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THE ASBESTOS WORKER

NOVEMBER :: 1926



SEMI-ANNUAL

Report of Executive Board

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The Sower

After the sower with the seed
What mightier being strides behind
Who from a fiery hand strews out
The elves of life upon the wind?

And every one becomes a slave
Laboring through earth from seed to sun,
Till the green pillar's thick with grain
And the long marvelous labor's done.

Ah, when the food is made for man,
The spirits that the scythe sets free;
Do they exult and do they fly,
Sower of life, again to thee?

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The Asbestos Worker

Volume Six - - - Number Seven

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The Official Monthly Journal of, and published by the International Association of Heat and Frost Insulators and Asbestos Workers

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Some members of Local No. 2, "on the job" for the Koppers Company, Alequippa, Pa.

Standing, left to right: D. E. Eger, foreman; Chas. Walton, F. W. Weber, Theo. Henry, H. Schoeler, J. S. Kramer, H. L. Klinger, M. F. M'Parland Sitting, left to right: P. Schaffner, P. Mulkerin, F. Kaltenbach, M. Sheehan, G. D. Haberfield, E. Wagner, G. Ryden.

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The Asbestos Worker

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

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E. A. Johnson, Editor and Publisher, 66 Walker St., West Roxbury

Volume V NOVEMBER, 1926 Number 7

Proceedings of the Executive Board Semi-Annual Meeting

THE General Executive Board held its first semi-annual meeting in accordance with the new Trade Law at the Benjamin Franklin Hotel, Ninth and Chestnut Streets, Philadelphia, Pa.

MORNING SESSION, MONDAY, SEPTEMBER 13

The Board was called to order at 9:30 a. m., Monday, September 13 by President Mullaney.

Board members answering roll call were: Mullaney, Holland, Johnson, Oliver, McNamara.

The communications were read and received.

The program for the session was scheduled.

Adjournment was taken at 12:30.

Respectfully submitted,

Thomas J. McNamara

Secretary.

AFTERNOON SESSION, MONDAY, SEPTEMBER 13

The General Executive Board was called to order at 2 p. m. by President Mullaney.

Board members answering roll call were: Mullaney, Holland, Johnson, Oliver, McNamara.

The Board gave consideration to the question of Trade Agreements as affecting certain Local Unions.

Adjournment was taken at 5 p. m.

Respectfully submitted,

Thomas J. McNamara

Secretary.

MORNING SESSION, TUESDAY, SEPTEMBER 14

The General Executive Board was called to order at 9:30 a. m. by President Mullaney.

Board members answering roll call

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were: Mullaney, Holland, Johnson, Oliver, McNamara.

Certain details and official printed forms for General Office use in connection with our suspended membership were adopted.

Adjournment came at 12:30.

Respectfully submitted,

Thomas J. McNamara

Secretary.

AFTERNOON SESSION, TUESDAY, SEPTEMBER 14

The General Executive Board was called to order at 2 p. m. by President Mullaney.

Board members answering roll call were: Mullaney, Holland, Johnson, Oliver, McNamara.

The Board heard the appeals of Brothers John Fleming and Joseph Schell against their penalizing by President Mullaney, after trial on charges preferred by Local 38, Wilkesbarre, Pa. Appearances: Brothers Fleming, Schell and Green, together with Business Agent Murtha, all of Local 14, Philadelphia, Pa., who gave testimony. Business Agent Ziegler of Local 38 also gave testimony.

The Board denied the appeal as without merit and sustained the decision of President Mullaney.

Trade discussion ensued.

Adjournment was taken at 5 p. m.

Respectfully submitted,

Thomas J. McNamara

Secretary.

MORNING SESSION, WEDNESDAY, SEPTEMBER 15

The General Executive Board was called to order at 9:30 a. m. by President Mullaney.

Board members answering roll call were: Mullaney, Holland, Johnson, Oliver and McNamara.

Board Member Oliver appealed against a trial and penalty of his home Local 3, Cleveland. It was referred to President Mullaney for decision.

Labor conditions as affecting our trade in Atlantic City was discussed. Messrs. Stewart and Neely representing the Philadelphia Asbestos Contractors Association requested the Board to place a charter in Atlantic City. President Turner and Business Agent Murtha of Local 14, Philadelphia, who took part in the discussion, were instructed to notify their membership that the General Executive Board was of the opinion that the placing of a charter in Atlantic City would overcome the evils complained of by the Employers.

Adjournment was taken at 12:30.

Respectfully submitted,

Thomas J. McNamara

Secretary.

