering of all cold piping and circular tanks connected with the same, executed by good standing members of Local No..... This to include all alterations and repairing of work similar to the above and the use of all materials for the purpose mentioned.

ARTICLE XII.

Local No.....agrees that its membership shall be considered "at work" for a shop from time they accept employment and that they shall proceed to and execute said work in a faithful workmanlike manner and not quit same until after reasonable notice has been given Employer. Local No..... further agrees that its Mechanic members in charge of out-of-town operations where board is paid shall complete the same before leaving shop of Employer. Complaints arising from inferior workmanship shall be given consideration by both parties to this agreement and all found contributing to it, penalized.

ARTICLE XIII.

Local No.....agrees that it will work under this form of signed Trade Agreement with any Master Insulator to whom it furnishes labor and further agrees that Master Insulators shall have preference in labor supply.

ARTICLE XIV.

Local No.....shall maintain an office with telephone connection and a Business Agent shall be there each week day up to.....a. m. and from to .....p. m. to answer inquiries and provide necessary service to the trade.

ARTICLE XV.

Local No.....agrees there shall be no limitations or restrictions placed upon the individual working effort of its membership.

ARTICLE XVI.

Either party to this Agreement desiring to renew it in present form or with change or amendment shall make known such intention in writing ninety (90) days prior to the expiration of this Agreement.

ARTICLE XVII.

This Joint Agreement shall become operative on this date of signature and shall be rigidly observed until its expiration.....192....., during which time neither party to it shall continue in force or create any rule or by-law conflicting with its provisions.

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Signed,
For the party of the first part,

per .....

Witnessed by:

.....

For party of the second part,
INTERNATIONAL
ASSOCIATION OF HEAT AND
FROST INSULATORS AND
ASBESTOS WORKERS,
LOCAL No.

per .....
President.

per .....
Secretary.

WITHDRAWAL CARDS.

As there has been several misunderstandings relative to the Withdrawal card, recommend that the withdrawal card when issued be renewed yearly.

CONVENTIONS.

As the time of Convention of the American Federation of Labor has been changed from June to October, and which conflicts with our Convention time, recommend that Convention time be changed, and also the time of the General Executive Board Meeting.

FINANCES

The Finances of the Association are at this time in a better shape and a more healthier condition than at any time in the history of the Association, as you will note from the financial statement attached hereto, and which appears on page ..... of the Report of the Finance Committee.

DELINQUENT LOCALS.

The total amount of delinquent Locals is approximately $4700.00.

The following are the Locals which are in arrears of dues and assessments, and have tried repeatedly to get in touch with their Officers but failed to do so, and recommend that the matter relative to delinquent Locals be referred to the incoming Executive Board with power to act:

Des Moines, Ia.	Local No. 29
Spokane, Wash.	" " 47
Charleston, S. C.	" " 48
Jacksonville, Fla.	" " 53
Mobile, Ala.	" " 58
Port Arthur, Texas	" " 68

DEATH BENEFIT.

As I have received several inquiries relative to the International Death Benefit, and have notified them that there is no International Death Benefit, but same is taken care of in many instances by Locals, would recommend that an assessment of 25c per member be assessed and placed in a separate fund, to be known as our Death Benefit, and upon the official notification of the death of a member who is in good standing, his immediate family be allowed $200.00.

The following is the total number of reported deaths in the International since the last Convention:

Oct. 1919 to Sept. 1920	9
Oct. 1920 to Sept. 1921	12
Oct. 1921 to Sept. 1922	10
	31

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APPEALS TO THE CONVENTION.

Local No. 2, Pittsburg, Pa. vs. Local No. 4, Buffalo: In the case of Wm. Kane and James Obenour.

Local No. 27, Kansas City, Mo. vs. Local No. 17, Chicago.

Local No. 16, San Francisco, request for the suspension of strike benefits and due stamps while on strike.

JURISDICTIONAL DISPUTES.

Operative Plasterers and Cement Finishers Local No. 155, Baltimore, Ohio, vs. Local No. 11, Baltimore.

Wood, Wire and Metal Lathers vs. Local Union No. 1, St. Louis, Mo., relative to the Hy-Rib Lath on Breechings.

WAGES SINCE THE LAST CONVENTION.

The following are the wages of our various Locals since the last Convention:

			1920	1921	1922	Agreement
St. Louis, Mo.	Local No.	1	$ .95	$1.00	$1.00	Yes
Pittsburg, Pa.	" "	2	.71⅞	1.00	.90	No
Cleveland, Ohio	" "	3	1.12½	.93	.93	Yes
Buffalo, N. Y.	" "	4	1.00	1.00 to May 1st-90c	.90	Yes
Los Angeles, Cal.	" "	5	1.00	1.00	1.00	
Boston, Mass.	" "	6	.90	1.00	.90	Yes
Seattle, Wash.	" "	7	1.00	1.00	1.00	No
Cincinnati, Ohio	" "	8	.81¼	.88½	.95	Yes
Norfolk and Portsmouth, Va.	" "	9	1.00	1.00	1.00	No
New Orleans, La.	" "	10	.80	1.00	.85	Yes
Baltimore, Md.	" "	11	1.00	1.00	.90	No
New York City, N. Y.	" "	12	1.12½	1.12½	1.12½	Yes
Philadelphia, Pa.	" "	14	.87½	.90 and 1.00	.80	No
Winnipeg, Canada	" "	15				
San Francisco, Cal.	" "	16	1.00	1.06¼	.98⅛	
Chicago, Ill.	" "	17	1.00	1.25	.95	Yes
Indianapolis, Ind.	" "	18	.90	.80	.80	Yes
Milwaukee, Wis.	" "	19	.90	.90	.80	No
Toronto, Canada	" "	20				
Dallas, Tex.	" "	21	1.00	1.00	1.00	No
Houston, Texas	" "	22	.75	1.00	1.00	No
Montreal, Canada	" "	23	.67½	.67½	.67½	Verbal
Washington, D. C.	" "	24	.80	1.00	.90	No
Detroit, Mich.	" "	25	1.12½	.93¾	.93¾	No
Rochester, N. Y.	" "	26				
Kansas City, Mo.	" "	27	.87½	1.00	1.00	No
Denver, Colo.	" "	28	1.00	1.00	.90	No
Syracuse, N. Y.	" "	30	.87½	.1.00	.87½	Yes
Providence, R. I.	" "	31	.90	1.00	.90	No
Essex & Hudson Co.	" "	32	1.12½	1.12½	1.12½	Yes
Connecticut	" "	33	.87½	1.00	.87½	Yes
Minneapolis & St. Paul, Minn.	" "	34	.90	.90	.90	Yes

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Youngstown, Ohio	"	"	35	.70	1.12½	.90	No
Portland, Ore.	"	"	36	.87½	1.00	1.00	No
Wilkesbarre, Pa.	"	"	38	.85	1.00	.80	No
Omaha, Neb.	"	"	39	.90	1.12½	1.00	Yes
Albany-Troy, N. Y.	"	"	40	1.12½	1.12½	1.12½	No
Wilmington, Del.	"	"	42				
Springfield, Mass.	"	"	43				
Columbus, Ohio	"	"	44	.92½	.87½	.90	No
Toledo, Ohio	"	"	45	.75	1.00	.87½	No
Tacoma, Wash.	"	"	50	1.00	1.00	1.00	No
Louisville, Ky.	"	"	51	.65	.85	.85	No
Duluth, Minn.	"	"	52	.80	.80.	80	No
Jacksonville, Fla.	"	"	53				
Little Rock, Ark.	"	"	55	.87½	.87½	87½	No
Newport News, Va.	"	"	56				
Tulsa; Okla.	"	"	64	1.00	1.00	1.00	No
Akron, Ohio	"	"	66	.80	1.12½	.93	No
Atlantic City, N. J.	"	"	69				
Mare Island Ship Yard	"	"	70	.80	.84	.73	No

The average wage for 1920 was $.89; for 1921, $.98 and for 1922, $.94 per hour.

In conclusion, I want to thank the International President, the Vice-Presidents and the Membership in general for the hearty co-operation that they have rendered me since the last Convention, and wish to express to them my sincere thanks for their assistance.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

Report of the Secretary-Treasurer was referred to the Committee on Secretary-Treasurer's Report.

Miss Melinda Scott was then given the privilege of the floor; she reviewed the struggles of the striking Textile workers and made a plea for financial assistance, which was referred to the General Executive Board.

At the suggestion of the Chair, Brother George Brum of Local No. 14, of Philadelphia was extended convention floor privileges with voice but without vote.

An adjournment was declared at 11:50 a. m.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

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WEDNESDAY, OCTOBER 4, 1922.

The Convention was called to order at 9:30 a. m. by President Mullaney. Roll call noted all delegates present.

The Chair appointed a committee on Grievance and Appeals, consisting of Brothers George Tyrol of Connecticut, John Sharkey of New York City, William McParland of Pittsburg and William Donahue of Wilkesbarre, Pa.

The Committee on the Secretary-Treasurer's report presented its findings as follows:

To the Officers and Delegates of the 12th Convention of the International Association of Heat and Frost Insulators and Asbestos Workers Assembled:

Greeting:

LOCAL No. 16 EXEMPTION; referred to the Executive Board.

DELINQUENT LOCALS; We concur in the recommendation of the Secretary and Treasurer.

COLLECTIVE AND INDIVIDUAL FORM OF AGREEMENTS; We recommend that the forms be adopted by the different locals.

That portion of the Secretary's report relative to the death benefits along with appeals and recommendations of matters on Constitution, refer them to Constitutional Committee.

JURISDICTIONAL DISPUTES: Noted.

WITHDRAWAL CARDS; We endorse that portion of the Report relative to the renewing of withdrawals.

CHAS. DARRIN,
JOHN MURTHA,
CHAS. J. DUGAN.

It was taken up seriatum and disposed of and that portion of it relating to the appeal of Local No. 16, San Francisco referred to the Committee on Grievance and Appeals. On motion, the report as a whole was received.

The Committee on the President's Report presented its findings as follows. It was discussed, amended and upon motion received in full as follows:

WE, your Committee on President's Report, beg to recommend that the report be received and the suggestions therein be given due consideration by this convention assembled, especially re-assessments to create a fund for strikes and lock-outs.

THOS. B. REED,
JAS. MANGIN,
S. L. RHODES.

Committee on President's Report.

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The Committee on Resolutions reported its findings to the Convention on the following resolutions:

RESOLUTION No. 1.

Report from Local No. 31.

Providence, R. I.

To the Twelfth Convention of International Association of Heat and Frost Insulators and Asbestos Workers to be held in New York.

Greetings: That the men from Local No. 6, Boston, Mass., do not recognize the territory that belongs to Local No. 31, of Providence, R. I., and that most of the work in Fall River and New Bedford is being done by Local No. 6 men and Local No. 31 of Providence, R. I.

Demands action to be taken at this Convention and get a settlement between Local No. 6 of Boston and Local No. 31 of Providence, R. I.