AFTERNOON SESSION, WEDNESDAY, SEPTEMBER 15

The General Executive Board was called to order at 2 p. m. by President Mullaney.

Board members answering roll call were: Mullaney, Holland, Johnson, Oliver, McNamara.

The report of the General President and discussion thereon consumed all of the afternoon session, which adjourned at 5 p. m.

Respectfully submitted,

Thomas J. McNamara

Secretary.

MORNING SESSION, THURSDAY, SEPTEMBER 16

The General Executive Board was called to order at 9:30 a. m. by President Mullaney.

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Board members answering roll call were: Mullaney, Holland, Johnson, Oliver, and McNamara.

The nonunion activities of the Standard Asbestos Company Shops at Tulsa, and Kansas City "outside" territory, were given consideration. Business Agent Curry of Local 12, New York, and Business Agent Mulligan, Local 17, Chicago, as also Business Agent Wickersheim of Local 40, Albany, New York, were present.

The Board decided on action calculated to unionize the Standard Asbestos Shop at Tulsa and all work of the Standard Asbestos Companies Kansas City Shop "outside" work.

Adjournment was taken at 12:30.

Respectfully submitted,

Thomas J. McNamara

Secretary.

AFTERNOON SESSION, THURSDAY, SEPTEMBER 16TH

The General Executive Board was called to order at 2 p. m. by President Mullaney.

Board members answering roll call were: Mullaney, Holland, Johnson, Oliver, McNamara.

In order to meet the requirements of the Postal authorities for second class mailing privilege of "The Asbestos Worker" the Board, Resolved:

"That a copy of each issue of "The Asbestos Worker" shall be sent to each member of each local of the International Association of Heat and Frost Insulators and Asbestos Workers and that each of such members shall pay 10 cents of the monthly per capita tax of 75 cents as a monthly subscription to that periodical."

It was also voted that the subscription price to non members of the International Association shall be 10 cents monthly, $1.20 per year.

The Board instructed the Secretary-Treasurer to furnish bond in the amount of $20,000.

A contract covering the editing and publishing of our Official Journal was drawn up and signed between the International Association and Board Member Johnson.

Adjournment was taken at 5 p. m.

Respectfully submitted,

Thomas J. McNamara

Secretary.

MORNING SESSION, FRIDAY, SEPTEMBER 17

The General Executive Board was called to order at 9:30 a. m. by President Mullaney.

Board members answering roll call were: Mullaney, Holland, Johnson, Oliver, McNamara.

The financial audit was then begun and continued without intermission until 2:15 p. m. at which time it was completed after which came final adjournment, 2:30 p. m.

Respectfully submitted,

Thomas J. McNamara

Secretary.

REGARDING THE MAILING LIST

Every member of our International Association in good standing, is entitled to and should receive a monthly copy of "The Asbestos Worker". The Editor mails copies to all names and addresses of members furnished him by Local Union Secretaries. The following Local Union Secretaries have not as yet furnished us with a list of their membership: Locals No. 5, 21, 22, 25, 30, 31, 34, 36, 42, 52, 64, 70, 71.

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The Milk Drivers Find the Way

BUDD L. MCKILLIPS
Associated Editor, Minneapolis Labor Review

IT was close to evening of a September day in 1919 and the strike headquarters of the Minneapolis Milk Drivers' union was filling with men who were slowly filtering in from the picket lines which stretched around every creamery plant in the city. It had been a particularly trying day at one of the creameries—one picket had been assaulted by a gang of thugs, and every attempt was being made by the "open shoppers" to destroy the morale of the strikers.

One by one the pickets straggled in, signed the strike roll and then stood around in little groups, digesting the crop of wild rumors that invariably springs up daily during every labor controversy. The door of strike headquarters opened and another picket dragged himself in and dropped into a chair, where he sat wearily, listening to the latest gossip.

"The strike would be settled tomorrow—strikebreakers were being imported from Chicago—four men had quit at the ——— plant ———. So-and-So said such-and-such would happen if this-and-that was not done at once." Rumors, and more rumors.

The tired picket listened to the talk for a few minutes and then delivered himself of words to this effect:

"Listen fellows, if we owned our own creamery we wouldn't be bothered with strikes and lockouts. No one would be telling us to drop our union cards or get off the job."

The remark was greeted by a more or less general burst of laughter from

"Yes, and if your aunt had whiskers she'd be your uncle—if we all had a million dollars we wouldn't need to drive milk wagons—if Christmas came on the Fourth of July, Santa Claus would have to sell his reindeer and buy a Ford truck." These and other "wise cracks" at the expense of the man building castles (or creameries) in Spain.