FRANK JOHNSON,
Delegate to the Convention.

Was referred to the Committee on Grievance and Appeals.

RESOLUTION No. 2.

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

Greeting:

Whereas, the American Federation of Labor at its Denver Convention last year, unanimously passed a series of resolutions against the Volstead Act and called for modification so as to permit the manufacture and sale of "a national beverage of wholesome beer;" also drawing attention to "the great dissatisfaction . . . throughout our country among all classes," and,

Whereas conditions under Prohibition are growing steadily worse, and as Labor is conscious of a definite feeling of resentment against the Volstead Act, we are driven to the conviction that the resultant consequences on the morals of the people bodes ill for the future, particularly as regards the rising generation. Because the Volstead law was enacted against the wishes of the majority of the people, the law provokes a disregard for all law as an instrument of government. It transforms the erstwhile law abiding citizen into a law violator.

Therefore, Be it resolved by the International Association of Heat and Frost Insulators and Asbestos Workers in Convention assembled in the city of New York, that we endorse the resolution against Prohibition adopted by the American Federation of Labor and reaffirm our unalterable opposition to sumptuary legislation and urge upon the Congress of the United States to modify the Volstead Act, legalizing the manufacture and sale of beer and light wines, and,

Be it further resolved, that the members of the International Association of Heat and Frost Insulators and Asbestos Workers acquaint themselves with the position of each candidate for Senate. Congress and the Legislature in their respective states and districts and the workers cast their votes only for such candidates endorsing the sentiments of this resolution.

THOMAS J. McNAMARA, Local No. 1.
GUS SCHMITTER, Local No. 1.

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Dealing with the Prohibition amendment was disposed of and the Convention recorded itself as in favor of light wines and beers.

RESOLUTION No. 3.

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

Greeting:

Whereas, We find that when our affiliated Local Unions are compelled to stop work and go out on strike against their employers for increase in wages and suitable working conditions, or when our Local Unions are locked out by their employers; and,

Whereas, We find that other International Unions of the Building Industry provide compensation to their Local Unions and members during strikes and lockout periods; and,

Whereas, We find that our International Association has no such compensation or strike or lockout benefits for its members, which we deem essential for the well being of our Local Unions and their members when forced out on strike or are locked out against their wishes; and

Whereas, During such periods of strike or lockout our members are in financial distress, therefore, be it

Resolved, That this convention in session legislate and enact a law whereby provision be made to pay our Local Unions and members who are out on strike or are locked out, such financial benefits as will enable them to win their strike or lockout; and be it further

Resolved, That this convention provide means for the establishment of a fund to be known as a strike and lockout fund, said fund to be collected by an assessment on all members of our International Association.

Fraternally submitted,

HENRY J. OLIVER, Local No. 3.

Dealing with the subject matter of strike assessments was discussed most fully in its entirety, after which, upon motion it was disapproved and the Convention recorded itself as being in favor of continuing the present system of strike assessments.

Adjournment was taken at 12:30.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

THURSDAY, OCTOBER 5, 1922

The Convention was called to order at 9:30 a. m., by President Mullaney. Roll call found all delegates in attendance. .

The report of the Committee on Resolutions was continued.

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RESOLUTION No. 4.

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

Greeting:

Sec. 1. A Widow's Fund is created under the auspices of this International to which all members in good standing in the International are eligible to membership.

Sec. 2. A member becoming a member of the Widow's Fund shall pay $4.20 and shall fill out a card designating the beneficiary in case of death, which must be filed with the Secretary of the Fund. Upon the death of a member each member of the Fund shall pay $2.10, $2.00 of which shall be placed to the credit of the Fund, and ten cents shall be allowed the Secretary for his services.

Sec. 3. All assessments must be paid within thirty days from date of call, and members of the Fund not paying within that time shall be dropped from the roll, and neither he nor his beneficiary will be entitled to any benefit from the Fund.

Sec. 4. The amount due to a beneficiary shall be $2.00 for each member of the Fund in good standing at the time of the death of such member, which amount shall be paid to the beneficiary immediately upon satisfactory evidence of such death, provided no beneficiary shall be paid over the sum of Five Hundred Dollars ($500.00); and provided further, that the surplus from each assessment shall remain in the hands of the Secretary until same reaches the sum of $500.00, whereupon said sum of $500.00 shall be deposited in a separate fund, interest bearing, until said surplus shall have reached $1,000.00, when $500.00 of it may be used to pay an assessment, and no assessment shall, in that event, be levied upon the members of the Fund for the payment of said benefit. Nothing, however, shall prevent the use of any portion of the surplus fund being used to pay the beneficiary should the two assessments be used up before an assessment can be collected, in which event the assessment made for the purpose of paying said beneficiary shall be reinstated in the Reserve Widow's Fund as soon as same can be collected.

Sec. 5. Upon the death of a member it shall be the duty of the Secretary to levy a new assessment, not exceeding $2.10, for each member so that there shall be at all times in the treasury an amount sufficient to pay two death losses. Then beneficiary fund shall not be used under any circumstances for the payment of claims, except death losses.

Sec. 6. It shall be the duty of the Secretary to drop from the roll of membership all those who have not paid the assessment within the time prescribed, and the member so dropped can be reinstated within sixty days by paying the amount of the assessment upon which he was suspended and all subsquent assessments..

Sec. 7. The Secretary of the Widow's Fund shall keep the books of the Fund, collect all assessments, and pay out to beneficiaries, when properly advised of the death of a member, and shall make a report to the International at the annual meeting, and at such other times as may be ordered by the International, showing a complete statement of the funds, and shall receive as compensation for his services, on every assessment out of which he is to pay all expenses incident to making such assessment.

Introduced by

THOMAS REED, Local 22, Houston, Texas.

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The subject matter contained in this resolution was, upon motion, referred to the General Executive Board for investigation and report.

RESOLUTION No. 5.

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

Greeting:

The members of Locals affiliated with the International be given permission to lump a price for applying all Asbestos Materials, Cork and other materials used in our trade, sold outright by the supply houses.

W. E. GRANT,
R. L. RHODES.

The report of the Committee to non-concur was adopted.

RESOLUTION No. 6.

Local No. 24 instructed its delegates, W. E. Grant and R. L. Rhodes, to offer a resolution as follows: Any job arises out of the jurisdiction of all Locals, requiring the services of a Helper, this Helper to be furnished by the Local whose jurisdiction is nearest the job.

W. E. GRANT,
R. L. RHODES.

The favorable recommendation of the Committee upon motion was adopted.

RESOLUTION No. 7.

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

Whereas, The Constitution of the International Association makes no provision of age limit for Improver membership,

Therefore Be It Resolved, That we add to the Constitution of the International Association the following provision:

"That no applicant as Improver is eligible to membership in a Local Union who is less than twenty-one years of age, or more than twenty-five years of age."

E. A. JOHNSON, Local No. 6, Boston, Mass.
JOHN W. LYONS, Local No. 6, Boston, Mass.

After being amended to read "under 18," the report was adopted.

RESOLUTION No. 8.

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

Greetings: Whereas; The International Association of Heat and Frost Insulators and Asbestos Workers, has endeavored through devious methods to broaden the territorial scope of all affiliated Local Unions, in order that the opportunities for employment of our members might be made greater and,

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Whereas; Section eight (8) of Article twelve (XII) of the International Constitution makes provision for employment of members of affiliated Local Unions outside of chartered jurisdiction or trade agreement radius, said provisions being only incumbent upon members of Local Unions to observe, who are in close territorial proximity to each other, and providing no obligation for employers of our craft who are signers of trade agreements, and,

Whereas: The exigencies and keen competition of modern business practices make it imperative that International Association recognize the need of either organizing Local Unions to cover territory now open, or to write trade agreements embracing territory not covered by Local Union trade agreements, so therefore be it

Resolved: That we bend our earnest efforts as an International Association toward securing the insertion of Section eight (8) of Article Twelve (12) of the International Constitution into the terms of all trade agreements of our craft.

E. A. JOHNSON, Local No. 6, Boston, Mass.
JOHN W. LYONS, Local No. 6, Boston, Mass.

The favorable recommendation of the Committee was adopted.

RESOLUTION No. 9.

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

Whereas: The Constitution of the International Association is silent on the matter of Honorary Membership of deserving members, and,

Whereas: Experience has forcibly brought to our attention the need of some International provision whereby honorary membership cards may be granted.

Therefore: Be it resolved, that we add to the Constitution of the International Association the following article known as Article XII (twelve) under the title of Honorary Membership Card.

Section 1. A member working at the trade who has been affiliated internationally at least ten years, who through age or other affliction becomes incapacitated in a trade sense from performing an equal amount of work as that performed by his fellow members, may report such inability to the Executive Board of the Local Union of which he is a member and request an Honorary Membership Card.

Section 2. The Local Union Executive Board after an investigation of a request made for an Honorary Membership Card in their judgment recommended the issuance of an Honorary Membership Card.

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Section 3. Honorary Membership Cards can only be issued by the International Association and shall entitle their holders to an exemption from the payment of dues to the Local Union of which they are members and also exempt the Local Union from the payment of their per capita tax and assessments to the General Office.

E. A. JOHNSON, Local No. 6, Boston, Mass.
JOHN W. LYONS, Local No. 6, Boston, Mass.

After amendment to read "International Exemption Card," it was upon motion adopted.

RESOLUTION No. 10.

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

Greeting: Whereas: There has been some misunderstanding as to the territory covered by the charter of Local No. 32

And Whereas: The charter of Local No. 32 as issued reads, "Hudson and Essex Counties, New Jersey"

Be It Resolved: That the chartered radius of Local No. 32 be recognized as covering "all territory in New Jersey within a radius of thirty (30) miles from Newark City Hall."

Introduced by

DELEGATE DUGAN, Local No.32.
DELEGATE MANGIN, Local No. 32.
Essex & Hudson Counties.

The favorable report of the Committee was concurred in.

The report of the Committee was then adopted as a whole, as amended and signed by entire committee

THOMAS CURRY,
W. E. GRANT,
JOHN ROZELL.

Adjournment was taken at 12:30.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

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THURSDAY, OCTOBER 5, 1922

Afternoon Session

The convention was called to order at 2 p. m. by President Mullaney. Roll call showed all delegates present.

The Committee on Constitution and By-Laws presented its finding which after discussion and amendment was adopted as a whole. The report as signed by the entire Committee Daniel A. Neary, Charles Whittier and E. A. Johnson follows:

CONSTITUTION.

AND

BY-LAWS.

International Association of Heat and Frost Insulators and Asbestos Workers.

PREAMBLE.

The object of the International Association of Heat and Frost Insulators and Asbestos Workers shall be to assist its membership in securing employment, to defend their rights and advance their interests as working men; and by education and co-operation raise them to that position in society to which they are justly entitled.

The Delegates of this Twelfth Convention do hereby in Convention assembled at New York City, enact, declare and establish the following as a Constitution, By-Laws and Future Rules of Government for the International Association of Heat and Frost Insulators and Asbestos Workers and its affiliated Local Unions.

CONSTITUTION.

ARTICLE I.
TITLE

This organization shall be known as the International Association of Heat and Frost Insulators and Asbestos Workers.

ARTICLE II.

MEMBERSHIP

Section 1. All persons of good moral character (except Employers, Agents or Shop Foremen) at work (as Mechanics, Improvers or Apprentices) in the practical mechanical application, installation or erection of Heat or Frost Insulation, such as Magnesia, Asbestos, Hairfelt, Woolfelt, Cork, Mineral Wool, Infusorial Earth, Mercerized Silk, Flax Fiber, Firefelt, Asbestos Paper, Asbestos Curtain, Asbestos Millboard or any substitutes for these materials or engaged in any labor connected with the handling or distributing of insulating materials on job premises.

Sec. 2. Applicants for mechanic membership must comply with Local Union laws governing same including mechanical working examination.

Sec. 3. Applicants for Improver membership shall comply with Local Union laws governing same. To be eligible, they must be not less than eighteen (18) nor more than twenty-five (25) years of age in addition to understanding, reading and writing the English language.

Sec. 4. Applicants for Apprentice membership shall comply with Local Union laws governing same. To be eligible, they must be not less than sixteen (16) nor more than twenty (20) years of age in addition to understanding, reading and writing the English language.

Sec. 5. All names of those from whom monthly dues are lawfully accepted by Local Unions must be registered at the International Office for purposes of identification, as also to determine their understanding in our trade and to establish the exact monthly per capita each Local Union must pay i. e. fifty (50) cents for each member on its roster. Applications for membership must subscribe to the following form of official blank.

Section 6. Application blanks for membership shall read as follows:

Application for Membership as Mechanic, Improver, Apprentice.

INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ASBESTOS WORKERS

LOCAL NO. ... .

1. Name and address.
2. Age.
3. Firm where last employed.

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4. Number of years at trade.
5. Where spent.
6. Were you ever a member of a Union?
7. What Union?
8. Ever suspended or expelled?
9. For what cause?
10. When?
11. If indebted to said Union, in what amount?
12. I hereby agree to forfeit all moneys paid by me, along with all rights to a membership in Local .. , if they find my answer herein contained, untruthful.
13. Signature of applicant.
14. Amount of Local Union initiation fee.
15. Amount paid Local Union and Referred to Executive or Examining Board on the.... ..day of . 192.....
Report of Executive or Examining Board.
Result of Local Union Action.
Date.....
International registered number.

ORIGINAL to be filed by Local Union.

DUPLICATE to be mailed to General Office.

Section 7. Application blanks shall be in duplicate form. The original shall be dated and filed by the Local Union. The duplicate shall be forwarded to the General Office within ten (10) days for investigation and registration.

Section 8. An applicant accepted by a Local Union must pay full initiation fee to said Local Union in order to become affiliated with the International Association.

ARTICLE III.
FUNDS.

Section 1. The General Funds of the International Association shall be derived in accordance with convention law, i. e. Local Union charter fees of Twenty-five ($25.00) dollars, membership per capita tax of Fifty (50) cents monthly and ten per cent (10%) of all initiation fee moneys received by Local Unions from their membership.

Section 2. Should at any time the General Funds of the International Association fail to meet its expenses, the General Executive Board shall and is herein empowered to levy a general membership assessment.

ARTICLE IV.
CONVENTIONS.

Section 1. The International Association shall convene triennially on the second Monday of January at such place as already decided upon by the preceding regular session of the General Executive Board.

Section 2. Seven Delegates regularly nominated, elected and credentialled, representing seven (7) affiliated Local Unions in good standing shall constitute the quorum number under which the Convention of the International Association shall transact its business.

Section 3. Affiliated Local Unions in good standing must be represented by Delegates who have been regularly nominated, elected and properly credentialled.

Section 4. Affiliated Local Unions with all International arrearages paid up to and including the month of November can be represented by one (1) Delegate and by additional Delegates in the ratio of one (1) for every one hundred (100) of their good standing per capita membership or any fraction thereof, upon which said Local Union has paid the General Office each month for the six (6) months preceding the Convention.

Section 5. All decisions of a Convention shall be reached by a majority vote. Each Delegate at all times shall cast one (1) vote his own, and no other.

Section 6. International Convention Delegates must be nominated and elected at meetings of their Local Unions by majority vote. To be eligible, a member must be a Mechanic in good standing, and affiliated locally six (6) months.

Section 7. The International President, Secretary-Treasurer and Vice Presidents must be seated as Convention Delegates if nominated, elected and credentialled by any Local Union entitled to representation in accordance with the laws governing per capita.

Section 8. Convention Delegates and Alternates must comply with the terms and conditions contained in Convention Credentials supplied their Local Unions by the International Secretary-Treasurer before being seated at Conventions. No proxy can be recognized at a Convention of the International Association of Heat and Frost Insulators and Asbestos Workers.

Section 9. Immediately after opening Convention, the General President shall appoint the following committees:

1. Credentials.
2. Finance.
3. Grievance and Appeal.
4. Resolution.
5. President's Report.
6. Secretary-Treasurer's Report.
7. Executive Board's Report.
8. Constitution and By-Laws.

The President shall appoint all other committees at such time as the Convention so decides.

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ARTICLE V.
INTE[illegible]ONAL OFFICERS AND ELECTIONS.

Section 1. The officers of the International Association shall consist of a President, Secretary-Treasurer, and three (3) Vice-Presidents of equal rank. They shall constitute the International Association Executive Board. No two of these officers shall be members of the same Local Union.

Section 2. International officers shall be elected at Convention and serve until a succeeding Convention elects their successors. Only seated Delegates shall be eligible for office. A name properly presented and duly seconded shall be considered as a nomination provided, however, the candidate be present and does not decline. Nomination shall not close until the Chair asks "Are there further nominations " after which none being heard they shall be closed.

Section 3. Elections shall be decided by secret ballot and supervised by an Election Committee of five (5) elected by the Convention, which shall distribute and receive ballots, and also tally and announce all results in the presence of the Convention. In case of a tie, balloting must continue until a choice is decided. Candidates receiving the majority number of all votes cast shall be declared elected.

Section 4. Officers shall be pledged by the Conventions as follows:

"I, ... do solemnly and sincerely pledge my word and honor as a man, to faithfully discharge the duties of my office, that I will support the constitution of this International Association and enforce the same to the best of my ability, without prejudice or partiality."

Section 5. Vacancies on the International Executive Board shall be filled by appointment of the President, with the approval of the Executive Board.

ARTICLE VI.
PRESIDENT.

Section 1. The duty of the International President shall be to preside at all sessions of the International Association and conduct same according to parliamentary rules in accordance with Constitution. He shall be the official Business Representative and Organizer of the International Association. He shall work only for the International Association. He shall represent the International Association at conventions of the American Federation of Labor and Building Trades Department. He shall receive a salary of Forty-five Hundred ($4,500) Dollars per annum. When away from home, he shall receive transportation and a daily allowance of eight ($8) Dollars.

ARTICLE VII.
VICE-PRESIDENTS.

Section 1. Vice-Presidents shall from their number by vote fill the office of General President should that office become vacant. They shall, when away from home under order of International President receive transportation, in addition to a daily wage of Ten ($10) Dollars and Eight ($8) Dollars daily allowance.

Section 2. Vice-Presidents (or other organizers appointed by the President) shall institute Local Unions and take active part in extending the influence of the International Association.

ARTICLE VIII.
SECRETARY-TREASURER.

Section 1. The International Secretary-Treasurer shall keep correct record of Convention proceedings and General Executive Board sessions and furnish copies to Local Unions. He shall preserve all correspondence and documents. He shall conduct all correspondence between the General Office and Local Unions. He shall receive applications for charter and shall sign, seal and deliver same when ordered by General Executive Board.

Section 2. He shall make record of all moneys received at General Office and mail Local Unions quarterly statements of same upon request, as also the expenditures and their nature.

Section 3. He shall supply Local Unions with Withdrawal, Transfer, Exemption and Travelling Cards, International Working Permits, application membership books, stamps, ledger, seals and all paraphernalia.

Section 4. He shall edit the Official Journal, copies of which shall be supplied affiliated Local Unions and in which he shall publish the official list of disciplined members and all official decisions and announcements.

Section 5. He shall compile yearly report, showing itemized General Office Expense, as also that of the officers and General Executive Board.

Section 6. He shall make disbursements only by sanction of Executive Board on vouchers signed by President.

Section 7. He shall deposit funds in the name of the International Association subject to withdrawal only on draft countersigned by President.

Section 8. He shall make general report to Executive Board quarterly and produce anything within his keeping upon its order.

Section 9. He shall perform all duties required of him by Executive Board, for the faithful performance of which he shall re-

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ceive the sum of Fifteen hundred ($1,500) Dollars per annum. When away from home by direction of the President, he shall receive transportation and a daily wage of ten ($10) Dollars in addition to daily allowance of ($8) Dollars.

ARTICLE IX.
EXECUTIVE BOARD.

Section 1. The International Executive Board, known and mentioned as the "General Executive Board" shall decide all cases and appeals referred to it in accordance with trade law. Its rulings or decisions shall stand unless reversed by Convention.

Section 2. The General Executive Board shall be governed by laws adopted in Convention. Action taken or document issued by it in opposition to expressed will of Convention shall be null and void.

Section 3. Upon resolution of Convention the General Executive Board shall within twenty-four (24) hours produce that which is in its keeping is demanded of it.

Section 4. The General Executive Board shall bond the Secretary-Treasurer, audit his accounts and examine the finances of his Office annually between Conventions.

Section 5. The General Executive Board shall have power to sanction Local Union strikes or order general strikes in conformity with International law by majority vote, and then only in cases where an International officer is on the ground and recommends such action.

Section 6. The General Executive Board shall supervise the affairs of the International Association and can recommend, adopt or order when at least three (3) of its members vote in accordance.

Section 7. A member of the General Executive Board negligent in duty or violating the Constitution or By-Laws or acting contrary to the expressed will of Convention or General Executive Board shall, upon petition of five (5) good standing Local Unions, be tried by the General Executive Board, and if found guilty, impeached.

Section 8. The General Executive Board shall, between Conventions, hold annual meetings on the second Monday in January at such place as it may choose and Special Meetings when in its opinion occasion requires. It shall convene immediately upon Convention adjournment and pass upon all matters requiring immediate attention.

Section 9. When strikes sanctioned by General Executive Board, or lockouts, prolong thirty (30) days, the General Executive Board is empowered to levy an assessment in equal amount upon the entire membership of the International Association, which it shall divide pro rata among the affected membership.

Section 10. When strike or lockout forces the membership into idleness the General Executive Board shall find employment for said members within the ranks of local unions. The General Executive Board shall use every honorable effort to discourage strikes and establish harmonious relations between Local Unions and employers.