Next day one of the pickets told another of the happening of the previous evening. Somehow it did not seem half as funny then as it did the day before.

"Well, why not start a place of our own and work for ourselves. It's worth thinking about," the picket said.

By the end of the week the suggestion had lost any savor of the humorous, and members of the union were seriously discussing the possibility of the union conducting its own milk distributing plant. The idea had ceased to be a joke—even the name of the man who suggested it was forgotten. To this day it is not known to whom the credit belongs for originating the idea of the Franklin Co-operative Creamery Association. Whoever first broached the subject has been too modest to step out and claim the credit for the idea.

At the next union meeting the matter of a union-owned creamery was brought on the floor, and a committee consisting of Harold I. Nordby, Carl N. Norlander, C. Rudolph Nelson, Anton Swanson and Joe Flor was elected to investigate possibilities along this line. Edward Solem, then business

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agent of the union, worked with this committee.

The first attempt of the committee to acquire a creamery for the union met with failure. They tried to buy a plant already in operation, but the employers, hearing of the proposed transaction, formed a pool and bought up the plant before the union could act. In the meantime the strike was settled and enthusiasm for a union-owned dairy had cooled considerably. There were, however, some enthusiasts who would not "cool off" and they kept the idea alive, forming a cooperative association and incorporating under the Minnesota state laws.

In September, 1920—a year from the time when the idea was first broached—actual construction work on a dairy plant was started. Only $27,000 worth of stock had been subscribed, and prospects did not look very promising. Then the milk dealers of Minneapolis had another attack of "open shopitis" and declared another lockout against the union. This lockout turned public interest to the cooperative creamery and in less than 60 days more than $100,000 worth of stock had been sold.

On March 25, 1921, the Franklin Cooperative Creamery opened for business. Eighteen wagons and trucks went out with their first loads of milk and other dairy products. Business came with a rush, taxing the capacity of the plant to the limit, and in three months it was necessary to build an addition to the plant, doubling its capacity. Every trades unionist in Minneapolis was boosting for Franklin Cooperative products and it was soon necessary to erect another plant. The new creamery, much larger than the first, was built in North Minneapolis, across the city from the parent dairy, and opened for business in November, 1922. Both plants are now running at full capacity and did a total sales business of $3,533,175.12 in 1925. In that year 28,300,000 dairy units were sold. (A dairy unit is a bottle of milk, cream or buttermilk, a pound of butter, package of cheese or gallon of ice cream.) One hundred and seventy-six milk routes were being operated on January 1, 1926, and 420 men and women are now employed on full time. Every employee of the Franklin Cooperative Creamery is a member of some labor union affiliated with the American Federation of Labor.

Figures are often wearisome, but in the case of the Franklin Cooperative, statistics weave themselves into romance. The value of property owned by the Association (after deducting a considerable sum for depreciation) amounts to $1,205,031.48. The balance sheet of March 31, 1926 (sent to every stockholder, employee and patron), shows other assets, bringing the total worth of the Franklin Cooperative to $1,498,810.22. Seven per cent dividend was paid on all stock at the end of 1925. Since the very start, Franklin stock has paid regular dividends.

Much could be written regarding the difficulties which the Franklin Cooperative has had to overcome—milk price wars, unfair business tactics, and cut-throat competition, but the officials and employees of the Association stuck together and weathered all storms. Every executive of the Franklin Cooperative Creamery knows from actual experience what it is to get up at ghastly hours of the morning and go out on a milk route. When the institution started, pessimists predicted that it would fail because the officials were lacking in business experience. The officials admitted that their business experience consisted of getting up early in the morning to pilot one or two horses, deliver milk, collect cash and, in a few instances, they could pasteurize milk and make butter. Their attorneys suggested that they could hire "big brains" if it was found that they were lacking in that respect. Organized labor can well be proud of the fact that it was not necessary to go outside of the ranks of the Milk Wagon Drivers' union to secure "big brains" to conduct the Franklin Cooperative.