ARTICLE X.
INITATION FEES, FINES, ASSESSMENTS, DUES.

Section 1. Local unions shall establish a membership initiation fee of at least Twenty-five ($25.00) dollars six months after date of charter meeting. Upon receipt of application it shall be forwarded to the General Office, accompanied by ten per cent (10%) of initiation fee. Ten per cent (10%) of all initation fees received by Local Unions shall be forwarded to the General Office. This law applies in cases where initiation fees are paid by Apprentices or Improvers who change in rating and request such registration.

Section 2. A Local Union shall not establish an initiation fee in amount exceeding one hundred ($100) Dollars. This latter amount can only become a fixed initiation fee after a Local Union has possessed charter five (5) years and at a time when working under closed shop agreement. An established initiation fee cannot be increased by a Local Union which has failed to gain at least three (3) members by its payment. Initiation fees shall not be increased more often than once yearly and then in amount not exceeding Twenty-five ($25) Dollars. Filed applications for membership shall not be subject to increased initation fee while pending Local Union action.

Section 3. Initiation fees, Fines, Assessments and Dues are payable, in order as herein mentioned to Local Unions into whose funds they shall go.

Section 4. Local Union dues are payable in advance, and in localities governed by Building Trades Councils, Local Union dues shall be payable quarterly.

Section 5. A Local Union member failing to pay Assessments, Fines and Dues within three (3) months shall stand suspended and after four (4) months lapsed. Lapsed members may re-affiliate only when in conformity with laws governing new membership.

Section 6. Members in good standing shall receive a membership stamp book in which also shall be receipted all moneys paid by them to Local Unions. Stamp books can be replaced by payment of Twenty-five (25c) cents. Members can obtain stamps only by payment of dues to Local Unions.

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ARTICLE XI.

PERMITS, WITHDRAWAL, TRANSFER, EXEMPTION AND TRAVELING CARDS

Section 1. Permits, Withdrawal, Transfer, Exemption or Traveling cards can only be granted by Local Unions. International permits shall be recognized only within the time period they specify.

Section 2. Members issued Withdrawal, Transfer or Travelling cards shall be given the originals, duplicates of which shall be retained by the issuing Local Union and the triplicate forwarded to the General Office within ten (10) days.

Section 3. Members becoming employers, superintendents, shop foremen or agents in the trade must be given withdrawal cards. Members quitting the trade or who are engaged in other occupations can secure withdrawal cards exempting them from dues and allowing them to re-affiliate at any time with Local Union issuing same, providing they have in no way worked against the interests of organized labor. Withdrawn members returning to the local within one (1) year shall pay all back dues and arrearages that have accrued since the date of their withdrawal. Withdrawal cards carry no working rights and must be deposited before the holder works with the tools.

Section 4. Members issued transfer cards shall pay dues for the month in which they are issued to the Local Union issuing them for which month no other Local Union shall claim dues.

Section 5. Members affiliated with the International Association five (5) years shall not be subjected to differential initiation fees when transferring. Improvers and Apprentices can only transfer in cases where Local Union agree to accept them prior to their transfer issuance.

Section 6. Members transferring cannot vote at elections of Local Unions until after ninety (90) days membership therein.

Section 7. Members presenting transfer cards are subject to laws of local autonomy, including differential initiation fee, if affiliated Internationally less than five (5) years. They shall be governed by local trade rules and must comply with regulations for mechanical examination and shall not work within Local Union jurisdiction or trade agreement radius until after complying with same.

Section 8. Transfer cards carry no working rights and must be deposited.

Section 9. Members issued travelling cards shall pay dues for the month which they receive them to the Local Union issuing them.

Section 10. Travellers shall not be recognized within the jurisdiction of the Local Union issuing them.

Section 11. Travellers shall be subject to all laws of Local Union autonomy and shall not work within a Local Union jurisdiction until after presenting card. Travellers shall pay Local Union dues and assessments wherever working and shall receive stamp and receipt for same. Travellers shall work not longer than sixty (60) days within Local Union territory or trade agreement radius without transferring. Travellers are entitled to voice without vote at Local Union meetings. Travelling cards carry no working rights within the confines of any Local Union chartered radius or agreement territory until after they have been deposited. The original travelling card as deposited shall be returned its owner should he leave Local Union territory. Travelling cards shall be honored only during year in which they are issued, after which, if the holders be in good standing and request same, they shall be re-issued. Travelling cards can only be re-issued by the Local Union originally issuing them.

Section 12. International Exemption cards may be granted by a Local Union to such of its members as may after ten (10) years International affiliation become permanently incapacitated or infirm to the extent of failing to perform the average day's work of our Mechanics.

Section 13. International Exemption Cards can be granted only after investigation by Local Union Executive Board, and at their request, shall be issued by the General Office.

Section 14. International Exemption Cards shall be recognized only within the jurisdiction of the Local Union granting them and shall be exempt from local dues and per capita payment.

ARTICLE XII.
LOCAL UNIONS.

Section 1. Local Union charters may be issued to seven (7) men actually engaged in the scientific mechanical application of insulating materials of which number five (5) must be Mechanics, who make proper charter application accompanied by fee of twenty-five ($25) Dollars. Local Unions can grant "resident" membership to Asbestos Workers who reside and operate in "open" territory until such time as the number of said membership in any one locality reaches seven (7).

Section 2. Local Union charters shall not be issued in localities situated within a thirty (30) mile radius of any good standing, affiliated Local Union, unless the latter consents to same by vote of regular meeting, and by further official confirmation to the General Office. Local Union charters can be suspended by General Executive Board or Con-

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vention until such time as they comply with trade law and faithfully observe their trade agreement obligations.

Section 3. Local Unions are subordinate branches of the International Association and can only exercise local autonomy in matters upon which the International Constitution and By-Laws are silent. They shall function within their chartered jurisdiction and in such other territory covered by signed trade agreement with employers.

Section 4. Local Unions when suspended by the International Association or which suspend themselves or cease operation shall forward to the General Office their charters, moneys, books, cards, seals, stamps and all other paraphernalia immediately. The officers of said Local Union shall be denied recognition until such time as this cause is lived up to in letter and spirit.

Section 5. Where Local Unions are disbanded and the membership divide the funds or dispose of property they shall be denied travelling or transfer privileges until such time as they make restitution in full.

Section 6. A Local Union cannot withdraw from the International Association or disband at any time if seven (7) members in good standing object. Local Union charters can be revoked by the General Executive Board or Convention, when, in the opinion of either the best interest of the trade demands it, or by reason of the Local Uniions having failed to pay their membership per capita or any indebtedness due the General Office.

Section 7. Local Unions shall have power to regulate the hours of labor to less than eight (8) daily and fix wages within their chartered jurisdiction or trade agreement radius. Also to regulate the working conditions of either Mechanics, Improvers, or Apprentices in any manner they deem proper except in the restriction of individual working effort.

Section 8. Local Unions shall exercise local autonomy when it does not conflict with laws of the International Association. No more than two (2) members (Mechanic and Improver) from any Local Union can work on any one operation of any one employer within the jurisdiction of another Local Union, unless latter Local Union fails to supply sufficient men. Such members must conform to the working rules and trade agreements of the Local Union under whose jurisdiction they work, which union they must notify when starting to work or nearest Local Union. They shall receive the wage rate highest in either of the two locals and shall pay dues to their home locals.

Section 9. All operations outside the chartered jurisdiction of trade agreement radius of our Local Unions shall be governed by the prevailing wage rate of the nearest Local Union of our craft, which Local Union shall be given preference in the supplying of labor, which in all instances shall be performed by members of the International Association of Heat and Frost Insulators and Asbestos Workers.

Section 10. Local Unions must prohibit contracting, sub-contracting, lump work, or piece work in our trade under penalty of charter revocation.

Section 11. Local Unions shall incorporate in trade agreements the several principles as declared, enacted and adopted by the International Association in Convention assembled.

Section 12. Local Unions can only declare strike action after special meeting called for said special order, so decides by two third (2-3) vote in secret ballot.

Section 13. Local Unions shall use all honorable means to make the eight-hour work day universal and advance the Saturday half-holiday.

Section 14. The first Monday in September (Labor Day) of each year is hereby set apart as a national holiday for members of this Association, on which day they shall work only in special cases of emergency.

ARTICLE XIII.

BY-LAWS.

Section 1. The business of Local Unions shall be conducted by the following officers: President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, three Trustees, Executive Board of five members Sergeant-at-arms, and Business Representative. The President and Business Representative must be members who have applied heat or frost insulating materials for at least five (5) years in our trade.

Section 2. In order to be eligible for the position of Local Union President or Business Representative, a member must have worked as a Mechanic for at least one year and shall have been a member of said Local Union for at least two (2) years.

Section 3. Local Unions shall hold at least one meeting monthly to transact business. All initiation fees, assessments, fines, dues, and other monies shall be paid at these meetings, which shall be held at the regular place of meeting or such other place as designated by the President and of which due notice is given the membership.

Section 4. Should any question come before a Local Union on which the International Constitution and By-Laws are silent or not

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clearly defined, it shall immediately be referred to the International Secretary for decision. Such decisions shall be inserted in the local minute book for reference.

Section 5. No member shall be allowed to vote on any question unless he is present at the meeting of his Local Union and is in good standing. At no time shall a member not in good standing be allowed to attend meetings or have voice at same if there be objection by one (1) member in good standing.

Section 6. Should an officer engage in business as employer or act as shop foreman, superintendent or agent, he shall forfeit his office and be given withdrawal card. In case of resignation, death or disability of an officer, his office shall be filled at the next regular meeting.

Section 7. An officer absenting himself from three consecutive meetings without reasonable excuse shall have his office declared vacant and his successor shall be elected.

Section 8. Newly elected officers shall be obligated as soon as elected, and shall take the following obligation:

"I, ...do solemnly pledge my honor as a man, that I will faithfully discharge the duties of the office to which I have been elected in this Local Union, and that I will support the Constitution of the Internatiional Association and its By-Laws and I will enforce the same to the best of my ability, without prejudice or partiality."

Section 9. Obligation for newly elected members:

"I, ...do solemnly swear on my honor as a man, to uphold the Constitution and By-Laws of Local Union No..... and carry out its just demands, and do all in my power to aid and assist my fellow members."

ARTICLE XIV.

LOCAL UNION OFFICERS.

Section 1. The President shall preside and preserve order at all meetings, sign all orders on the Treasurer authorized by the Union, and perform all other customary duties pertaining to his office. He shall be an ex-officio member of all boards and committees with a voice without vote.

Section 2. The Vice-President shall, in the absence of the President, perform all duties appertaining to the latter's office.

Section 3. The Recording Secretary shall keep a correct record of the proceedings of the Union and attest all orders signed by the President and Financial Secretary. He shall be the custodian of the archives and seal of the Union, and shall read all communications received for the Union at its meetings. As statistician he shall communicate and gather information relating to wages and working hours and the labor movement in general. He shall receive such compensation or salary as the Union may determine.