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The Franklin Cooperative Creamery Association, however, has done much more for the organized labor movement than just to operate the largest milk distributing plant in the Northwest, and the largest consumers' cooperative creamery in the world! It should also be stated that in addition to its two large creamery and ice cream plants, the Franklin Cooperative maintains two mammoth barns (the last word in equestrian palaces), wagon shops where all delivery wagons and trucks are manufactured, paint shops, blacksmith shops, harness shops, a completely equipped garage and two cafeterias. *All* 100 *per cent unionized!* But the activities of the Franklin Cooperative do not stop at the production and distribution of dairy products, or the other activities allied to the industry. They include such enterprises as a Cooperative Training School—giving both complete instruction in all phases of the cooperative movement, business management, accounting, salesmanship, etc.—a health clinic for malnourished children, a glee club, male chorus, band, orchestra and baseball team.

The Training School is in session for a period of six weeks each year and is attended by men and women from the labor movement of Minnesota and neighboring states. Tuition fees are so low that the cost of attending this school is practically nil. The sessions are held in the Association's spacious auditorium which is also used for educational moving pictures, lectures, amateur performances, dances and other activities of this nature.

The Franklin Clinic is in charge of a social nurse and a physician who is a specialist in children's diseases. Treatment continues until each little patient is again normal physically.

The Franklin Cooperative Male Chorus ranks among the first of Northwest vocal organizations. Every singer in the chorus is a member of Milk Drivers and Dairy Employees Union, No. 471. Music critics on Minneapolis, St. Paul, and Duluth newspapers have been lavish in their praise of the Franklin Cooperative Male Chorus. James Davies, Minneapolis Tribune critic, refused to believe the chorus was composed of milk drivers until he was shown several of its members busy delivering milk in the Loop district during the daytime.

Six years ago the Minneapolis Milk Drivers' union was a handful of men, walking the picket lines, battling for the right to hold union membership. Today it is next to the largest union in Minneapolis. Wages and working standards have been raised for all dairy workers in the city, the quality of milk has been improved to a point where infant mortality in Minneapolis has been definitely lowered. By operating on less than 4 per cent margin of profit, the Franklin Cooperative has also materially lowered the price of milk.

A few years ago they laughed at the "crazy dream" of a tired picket. Today, a million dollars worth of property, sales amounting to more than three million dollars a year, and a wealth of good will that cannot be measured in dollars and cents. These are the echo of that laugh in strike headquarters on that gloomy day in September, 1919.



SOME time ago a British newspaper sent out representatives to inquire into the reason for high wages in America, and at a welcome-home luncheon given on their return one of the representatives state that "American employers are probably the most adventurous of industrial leaders. In America at least they have proved that by taking risks and trusting the people whom they employ they receive the greatest reward industry could receive. They recognize that the rewards of industry should not be taken only by those who risk their capital, but shared with those who give their human effort in carrying out the details of industry."

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Welfare Work and the Unions

WELFARE activities in industry are a very important factor in the general indifference of the workers toward trade unionism, declares Abraham Epstein, research director of the Pennsylvania Old Age Commission, in *Current History* for July. A study of 1,500 of the larger corporations shows that eighty per cent of these, employing 4,000,000 workers, have at least one type of welfare work while nearly half have a comprehensive scheme. Only about one-fiftieth provide no welfare work.

Modern welfare activities, according to Mr. Epstein, are due to a growing recognition of the fact that "production is far more a matter of efficient men than of improved machinery." Mr. Epstein sees the following reasons for the growth of welfare work:

"(1) The wide diffusion of corporate ownership and the replacement of the old line 'captain of industry' by salaried heads and managers. . . .

"(2) The replacement of marginal employer by well established concerns. . . .

"(3) The desire to anticipate or avoid governmental regulation and legislation. . . .

"(4) The effect of the war and the cutting off of immigration. . . .

"(5) The growth and power achieved by the labor unions in the United States during the war, and abroad since the war;

"(6) The advent of the 'public relations' or social engineer whose influence on labor relations is steadily growing in modern industry;

"(7) The growth of insurance companies. . . .

"(8) Last, but not least, there is unquestionably a new and different spirit abroad since the days of the industrial pioneer."

Mr. Epstein, who heartily believes in trade unionism, regrets that the American Federation of Labor, which reached its high point in membership in 1920, has tended to lose ground since then. The statements of labor leaders, according to Mr. Epstein, indicate a general indifference on the part of organized workers toward the union. The labor leaders suggest a variety of causes for this condition, but Mr. Epstein believes that the most important factor is "the spread and development of industrial welfare activities in the last decade."

The issues on which the unions have based their main appeal have been settled, mainly through the employers. The shorter workday has been practically eliminated as an issue since the eight or nine hour day has become general. While trade-union wages are usually higher than non-union rates, the elimination of time lost through strikes lessons the difference and the higher standards gained by the union workers tend to raise non-union standards as well.