Section 4. The Financial Secretary shall receive and keep a correct record of all moneys paid into the Local Union, shall issue all warrants for moneys ordered paid, and pay over all moneys to the Treasurer at the close of each meeting, and receive receipt for same. He shall enter in his book all dues and payments made, and issue cards to members. He shall also act in the payment of strike and lock-out benefits.

Section 5. The Financial Secretary of each Local Union shall, each quarter, forward to the International Secretary-Treasurer a statement as to number of members at the commencement of quarter, the names of new, withdrawn, suspended, lapsed or expelled members. He shall also submit a yearly report. He shall forward to the General Office a monthly report stating the condition of the trade in his locality. A copy of statements to the General Office shall be filed by the Local Union.

Section 6. The Financial Secretary or Treasurer may act as Trustee, but only as ex-officio member, of an Auditing Committee.

Section 7. The Treasurer shall receive and receipt for all money paid to him by the Financial Secretary, and disburse the same upon the order of the Local, duly signed by the President and Finanical Secretary, attested by the Recording Secretary, with the seal thereon. He shall keep account of all moneys received and expended and produce treasury books, cash books and all other securities whenever called upon by the Trustees to do so and shall deposit all moneys or fund in such bank as the Local Union may designate. He shall furnish such bonds as the Local Union may require, and receive such compensation as the Local Union may determine.

Section 8. Local Unions shall elect or appoint an Executive Board of five (5) members at the time they elect officers, who shall meet at least monthly. The Executive Board is empowered to at all times comply with the directions of the Executive Board of the International Association as provided in this Constitution and By-Laws.

Section 9. Local Unions shall elect three (3) Trustees who shall have general supervision over all funds and property of the Local Union, examine and approve all officer's bonds and keep in their possession all property of the Local Union not otherwise provided for; they shall see that Local Union funds are properly deposited and shall sign no orders for withdrawal of said funds unless

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authorized by motion of the Local Union. The Trustees shall, when required by decision of the International Association or Local Union meeting, deliver all moneys, checks, or other property in their possession to persons designated by the International Association or Local Union to receive same.

Section 10. Sergeant-at-Arms shall examine all cards and see that all present at meeting are entitled to remain and report his findings to the chairman. He shall conduct candidates through the initiation ceremony and he shall be furnished assistance when neccessary, by chair appointment.

Section 11. Local Unions shall decide all questions of parliamentary nature in accordance with Robert's Rules of Order.

ARTICLE XV.

TRIALS.

Section 1. Charges against member must be signed, submitted and read at a regular meeting of Local Union. The accused may copy same. He must appear for trial on date set by the Presiding Officer and the trial shall proceed unless adjourned by a two-thirds (⅔) vote of members present. A two-thirds (⅔) vote of members at any meeting can suspend a member pending trial, when in their opinion, the nature of the case demands it.

Section 2. The Executive Board shall sit as the trial jury. Three of them, at least, must be present and acting in order that a trial may proceed. Only Executive Board members that sit at a trial can vote to find verdict. Verdicts are final, binding and are not debatable.

Section 3. The Presiding Officer of the Local Union meeting shall sit as trial judge and decide all points that call for decision.

Section 4. Each party to the dispute may be represented as counsel by any member in good standing.

Section 5. It shall take a majority vote of the trial jury to return a verdict.

Section 6. Appeals for rehearing or new trials may be made within four weeks after verdict to the Local Union Executive Board, who shall consider the reasons advanced and grant or deny appeal.

Section 7. Any statement made to Local Union Executive Board or at trial must be reduced to writing and sworn before notary, upon request. Should a member refuse this request, he stands suspended until he complies.

Section 8. A member proven to have presented charges against a fellow member for the purpose of malicious injury shall be fined or expelled.

Section 9. A member can be expelled only for a trade law or trade agreement violation, and in no case without trial in manner as outlined by International Constitution and By-Laws. Expelled members can only re-offiliate with the International Association by gaining consent of the Local Union that expelled them.

Section 10. A member at issue with a Local Union for any cause may, after exhausting all Local Union By-Laws or Constitutional clauses in an effort of redress, appeal to the International Executive Board in writing.

Section 11. Any party to a trial by International Executive Board may appeal its finding to the following Convention, whose action, if any be taken, shall be final.

Section 12. Charges of an inter-Local nature shall be heard by an International officer, who shall give decision or impose penalty as the case may be.

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The Committee on Finance then reported as follows:

October 5, 1922.

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

We, your Finance Committee after carefully examining the books of the Secretary-Treasurer, report the following receipts and expenditures for the past three years as follows:

TOTAL RECEIPTS FOR THE YEAR BEGINNING		
Oct. 1, 1919 to Sept. 30, 1920	$15,372.77	
Oct. 1, 1920 to Sept. 30, 1921	30,032.72	
Oct. 1, 1921 to Sept. 30, 1922	20,825.11	
TOTAL THREE YEARS RECEIPTS	66,230.60	
Balance on Hand, Sept. 30, 1919	5,056.42	
Total		$71,287.02
TOTAL EXPENSES FOR THE YEAR BEGINNING		
Oct. 1, 1919 to Sept. 30, 1920	$15,440.06	
Oct. 1, 1920 to Sept. 30, 1921	32,629.13	
Oct. 1, 1921 to Sept. 30, 1922	14,192.17	
TOTAL THREE YEARS EXPENSES		$62,262.16
Balance on hand, Sept. 30, 1922		$ 9,024.86

Respectfully submitted,

FINANCE COMMITTEE

HENRY H. HOLLAND,
GUS SCHMITTER,
HENRY J. OLIVER.

The report was upon motion adopted.

The Committee on the Executive Board Report then reported as follows:

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

Greeting: We, the Committee on the Executive Board beg to report that the report be received and their actions therein approved.

Respectfully submitted,

M. M. PERKINS,
FRANK JOHNSON,
CHARLES A. MADDEN.

The Report was upon motion adopted.

Adjournment was taken at 5 p. m.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

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FRIDAY, OCTOBER 6, 1922

The convention was called to order by President Mullaney at 9:30 a. m. Roll call showed all delegates in attendance.

A communication from Local No. 14, Philadelphia, was read requesting the revocation of the Honorary membership card held by Arthur G. Hawes, Brother George Brum, the privileged delegate of Local No. 14, Philadelphia, made a further request, after which upon motion, the Honorary membership card of Arthur G. Hawes was revoked

The Committee on Grievance and Appeals then presented its findings to the Convention

Oct. 4, 1922.

RESOLUTION No. 1

The committee reported that "your committee finds that Local No. 31 of Providence has failed to substantiate its charges against Local No. 6, Boston, specifically but that the general condition complained of in New England territory is in a great degree due entirely to the failure of the New England Joint Conference Board. Your committee trusts that the near future finds the Board re-established on a firm financial basis and functioning as of old."

On the appeal of Local No. 16 of San Francisco, the Committee reported that "the entire subject matter be referred to the General Executive Board for final disposition."

On the charge of Local No. 2, Pittsburgh, against Brother Joseph Meredith, of Local No. 35, Youngstown, the committee recommended "that they be referred to the General Executive Board for investigation and decision."

On the charges of several against various members of Local No. 14 of Philadelphia, the committee recommended "that they be referred to the General Executive Board for investigation and action."

On the grievance of Local No. 2, Pittsburg, against Local No. 4, Buffalo, for the alleged failure to pay railroad transportation of Brother William Kane, the committee reported that "we can not find any law covering the subject matter and recommend the dismissal of the appeal."

On the charges preferred by Local No. 34 of Minneapolis against Brother Ben Eck of Duluth Local No. 52, for violation of trade law, the committee recommended "that they be referred to the General Executive Board for investigation and decision."

On the charges preferred by Local No. 27, Kansas City against Brothers Watson and Wardman of Local No. 17, the committee reported "that they be referred to the General Executive Board for investigation and decision."

The report of the Committee as a whole and as signed by the entire Committee, George Tyrol, John Sharkey, William Donahue and William McParland was upon motion adopted.

The subject of withdrawal card recognitions in cases where held in disbanded Local Unions was considered and the General Executive Board instructed as to future action in re same.

All committees were discharged with thanks of the Convention.

A rising vote of thanks was given the entertainment committee of Local No. 12 for the splendid way in which it had entertained the visiting delegates and their women folks.

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The nomination and election of officers was declared in order.

President Mullaney vacated the chair in favor of Vice-President Holland.

The name of Joseph A. Mullaney was placed in nomination for the office of President by Brother Thomas Curry of Local No. 12 and duly seconded. There being no other nominations, the convention instructed the Secretary to cast one ballot for the unanimous choice of Joseph A. Mullaney as President, after which he was declared elected for the ensuing term. President Mullaney resumed the chair.

Nominations for the office of Vice-Presidents was declared in order. The name of Henry Holland was placed in nomination by Brother McParland and duly seconded: The name of E. A. Johnson was placed in nomination by Brother John Lyons and duly seconded: the name of Henry Oliver was placed in nomination by Brother Edward Ellam and duly seconded. The name of M. M. Perkins was placed in nomination by Brother S. L. Rhodes and duly seconded, after which Brother Perkins declined the nomination. There being no further nominations it was moved and seconded that the Secretary be instructed to cast one unanimous ballot for Brothers Holland, Johnson and Oliver as Vice-Presidents which was done and the chair declared them elected.

Nominations for the office of Secretary-Treasurer were then in order. The name of Thomas J. McNamara was placed in nomination by Brother Gus Schmitter of St. Louis and duly seconded. There being no further nominations the President was instructed to cast one unanimous vote for Thomas J. McNamara and after doing so, declared him elected for the ensuing term.

The honor of installing the newly elected officers fell to the delegate representing the Local Union of smallest numerical strength and Brother Joseph Murtha of Local No. 69, Atlantic City, pledged the newly elected officers.

At this time, the convention of delegates stood in silent reverence as a token of remembrance of those Asbestos Workers who had departed this life since last we convened.

There being no further business appearing before the Convention, International President Joseph A. Mullaney declared the 12th Convention adjourned sine die.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

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GENERAL EXECUTIVE BOARD MEETING.

The General Executive Board was called to order at 9:30 a. m. Saturday morning, October 7, 1922, in the committee room at the Continental Hotel, New York City.

Present; Joseph A. Mullaney, Henry H. Holland, E. A Johnson, Henry J. Oliver, Thomas J. McNamara.

The references from the Convention were considered.

The Secretary was instructed to communicate with Locals No. 6, 31, 33 and 43, advising upon the immediate reorganization of the New England Joint Trade Conference.

The Board discussed the subject of mortuary fund and decided to investigate it further before definite action be taken.

The appeal of Local No. 16, San Francisco, for exemption from Boston strike assessment was considered and denied. The further appeal of the same Local for exemption from per capita tax payment during strike period was denied.

On the charges preferred by Local No. 2, Pittsburg, against Brother Joseph Meredith of Local No. 35, Youngstown, the Secretary was instructed to notify the proper official to present evidence in specific form for investigation and action.