Group life insurance policies insuring the lives of employes were begun in 1911. Complete figures for 1925 are not yet available but Mr. Epstein believes that the total group insurance would amount to approximately four and a half billion dollars and would insure about 3,500,000 workers.

Group health insurance has been developed since 1919 and 80 of the 1,500 concerns studied have adopted such insurance. Five great insurance companies reported a 48.6 per cent increase in group health insurance written during 1925 over that of 1924. Although old-age pensions were started before

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1900 they have more than doubled since 1915. Employes' stock purchase plans have also been developed recently.

Mr. Epstein says that welfare work has been developed especially in the iron and steel industries, metal trades, transportation, public utilities, paper and publishing. It has developed least in the textile and clothing industries, building trades and mining. Mr. Epstein states that while all industries have shown a decline in industrial disputes since 1917, the decline has been most striking in the industries with well-developed welfare activities.

Labor leaders, says Mr. Epstein, are vigorously opposed to welfare plans since these make it much more difficult to keep the men in the organization. Nearly all of the employers are heartily in favor of welfare work since they believe that welfare work lowers labor turnover, reduces industrial troubles and prevents much interest in union organization.

Mr. Epstein concludes that welfare work tends to "undermine the very basis of the American labor movement," to draw employes away from labor unions toward industrial management, and to make the welfare of the workers depend more and more upon conditions in the industry where they are employed.

While the author recognizes the good which often comes from these schemes he fears for the future if the labor movement should be eliminated. He fears not only the effect on the employe of undue dependence upon the employer but the serious results which would follow if industrial depressions should force employers to give up their present plans. "Indeed, what becomes of democracy when not only your job but your entire welfare as well as that of your family depends more and more upon industries in which management and ownership are constantly becoming wider and wider apart? What of the future of America, with its workers isolated and dependent and without any organization of their own to guide their actions, control and give outlet to their emotions?"

Crooks Can Get Justice

By VICTOR OLANDER

Secretary Illinois Federation of Labor

IN the injunction court a workingman who has urged another to join with him in forming a union may, in the discretion of a single judge, be arbitrarily punished by imprisonment without trial by jury, and have practically no chance for appeal against such imprisonment.

On the other hand, a professional pickpocket, caught in the act of stealing a purse, can not be denied a trial by jury. The reason for the difference in rights is that in the first instance there was a violation of an injunction (a court's order) and in the second a violation of law (passed by the legislature and signed by the governor).

Well, then, you may ask, why not issue injunctions against pickpockets and send them to jail without trial by jury? Even the most ardent advocate of injunctions will answer that such a course would be extremely dangerous to human liberty, because innocent persons might be too easily convicted. Strange, is it not, that they should insist that working people striving to improve life for themselves and their families be subjected to a court procedure too dangerous for use even against professional criminals?

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The Editor's Page

THE ASBESTOS WORKER
E. A. JOHNSON - - - Editor

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

JOSEPH A. MULLANEY.....President
HENRY H. HOLLAND..Vice-President
E. A. JOHNSON.....Vice-President
HENRY J. OLIVER.....Vice-President
THOMAS J. McNAMARA..Sec'y-Treas.

Affiliated with the American Federation of Labor, and Building Trades Department, American Federation of Labor

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The Asbestos Worker is devoted to the interests of our craft, and we earnestly solicit correspondence, but disclaim responsibility for opinions or views expressed under that heading.

All articles for the correspondence columns of The Asbestos Worker must be in the hands of the Editor not later than the 15th of the month preceding publication.

Address all communications to

E. A. JOHNSON, Editor

66 Walker Street, West Roxbury, Mass.

Editorial

THE recent announcement that the Ford plants were to operate on a five day a week basis, has been haled as a progressive step by a large industry, and to some it appears that the five day week is a new and startling innovation, which is not the case, the Labor movement has been successful in some of its craft organizations to put into effect the five day week, based on the seasonal employment period of its industry, and for healthful and economic reasons. The miners have endeavored to secure a five day week and have been opposed by the employers, the garment workers are making rapid strides in putting into effect the five day week, several building trades crafts have had the five day week for many years, and the first demand for a five day week came from building trades crafts.

It is charged by the financial interests that Ford has been forced to the five day week policy because of the fact that dissatisfaction among his employees existed on account of the working pressure exerted through extreme production measures in the manufacture of his product, and that this dissatisfaction would make it possible for the Labor movement to organize the Ford plants, we are familiar with the machine methods used in the big production plants that makes machines out of humans also, and are inclined to believe that the five day week granted by Ford is a necessity and not a benevolent gesture.