The several charges against the Local No. 14 membership for various violations of trade law were considered and action deferred.

The Board instructed the Secretary to notify Local No. 34, Minneapolis, to present its charges against Brother Ben Eck of Duluth Local No. 52, in proper specific form for further investigation and decision.

The charges preferred by Local No. 27, Kansas City, against Brother Watson and Nordman of Local No. 17, Chicago, were considered. The Secretary was instructed to notify Local No. 27 to present its evidence in proper specific form for investigation and action.

The Board reviewed the Toronto situation and instructed the President as to possible future action in re same.

The Board reviewed the financial conditions of several affiliated Local Unions and instructed the Secretary and President as to the mode of procedure to employ in their future dealings with them, as regards arrearage.

The Board officially revoked the charters of the following Local Unions: No. 29, Des Moines, Iowa; No. 47, Spokane, Wash.; No. 48, Charleston, S. C.; No. 53, Jacksonville, Fla.; No. 56, Newport News, Va.; No. 57, Atlanta, Georgia; No. 58, Mobile, Ala.; No. 63, Ottawa, Canada: No. 68, Port Arthur Texas.

The Board instructed Vice-President Oliver in connection with certain labor procedure at Cleveland, Ohio.

The Board fully discussed, came to an understanding and instructed President Mullaney and Vice President Johnson as to the putting into effect the provisions of Resolution No. 8.

The Board donated $25 (twenty-five dollars) to the striking Textile Workers.

No further business appearing before the Board an adjournment was taken at 1:30 p. m.

Respectfully submitted,

Thomas J. McNamara

Secretary-Treasurer.

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THOMAS J. McNAMARA

Re-elected International Secretary-Treasurer

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The Asbestos Worker

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

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THOMAS J. McNAMARA
Secretary-Treasurer
Room 803, United Home Bldg.
St. Louis, Mo.

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Vol. 4 OCTOBER, 1922 No. 1

CONVENTION SIDE LIGHTS.

The Twelfth Convention established a record through not having an angry word spoken or personal remark passed at any time during its sessions.

The minutes of the Twelfth Convention show what progress means when compared with the minutes of the Eighth Convention. Time does move. Ten years tells its own tale of our trade.

Delegates Nielson, Neary, McNamara and Mullaney were the only delegates at New York in 1922 who attended the 1912 Convention at the same city.

The delegates sure did enjoy themselves at the Hippodrome's "biggest" show. As one delegate remarked, "You could put our home town theater in that water tank."

You will have trouble picking out "Murth" in the official convention picture. Even his closest friends will hardly know him. He forgot to take a chew of tobacco before being "snapped."

The delegates learned what the "American standard of living" was NOT like while riding through the Ghetto of the lower east side on the sight seeing trip.

Many a fish story will be told after the delegates arrive home. And all as true as Gospel. All hands visited the Aquarium, or "fish theatre," at New York's famous Battery.

It was a new and novel sensation for the "Insulators" to eat their way down a swell menu card while being "cabareted" by pretty girl performers walking around the tables. But Broadway is Broadway, and "you might as well see it right" said the Local 12 Entertainment Committee.

At least a few of the delegates learned there is more to a Convention than a "joy ride." A few of the committees certainly worked "over time."

The committee on grievance and appeals settled a few "kicks" that are not recorded in the minutes by bringing the loggerhead locals together by a common sense talk in the committee room.

While it could not be truthfully said that the atmosphere around the convention was anything like "wet" it did seem that a few of the delegates rooms were slightly damp on one or two occasions.

Chairman Holland and his Finance committee drew the toughest consignment of the Convention. Turning over every voucher bill and pay check that went through the General Office during the last three years, was no cinch. The committee was greatly assisted by the use of the adding machine so kindly loaned by the Burroughs Adding Machine Company, whose machines we have installed at the General Office in St. Louis.

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You have to hand it to Houston for being represented. Its delegate past through many so-called "big cities" that failed to show at the Convention.

Delegates Rhodes and Donahue engaged in a story telling contest one evening. The bunch who enjoyed it declared honors even. They both sprung a few new ones.

A couple of delegates from a certain city were "shown" by paying a check for $5.75 for two bottles of ginger ale in the famous "boardwalk" on Broadway. Somebody has to pay for the "white lights."

Old "Pop" Curry certainly made a hit with the delegates. His old time expressions and trade lingo were both educational and entertaining. "Pop" has seen a few come and go in the game. He is one of the fast dwindling ranks of staunch trade unionists of the old school.

Some of the "first time" delegates forgot to present a few resolutions they intended to introduce. A quiet talk with some of the old timers made them think along new lines. Its hard to reach the moon in one jump.

ATTENTION

The new trade law allows TWO (2) members of a local (MECHANIC AND IMPROVER) to work on any operation within the jurisdiction of another local.

Mechanics going on out-of-town work must notify the nearest local before STARTING the job.

Applicants for Improver's card must be between the ages of 18 and 25 in addition to understanding, reading and writing the ENGLISH LANGUAGE.

THE SCAB

Wherever the bitter fight is on
For life against human greed;
When the workers rally ere hope is gone
That nerves for the valiant deed.

When the price is paid for in silent pain,
In want and nameless dread.
And victory near, then scabs sneak in
Like ghouls that rob the dead.

They pluck from a vine they did not prune,
They reap where they have not sown,
With a canting look and a craven heart,
And a soul that is not their own.

In a darker age when the world was young,
This jackal human grew,
Skulked in the rear while the fight was on,
And preyed on the valiant few.

They snatched the bone from the woman's hand,
And snarled at a hungered child,
Till the heroes were driven from our land,
And earth's gardens became a wild.

And ever and ever, where human greed
Holds the human race in thrall,
The fight will be fought by a noble few
And the victory shared by all.

Then falter not till the fight is won;
There are only your fears to dread;
Though cowards skulk and scabs sneak in,
Like ghouls that rob the dead.

—The West Virginia Federationist.

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CORRESPONDENCE

Cleveland, Ohio, Oct. 15, 1922.

Mr. Thomas J. McNamara,
Dear Sir and Brother:

At our Executive Board meeting held in New York City, I was officially instructed to represent our craft at the conference of the Building Trades Representative at the Hotel Winton, Cleveland, at 2 p. m. October 12 and Saturday, October 14 at 10 a. m.

And wish to state that I did pledge myself to uphold the jurisdictional award as all those present did the same.

And wish to state that all crafts are pulled off the new Federal Reserve Bank Bldg., in forcing the jurisdictional award (including the Asbestos Worker) at 12 o'clock, Saturday, October 14.

I also wish to inform you which crafts were present at the meeting.

John Donlin as Chairman.

Plasterers, represented by Peter Cook; Lathers, represented by McSorley; Electric Workers, represented by McIntyre; Steamfitters and Plumbers, represented by Wm. Linn; Stone Cutters, represented by McDougal; Sheet Metal Workers, represented by John Hynes; Painters, Iron Workers and Engineers were also represented. The Roofers and Granite Cutters assured the meeting their support, as did the Bricklayers, who are in convention.

Hoping this meets with your approval.

Fraternally yours,

HENRY J. OLIVER
Vice-President.

Dallas, Texas, Oct. 2, 1922.

Thos. J. McNamara,
803 United Home Bldg.,
St. Louis, Mo.

Dear Sir and Brother:

We have not succeeded in getting Mr. R. E. Vanhagel, formerly a member Birmingham, Ala. Local, or the Ehert Co. of Philadelphia, signed up, who is executing a contract on the Ft. Worth Power Light Plant, Ft. Worth, Tex., who is using non-union help.

We, Local No. 21, at regular meeting, Sept. 26th, voted to declare both parties unfair, and ask that you publish same in next Journal issue.

Yours fraternally,

A. J. ESSARY,
Sec. Local No. 21.

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In Memoriam

To achieve the esteem of your fellow workers is a worthy goal. In the death of D. N. Murray, Local No. 17 has lost a member who has been true and faithful to the end, and has reached that goal of high esteem. Brother Murray was a member for many years and a credit to the craft.

To the surviving members of his family we extend our condolence.

J. F. GRADY,
Recording Secretary, Local No. 17.

In Memoriam

Whereas, It has pleased the Almighty to remove from our midst our esteemed Brother John Shearn, and,

Whereas, We mourn the loss of one who in life was a true friend and a credit to his organization.

Be It Resolved, That the members of Local No. 1, Asbestos Workers of St. Louis, keenly feeling their loss, hereby tender to the bereaved family their heartfelt sympathy and condolence in your hour of bereavement and be it further

Resolved, That these resolutions be spread upon the minutes of this meeting and a copy sent to the International Secretary for publication in the Official Journal.

GUS SCHMITTER,
Secretary, Local No. 1.

In Memoriam

Whereas, It has pleased the Almighty to remove from our midst our esteemed Brother John H. Coote, and,

Whereas, We mourn the loss of one who in life was a true friend and a credit to his Organization,

Be It Resolved, That the members of Local No. 4 Asbestos Workers of Buffalo, N. Y., keenly feeling their loss, hereby tender to you and the rest of the family their heartfelt sympathy and condolence in your hour of bereavement, and be it further

Resolved, That these resolutions be spread upon the minutes of this meeting and a copy sent to the International Secretary for publication in the Official Journal.

CHARLES C. RICE,
Secretary, Local No. 4

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In Memoriam

Whereas, It has pleased the Almighty God in His infinite wisdom and mercy to remove from our midst by Death, Bro. W. J. Moore, and,

Whereas, We mourn the loss of one who in life was a loyal member of Organized Labor and a credit to his Craft of which he held the office of President, be it

Resolved, That we extend to his bereaved family and relations our heartfelt sympathy in this, their hour of bereavement, and bow our heads in reverence to an all wise Father. His wonders to perform and say (Thy Will be Done), be it further,

Resolved, that these Resolutions be spread upon the minutes of this meeting and a copy be sent to his relatives and a copy to the International Secretary, for publication in the Official Journal, be it further

Resolved, That the Charter of this Local be Draped in Mourning for a period of Thirty Days.

L. S. PENNINGTON,
Portsmouth, Va.
Secretary No. 9.

In Memoriam

Whereas, It has pleased the Almighty to remove from our midst our esteemed Brother William A. Scott, who was a loyal member and supporter of this Organization, and a credit to our craft, and,

Whereas, This Local desires to express its deep sorrow upon his death, be it

Resolved, That the members of Local No. 14, International Association of Heat and Frost Insulators and Asbestos Workers, keenly feel their loss, and do hereby tender to his family their heartfelt sympathy and condolence, in this their hour of bereavement, and be it further

Resolved, To drape the Charter of this Organization for a period of thirty days, and that these Resolutions be spread upon our Minutes, and a copy sent to his bereaved family, and to the International Secretary for publication in the Official Journal.

CHAS. H. TAYLOR,
Secretary, Local No. 14.

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The following are the members who have been Lapsed, Suspended and Expelled:

LAPSED FOR THE NON-PAYMENT OF DUES

Reg. No.
4038 Paul Paulson, Boston, Mass.
1560 J. Dermody, San Francisco, Cal.
2262 Thomas Gould, San Francisco, Cal.
2042 Frank Gould, San Francisco, Cal.
2889 A. E. Goulet, San Francisco, Cal.
1570 W. Hammers, San Francisco, Cal.
1571 J. Johnson, San Francisco, Cal.
882 V. Jeafert, San Francisco, Cal.
2038 Frank Lowe, San Francisco, Cal.
4028 C. Lawson, San Francisco, Cal.
2255 F. McMahon, San Francisco, Cal.
2917 Jos. McFarlane, San Francisco, Cal.
1576 W. Matthews, San Francisco, Cal.
1378 E. Meloche, San Francisco, Cal.
2257 W. Pettit, San Francisco, Cal.
4301 Roy Padfield, San Francisco, Cal.
2302 P. Williams, San Francisco, Cal.
3777 W. Weinstein, San Francisco, Cal.
3135 A. M. Willey, San Francisco, Cal.
1666 Leo Streithorst, San Francisco, Cal.
1505 P. J. Donwoodie, New York City, N. Y.
1098 A. B. Kresic, New York City, N. Y.
2737 T. Kremunich, New York City, N. Y.
3979 Fred Land, New York City, N. Y.
1133 A. Mundy, New York City, N. Y.
1236 Wm. P. Gray, New York City, N. Y.
1239 Jas. Murphy, No. 2, New York City, N. Y.
3962 D. J. Walsh, New York City, N. Y.
1100 S. Zorevick, New York City, N. Y.
1198 M. Barichievich, New York City, N. Y.
4099 John Davis, New York City, N. Y.
4351 Herman Bockstahler, New York City, N. Y.
4357 J. W. Dickinson, New York City, N. Y.
2738 A. F. Muller, New York City, N. Y.
4199 Eugene Moran, New York City, N. Y.
1216 John Culhane, New York City, N. Y.
1001 Frank Kubiak, New York City, N. Y.
2978 Edward Lanigan, New York City, N. Y.
1260 S. Thomas, New York City, N. Y.
4386 Randolph A. Douglas, New York City, N. Y.
1235 Arthur Ackerson, New York City, N. Y.
4195 L. Conkling, New York City, N. Y.
4295 Frank Hawthorne, New York City, N. Y.
1231 Lawrence P. Babich, New York City, N. Y.
4238 James Joy, New York City, N. Y.
1275 J. Vadopia, New York City, N. Y.
1091 A. Kinzinger, New York City, N. Y.
1261 Stanley Kljuich, New York City, N. Y.
3867 Albert Wells, Los Angels, Cal.
2820 W. J. Miller, Los Angels, Cal.

Reg. No.
3211 James Dunham, Los Angeles, Cal.
2848 F. T. Dunham, Los Angeles, Cal.
701 W. E. Johnson, Toledo, Ohio.
2263 H. Sheridan, San Francisco, Cal.
4389 A. R. Misner, Montreal, Canada.
4130 Arthur King, Syracuse, N. Y.
4072 James Morse, Syracuse, N. Y.
2715 Lee Harrison, Minneapolis, and St. Paul.
4147 Walter L. Kutscheid, Minneapolis and St. Paul.
763 B. Murphy, Philadelphia, Pa.
769 Chas. Ritchie, Philadelphia, Pa.
803 Webster Carhart, Philadelphia, Pa.
812 Emmett Coll, Philadelphia, Pa.
1918 John Cunningham, Philadelphia, Pa.
2418 Chas. J. Cahoone, Philadelphia, Pa.
780 Daniti Chester, Philadelphia, Pa.
670 C. Dort, Philadelphia, Pa.
2205 Frank M. Doyle, Philadelphia, Pa.
1896 Wm. Hauber, Philadelphia, Pa.
2902 J. Heck, Philadelphia, Pa.
4508 C. Arthur Hawes, Philadelphia, Pa.
3888 Elmer J. Head, Philadelphia, Pa.
2901 Walter Jennings, Philadelphia, Pa.
3390 Russell Knight, Philadelphia, Pa.
2343 Charles Murphy, Philadelphia, Pa.
4483 Gustave Murphy, Philadelphia, Pa.
2481 Marshall McIntyre, Philadelphia, Pa.
3308 Harry C. Nagle, Philadelphia, Pa.
1893 Herman Silvers, Philadelphia, Pa.
850 Garfield Simpson, Philadelphia, Pa.
4493 Wm. H. Spears, Philadelphia, Pa.
4494 C. A. Stewart, Philadelphia, Pa.
1625 W. Trexler, Philadelphia, Pa.
2782 W. B. Woodward, Philadelphia, Pa.
2028 Alex. Ketchen, Minneapolis and St. Paul.

SUSPENDED

Reg. No.
234 Chas. Manson, Boston, Mass.
3804 James Hunt, Boston, Mass.
269 John C. White, Boston, Mass.
3311 Carl J. Person, Boston, Mass.
1813 Olf. Olson, Chicago, Ill.
212 Martin Hendrickson, Boston, Mass.
3619 Thomas H. Quinn, Buffalo, N. Y.
3963 Edger Lindstroh, Boston, Mass.
852 Herman Hanson, Boston, Mass.

EXPELLED

Reg. No.
2028 Alex. Ketchen, Minneapolis and St. Paul.

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HELL IS AN "OPEN SHOP"

By James Folan

Don't be a quitter when you're in the right,
But battle for justice with all your might!
Don't be awed, bullied, quelled, or cowed,
Because it is easy to follow the crowd.
If you stand to be robbed some, and do not protest
The robbers will be back after the rest!

If you stand for low wages and long hours
And obey all commands of the capitalist powers,
They will grind you down to a chattel slave
And bury you in a pauper's grave!
Don't be a quitter who runs with the pack
That's doomed to be tortured and sweat on the rack!

Don't be a quitter who fears the foul lies
Of the prostitute press that all should despise,
Don't be a coward who obeys the command:
"Take this sword and bomb in hand;
"Go disembowed and slap your toiling brother,
"And break the heart of a loving mother!"

Don't be a quitter who fears kicks and blows,
  Or you will be burdened with much greater woes!
Every lick, every blow you receive and revere
  Will encourage your master to be more severe;
  Be a man, stand erect, and go to the bat—
And fight for your right at the drop of the hat!

If you're always ready to go to the bat
And fight for your right at the drop of the hat,
You will need have no fear of the big "superman"
  Who is linked up with Hell in the "open-shop" plan;
  Tell him to go where all such plans stop:
To the depths of Hell—it's an "open shop."

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General President's Report

Elmhurst, L. I., October 10, 1922.

Greeting.

The activities of your President during the past quarter began at Philadelphia to which city he was called by the Executive Board of Local 14 in the matter of trade agreement. Your President disapproved a form of trade agreement previously discussed and accepted by both the local committee and the representative of the Employers. This agreement contained the "work for us only" and the "no strike" clauses. Then came the regular meeting of the local at which your President tried to awaken the union spirit that once moved the membership. This meeting finally resolved itself into a general reorganization with definite time payments of more than reasonable amount for all who wish to reaffiliate. Buffalo came next and a conference with Vice-President Rice after which Cleveland was visited and a meeting of Local 3 attended, at which nothing outside the ordinary routine developed. Then on to Pittsburgh and a conference with the trade agreement committee at which time a meeting with the Employers could not be arranged due to the absence of their chairman from the city. There was and at this writing still are at least two clauses in the agreement printed by the employers that are not in strict accordance with the settlement understanding and will have to be rectified before gaining the approval of the International. The next stop was Youngstown, where a meeting of Local 35 decided to in future conduct its business on a more secure financial basis and at which new officers were temporarily appointed pending an audit of the books. Toledo was next in line and a meeting of Local 45 at which all "dead wood" was lopped off the books and the financial ledger balanced on a strict business basis. On the occasion of this visit your President also attended a conference of International officers on the general Toledo Building Trades situation. Then on to Chicago and the conference of International officers representing the Building Trades that gathered to consider the Landis Award. Your President acted as Secretary for this conference with after hearing the representatives of the Building Crafts in open meeting, reading and studying the original general arbitration agreement as well as the separate Local Union addenda attached thereto come to the decision that the Landis Award should and must be recognized, and lived up to in letter and spirit by the trades that agreed to arbitration. There was no other course to pursue. When a Local Union agrees to arbitrate and gets the worst of a decision, it can not afford to run away from it or do the cry baby act. It must be lived up to no matter how much it hurts. Boston was the next city visited, where your President conferred with Vice-President Johnson and also attended a meeting of Local 6 at which the usual routine business was transacted. The next stop was New Haven and attendance at the regular meeting of Local 33 at which nothing worthy of mention developed. Then to Washington and a conference of an executive nature at the Building Trades Department after which a meeting of Local 24 was attended, where a committee was named to investigate the Employers charges against a member in which estimating and contracting

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was alleged. Then came the New York State Federation of Labor Convention at Poughkeepsie at which your President represented the Asbestos Workers of the state. They needed it as the only local represented was 12 of New York City. Then to Philadelphia where a meeting of Local 14 was attended after which a conference with its Executive Board was held on trade matters. Then to Washington, and a conference at the Building Trades Department that was of an executive nature. Buffalo came next in line, where somehow your President failed to make connections with Vice-President Rice as per written advance notice of arrival. Then to Detroit and the reorganization meeting of Local 25 that fixed liberal terms for all who wish to reaffiliate within a six week period. Then on to the General Office at St. Louis, where Convention details were arranged with the Secretary-Treasurer. The next drop off was at Cleveland, where a conference was held with Business Agent (now Vice-President) Oliver on jurisdictional issues on certain local operations. Then came the convention at New York City which more than reached the expectations of your President as to numbers. It proved to be a harmonius and progressive gathering. The minutes of proceedings including the resolutions are to be found printed in full elsewhere in this edition of the Journal. The newly adopted constitution and by-laws will be to hand in book form within the month. It shows the new trade law differing considerably from the old. Read it. Study it. Learn it.

Fraternally,

Joseph A. Mullaney

President.

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GENERAL OFFICERS

President—Joseph A. Mullaney..... .....15 Benham St., Elmhurst, Long Island, 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—Henry J. Oliver ... . 1371 W. 89th St., Cleveland, Ohio
Secretary-Treasurer—Thomas J. McNamara. 803 United Home Bldg., St. Louis, Mo.

LOCAL UNION OFFICERS

Local No. 1—St. Louis, Mo.—Thomas J. McNamara, President .. 1717A Elliot Ave.
Gus. Schmitter, Secretary, 4150 W. Penrose
Meetings, First and Third Tuesdays, at T. M. A. Hall, 1000 N. Grand Ave
General Office, 803 United Home Bldg.