The wonder of it all is that, if Labor were to organize and initiate a general five day week campaign nationally, the cry would be raised as it was when we first demanded the Eight Hour Day, that Labor was socialistic, radical and revolutionary. Now the Eight Hour Day is accepted as an economic

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necessity and has proven its value, Organized Labor's theory is accepted as a matter of course and public opinion has forced large industries like the United States Steel Co. to operate on the eight hour day.

The moral of the whole thing is that once again it is proven that in every effort made by the Labor Movement, whether social, economic, or political the masses benefit, the betterments gained by trade unionism through sacrifices are enjoyed and accepted by the non-unionist, the employer puts into effect conditions that it took years of struggling by the trade unions to attain, the government adopts policies and legislation, asked for year after year by the labor movement, the churches adopt a code of ethics in industry practised by trade unions, and so on, down the list.

The Editor

We extend to every member of the International Association a hearty Thanksgiving Greeting, and give thanks that the year 1926 has been a progressive and beneficial one to our craft, in that it has brought improvements that have affected our families and bettered our lot in life. We are thankful for the able and efficient manner in which our officers have conducted our affairs and for the wholehearted co-operation of the membership.

THERE'S NO SUCH THING AS "UNSKILLED LABOR"

WALKING along Fifth avenue an hour ago I noticed a number of workers tearing up a sidewalk. While one man held firmly in place a thick steel rod with its point in the ground, three colored men were rhythmically swinging sledge hammers and hitting it squarely on the head in rotation. Not one blow missed. Never did two hammers come down dangerously close to each other. It was, to me, an exhibition of genuine skill.

Yet these three colored men doubtless are classed as unskilled labor.

How many executives fail to realize that no worker should be looked upon as unskilled?

It required only a moment's thought to grasp the truth of the statement that there is not a single task in industry or agriculture, on the railroad or in the mine, which can not be performed either skilfully or unskilfully, efficiently or inefficiently.

Blindness to this simple fact is costing American employers millions and millions of dollars a year.

Forthwith get it out of your head that any class of workers should be regarded as unskilled, that there are any jobs that can not be filled either well or badly. Recognize that there is room for skill and that there is room for bungling, room for ability and room for awkwardness in every job under the sun. Instead of concentrating all inventive, all research, all personal efforts upon the improvement of skilled workers and machinery, at once start directing managerial, inventive and all other available brain power to studying your "unskilled" tasks and your "unskilled" workers.

Once employers grasp the situation they will act differently and earn larger dividends.—*Forbes Magazine.*

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The Incorporation of Labor Organizations Means the Enslavement of Labor

WILLIAM N. OSGOOD

THE incorporation of labor organizations would be a hindrance to progress and would not solve the labor problem. Labor refuses to incorporate. For one I think this is wise. The late President Eliot thought that labor organizations should be incorporated because working as voluntary associations they are not easily amenable to legal proceedings, especially in civil legal proceedings for damages. It is difficult to sue, at law, associations whose membership is unknown and continually changing. President Eliot thought that unincorporated labor organizations enjoy certain liberties that are not enjoyed by other groups that are incorporated. This is an advantage if it is one, that labor should cling to and continue to exercise. It has plenty of disadvantages to contend with. It has no more right to commit violent or criminal acts than any other group. The only additional lawful advantages it may have over ordinary corporations are what we call "civil" advantages, namely, that it is not so easily held liable for pecuniary damages.

Labor, I assert, is justified in refusing to incorporate even if it seemingly does enjoy more liberty and privileges than other groups. If labor organizations cannot get by legislation what is fair and just, why should they be prevented from enjoying some little and special freedom on the outside so long as they do not act criminally? If the people as a whole will not organize, why should labor organizations be prevented from representing them? No one would be foolish enough to say that the people should as a whole be made to incorporate, so as to be more easily taxed, burdened and exploited than they even now are. It would approximate opposition to the public welfare to put labor organizations, the only real representatives the people have, imperfect and inadequate as they are, into a position where it would be possible more effectively to squeeze and coerce them with the iron hands of monopoly and special privilege.

Burke said you cannot indict a whole people. So we may say you cannot in the long run control all the people if they remain unincorporated, that is, if they are not forcibly and artificially organized under the law and deprived of certain fundamental elements of freedom. A voluntary coming together of a usually disorganized people at great crises can act more effectively and command more respect from their oppressors, than if obliged to act under the legal restraints of a corporation.