Local No. 2—Pittsburg, Pa.—M. F. McParland, President—
1318 Singer Place, Wilkensburg, Pa.
Jos. F. Schatzel, Secretary, 142 Lanark St.
Meetings, Second and Fourth Mondays, at Moorehead Hall, Second and Grant St.
General Office, Room 5, Labor Temple

Local No. 3—Cleveland, Ohio—C. Harp, President..... 880 E. 73d St
Henry Oliver, Secretary, 1371 W. 89th St.
Meetings, First and Third Mondays, at 2450 E. 9th St.
General Office, 2450 E. 9th St.

Local No. 4—Buffalo, N. Y.—Frank G. Hawley, President.. ....149 Madison St.
Charles C. Rice, Secretary, 51 Alexander Place
Meetings, Second and Fourth Wednesdays, at 48 W. Eagle St.

Local No. 5—Los Angeles, Calif.—Chas. H. Patterson, President .....765 San Julian St.
Guy De Pledge, Secretary, 766 San Julian St.
Meetings, First and Third Wednesdays, at Labor Temple, 540 Maple Ave.

Local No. 6—Boston, Mass.—John W. Lyons, President..... 278 Maverick St.
C. S. Coughlin, Secretary, 386 Harrison Ave.
Meetings, First and Third Thursdays, at 386 Harrison Ave.
General Office, 386 Harrison Ave.

Local No. 7. —Seattle, Wash. —C. S. Conk, President .. .. 1307 13th Ave., South
R. B. Green, Secretary, 1915 1st Ave.
Meetings, Second and Fourth Tuesdays, at Union Record Bldg., 1915 1st Ave.
Send all mail to Union Record Bldg.

Local No. 8—Cincinnati, Ohio—A. Ernst, President..... .....1765 Pulti St.
M. M. Perkins, Secretary, 1741 Courtland Ave., Norwood, Ohio.
Meetings, First and Third Tuesdays, at 1313 Vine St.

Local No. 9—Norfolk and Portsmouth, Va—Wm. Hughes, President. .....
L. S. Pennington, Secretary, 1504 Lecki St.
Meetings, First and Third Tuesdays, at Labor Temple.

Local No. 10—New Orleans, La.—W. C. Davis, President.....
P. J. McGinnis, Secretary, 2429 Annunciation St.
Meets the Second and Fourth Mondays, at Benevolent Knights of America Home.

Local No. 11—Baltimore, Md.—John Meyers, President.....1743 Gorsuch Ave.
S. Mohsberg, Secretary, 225 N. Monroe St.
Meets Second and Fourth Fridays, at Cockey's Hall, Biddle St., Greenmount Ave.

Local No. 12—New York, N. Y.—Thomas J. Curry, President.....65 Bank St.
John F. Lalor, Secretary, 230 E. Fifty-eighth St.
Every Thursday, at 230 E. 58th St.
General Office, 230 E. Fifty-eighth St.

Local No. 14—Philadelphia, Pa.—William Monteith, President..... 1931 McKean St.
Chas. H. Taylor, Secretary, 321 N. Front St., Camden, N. J.
Meetings, First and Third Tuesdays, at 924 Walnut St.

Local No. 15—Winnipeg, Canada—Robert Woods, President. .....355 Jarvis Ave.
J. Watts, Secretary, 335 Trent Ave., E. Kildonan
Meetings, Second and Fourth Thursdays, at Labor Temple.

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Local No. 16—San Francisco, Calif.—P. Makowski, President ..... 2535 Bryant St.
Edward A. Dwyer, Secretary, 526 Ashbury St.
Meetings, First and Third Wednesdays, Building Trades Temple, 14th Guerrero St.

Local No. 17—Chicago, Ill.—Chas. Whittier, President ..... 967 E. 61st St.
J. F. Grady, Secretary, 670 Blackhawk St.
Meetings, First and Third Tuesdays, at 180 W. Washington St.
General Office, 326 River St., Room 407

Local No. 18—Indianapolis, Ind.—C. H. Lavender, President ..... 1021 Ewing St
Wm. Feier, Secretary, General Delivery, Bedford, Ind.
Meetings, Second and Fourth Wednesdays, at 107 S. Capitol Ave.

Local No. 19—Milwaukee, Wis.—Otto Quandt, President ..... 1487 2nd St.
Ed. Lueders, Secretary, 1113 3rd St.
Meetings, First and Third Fridays, 808 Walnut St.

Local No. 20—Toronto, Canada—R. Maynes, President ..... 592 Gerrard St
R. Baird, Secretary, 44 Hayden St.
Meetings, Second and Fourth Friday, at Labor Temple.

Local No. 21—Dallas, Texas—O. C. Stewart, President ..... Labor Temple
P. O. Purtell, Secretary, 317 S. Fleming.
Meets Second and Fourth Tuesday, at Labor Temple.
General Office, 213 W. 8th Dalbs.

Local No. 22—Houston, Texas—Thos. B. Reed, President ..... 933 Allston St.
A. A. Stone, Secretary, 610 East 20th St.

Local No. 23—Montreal, Canada—Chas. Westlake, President ..... 856 Bordeaux St.
Arthur Hulley, Secretary, 118a Pacific Ave., Verdun.
Meets First and Third Wesnesdays, at Montreal Labor College, 70 Marce St.

Local No. 24—Washington, D. C.—W. E. Grant, President ..... 1222 New Jersey Ave
Clarence Carter, Secretary, 18 Rock Creek Church Road
Meetings, Second and Fourth Mondays, Typographical Temple.

Local No. 25—Detroit, Mich.—G. Marten, President ..... 9247 Quincy Ave
W. E. Coombs, Secretary, 5085 25th St.
Meetings, First and Third Mondays, at 1032 First St.
General Office, 55 Adelaide St.

Local No. 26—Rochester, N. Y.—Edward De Mallie, President ..... 1754 Lade Ave.
Geo. J. Abel, Secretary, Sea Breeze, N. Y.
Meetings, Every Tuesday, at 12 N. Water St.

Local No. 27—Kansas City, Mo.—Thomas Brown, President ..... 315 N. Kensington Ave.
J. H. Thompson, Secretary, 3017 Baltimore Ave.
Meetings, Second and Fourth Wednesdays, at Labor Temple.

Local No. 28—Denver, Colo.—C. A. Stroud, President ..... 3740 West 1st Ave.
J. A. Ahlstrom, Secretary, 3625 Stuart St.
Meetings, First and Third Mondays, Room 301, American Bank Bldg.

Local No. 30—Syracuse, N. Y.—Roy D'Arthany, President ..... 110 Burnet Ave.
Jos. M. Kieffer, Secretary, 208 Herbert St.
Meetings, First Sunday, Labor Temple

Local No. 31—Providence, R. I.—August Erickson, President, 60 Staddin St.—
Providence, R. I.
John Swanson, Secretary, 52 Redland Ave., Rumford, R. I.
Meetings, Second and Fourth Saturdays, at 98 Weybosset St. Hall 60. 9.

Local No. 32—Essex & Hudson Co.—Chas. Norton ..... 109 Fulton Ave., Jersey City, N. J.
Chas. J. Dugan, Secretary, 162 Carteret St., Glen Ridge, N. J.
Meetings, Second and Fourth Tuesdays, at 583 Summit Ave., Orpheum Bldg.
Jersey City, N. J.

Local No. 33—Connecticut—M. Ricor, President ..... 247 W. Hazel St., New Haven, Conn.
H. Schultz, Secretary, 77 Atwater St., West Haven, Conn.
Meetings, First and Third Saturdays, at Hotel Volk, New Haven.

Local No. 34—Minneapolis & St. Paul, Minn.—Alex Ketchen, President—
1311 Fifth Ave., South.
Fred H. Berkhahn, Secretary, Box 1524
Meetings, Second and Fourth Wednesdays, at 225 Fifth St., Richmond Hall.

Local No. 35—Youngstown, Ohio—Edwin Francis, President ..... 511 Ridge Ave.
E. D. Swan, Secretary, 213 Woodland Ave.

Local No. 36—Portland, Ore.—A. E. Graham, President ..... Multnomah, Ore.
W. Jeude, Secretary, 1005 Williams.
Meetings, First and Third Thursdays, at 300 Oregonian Bldg.

Local 38—Wilkesbarre, Pa.—Herbert Bressler, President ..... 46 Rutter St., Kingston, Pa.
Wm. Donahue, Secretary, 197 Madison St.
Meetings, Second and Fourth Saturdays, at Union Hall, E. Market St.

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Local No 39—Omaha, Neb.—J. H. Fortwangler, President.....3670 Paxton Blv'd
B. G. Schulz, Secretary, Bellevue, Nebraska.
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. 42—Wilmington, Del.—Wm. Alexander, President .....
John Rozell, Secretary, 1329 French St.
Meetings, Second and Fourth Mondays, at Labor Temple

Local No. 43—Springfield, Mass.—Chester Davis, President.....39 Larkspur St.
A. J. Lachance, Secretary, 255 New Bridge St., West Springfield, Mass.
Meetings, Second Monday, at 537 Main 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.....927 Coventry
Robt. G. Smenner, Secretary, 1626 Norwood Ave.
Meetings, First and Third Wednesdays, at Labor Temple.

Local No. 50—Tacoma, Wash.—George L. Morison, President.....P. O. Box 1361
Z. L. Wade, Secretary, P. O. Box 1361.
Meetings, Second and Fourth Thursdays at Building Trades Hall, 923½ Commerce St.

Local No. 51—Louisville, Ky.— W. Clark, President.....3202 W. Jefferson St.
Wm. J. Ramp, Secretary, 2116 Eddy St.
Meets First and Third Friday, at Union Labor Temple, 2nd and Market Sts.

Local No. 52—Duluth, Minn.—Thomas Thorstensen, President.....4832 Oneida St.
Jos. Jentoft, Secretary, 3618 W. 3rd St.
Meetings, First and Third Wednesdays, at 22 East 1st St.

Local No. 53—Jacksonville, Fla.—Merlin Bledsoe, President.....134 Schofield
Martin F. Warren, Secretary, 454 East First St.
Meetings, Third Thursday, at 134 Schofield St.

Local No. 55—Little Rock, Ark.—W. J. Steel, President.....4003 W. Fourteenth St.
R. G. Hites, Secretary, 317 Gaines St.
Meetings, Second Tuesday, at 112½ E. 7th St.

Local No. 64—Tulsa, Okla.—H. H. Hannon, President.....2726 E. Seventh St.
George Michaels, Secretary, 1612 E. Jefferson.
Meetings, First and Third Sundays, Court House.

Local No. 66—Akron, Ohio—Voly Hall, President.....14 N. Summit St.
G. L. Finn, Secretary, 14 N. Summit St.
Meets Second and Fourth Tuesdays, at Labor Temple.

Local No. 69—Atlantic City, New Jersey—L. Walters, Secretary.....123 N. Massachusetts

Local No. 70—Mare Island Ship Yard, Vallejo, Cal.—John Johnson, President—
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Frank Carver, Secretary, 123 Florida St.

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