So, if labor organizations continue to be well advised they will resist all attempts to incorporate them. If they now have, or can get a more effective weapon in increased voluntary associations, to wield not only in their own interests, but also employ that weapon in behalf of the people at large, then by all means, let them retain it and long continue to wield it in rational ways for the general welfare. In this way, labor organizations may well demand and receive recognition and support for public services not rendered by any other group. Let the labor or-

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ganizations, therefore, be admitted to be the best and only potent associations of citizens in sight whose ideals and aims are to render real public service, even though at times imperfectly rendered and exemplified. As the people in general must be in a position at all times to come together peacefully and to separate peacefully, so in a great degree labor organizations must be in a position to meet freely, unawed and uncoerced by any other group in the community, free lawfully to conduct and free to adjourn their meetings at the pleasure of their members. These rights are inalienable rights of the people as a whole, so they are the inalienable rights of the only group in the community that make any considerable or perceptible attempt to represent the people. To destroy labor organizations, by forcible incorporation, would be equivalent to destroying freedom of speech and freedom of lawful assembly by the people themselves. Certainly no such attempt should be made until a superior group of popular representatives is substituted or discovered. Such a group is nowhere visible even upon the political horizon. Therefore, let the labor organizations be fostered and encouraged until they become sufficiently powerful to clip the wings of special privilege and secure for themselves and the rest of us real and genuine popular government.

Serf Ideal in an Up-to-Date Stage Dressing

WHEN our foes tell us we are "alarmed" at the company "union" they ignore history and the invincible power of solidarity and education.

Trade unionists are not alarmed at the company "union." They consider it but another tactic of opponents, and are acting accordingly.

Years ago the organized workers were not alarmed when they met the bludgeon attack of open foes. Neither are they now alarmed when these foes attempt to conceal their opposition.

The company "union" will eventually go the road traveled by other substitutes. That time can be hastened by exposing those who would control the workers' lives.

The right to organize is of first importance to the workers. No injustice can be remedied, no advance is possible, unless that right is conceded.

As a wheel revolves around its axle, so the workers' activities center around their trade union. Every educational, economic, social and political movement radiates from the trade union. It is controlled by the workers—it is of, by and for them.

The company "union" would detach them from this central force. It is merely one of many substitutes invented by anti-unionists, who must adopt new deceits, as old ones are exposed.

A quarter of a century ago they discovered that frank hostility was no longer practical. Even courts and lawmakers were forced to bow before a new public opinion created by the workers.

The anti-unionists then presented their so-called "open" shop. Under this system they assumed a tolerant attitude toward trade unionism in public, but maintained secret blacklists against active members of organized labor.

After long agitation, the so-called "open" shop was discredited. The

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backers of this system now present the company "union."

The stage dressing differs, but the individuals are the same. They are as stout defenders of paternalism and the serf idea as in the days when trade unionists were classed as conspirators.

Organized labor well knows the long and bitter years of opposition to their movement. They are alert to the many defenses opponents have erected in their continuous retreat before education and agitation.

The company "union" is the latest barrier. It is but another breastworks by which the Old Guard of Reaction hopes to stay the tide of enlightenment.

Trade unionists are not alarmed at this barrier. They are reforming their lines against it, as they have against every other opposition.

Avoid Religious Controversy

MATTHEW WOLL
Vice-President American Federation of Labor

LABOR men here and there are voicing their opinion regarding the conflict between the government of Mexico and the church organizations which come into conflict with the Mexican constitution.

There is no issue on which opinions run as strongly as on religion.

For forty years the American labor movement has avoided those divisions which inevitably result when religious issues are permitted to enter any non-religious organization.

It has been a fixed policy with American labor to bar partisan politics and religious issues.

Undoubtedly that policy is the only thing that has saved the American labor movement from division and destruction.

If a few members of the American labor movement insist upon now precipitating a religious question into the arena of labor discussion, can that act be any less harmful to American labor because the question comes from Mexico than it would be if it came from New York or Chicago?

A religious issue is as dangerous, whether it originates in Mexico, Chicago, San Francisco or Timbuctoo. It is a religious issue just the same.

Division of opinion will follow. Reason soon will cease to govern the discussion. Passions will be aroused, and none is more bitter than religious passions. Once such a discussion and division of opinion is under way and no one can tell where the dispute will end or what will be the consequences.

Let American labor men, as church members or as citizens, say what they like about this or any other question, but let them remain true to fundamental American labor policy and principle and scrupulously keep it out of the realm of trade unionism.

American trade unions have within their ranks men of all religions and men of no religion, men of all churches and men of no church. The business of trade unions is to promote the economic welfare and freedom of working people and the paramount concern of every union man should be the preservation of the unions for that task.

Whoever so far forgets the lessons of the past, whoever casts aside the only policy of safety labor unionism has ever known, must bear the responsibility for what follows such acts.

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Non-Union Labor Does a Social Wrong

By J. R. Clynes

Member British Parliament and President National Union of General and Municipal Workers

IT is no wonder that resentment against the non-union man has hardened in many cases to the degree of declining to work with him.

In the professions and higher paid posts, any rare instance of "acting unprofessionally" is publicly denounced as infamous. The offender is treated with contempt, or some definite punishment is devised. Some corresponding policy applied to the non-union man would be even more justifiable in the case of wage earners whose life standards and conditions of work require the protection of a unity greater than that of the professional classes. If workers really knew what others gain by organization, and what they lose from lack of it, they would no longer neglect one of the greatest weapons which can be used for the workers' advantage.

If men would keep outside a trade union only to their advantage, there would be less need for resentment. But the fact that they are outside enormously weakens the position of the men who are in. Where there is an interest in common, and where men have to serve together under similar conditions, a few such men can not step aside as though they were entitled to disregard the interests of the main body.

Where a community interest exists it is an act of serious desertion for a few to cut themselves away from every obligation and service while always looking out for whatever portion of benefit they may be able to secure.

If the position of the non-union man is viewed from the standpoint of fair play toward his mates, he stands condemned. If it be viewed from the standpoint of material benefit, the conclusion to which we are driven is that the non-union man inflicts losses not only upon himself but upon other men who have done him no harm.

BUILDING WORKERS OPPOSE WAGE CUTS

"Wage reductions are out of the question," said William J. Tracy, secretary-treasurer of the A. F. of L. Building Trades Department, in his report to the annual convention of these trade unionists.

"Those interests which are clamoring to reduce wages or opposing reasonable wage advances appear to fail to take into consideration that construction work now in progress, or which was constructed during this period of prosperity would be immediately brought down to the level of cheaper construction if lower labor costs were to prevail," said Mr. Tracy.

The convention re-elected all vice presidents. The terms of President McSorley and Secretary-Treasurer Tracy have not expired.

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Family Allowance Systems

A RECENT study of family allowance systems in foreign countries revealed the fact that twenty-two European countries pay family allowances in the civil service. In at least eighteen countries family allowances have been paid in private industry. In most of these countries, however, the practice is declining in private industry. In some countries the allowances are made under collective agreements.

The family allowance schemes vary widely. Among them are: allowances for married men; allowances for children only; allowances for both wives and children; allowances to all employes with family responsibilities or only to workers and employes in the lower wage groups; allowances for a certain number of children only or for all children under a certain age; etc.

In some countries, especially France and Belgium, family allowance funds have been set up in order to pool the cost of family allowances among employers and to prevent discrimination against workers with family responsibilities. In the principal French funds the employers' contributions are based on the number of days worked, the total number of workers employed by the month by the members of the fund, or the total wage bill. The family allowance system is also used in agriculture in various countries, especially in France.

The results of family allowance systems on the birth rate and on industrial production cannot be determined. Probably family allowances have tended to prevent demands for higher wages. Family allowances are frequently regarded as closely linked with wages, and this method of payment is regarded as more just and more economical than a standard wage. There seems, however, to be a trend away from considering the family allowance as a supplementary wage and toward proposals for state family endowment or some form of social insurance for family responsibilities. Experience under family allowance systems strengthens the demand of women for "equal pay for equal work." In France and Belgium, at least, employers are growing more interested in child welfare as a result of the establishment of family allowance funds.

More detailed information on this subject may be found in the United States Bureau of Labor Statistics Bulletin No. 401.

INDUSTRY BREAKS RECORD

The country's manufacturing output during August was the highest on record, according to the Department of Commerce. Automobiles showed the greatest expansion. The textile and leather industries were the only ones which reported less production than for the same period in 1919.

THE New York State Federation of Labor is asking a legislative committee for an investigation of the extent and purpose of the use of so-called "yellow dog" contracts, whereby employes are required by some employers to agree as a condition of employment that they will not join any trade or labor union and will, if they are members, resign such membership.

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From Local Unions

NOTICE TO SECRETARIES AND CORRESPONDENTS—Items for the official columns of The Asbestos Worker should be prepared on a separate sheet and the style of the publication followed as closely as possible. Write as plainly as you can—especially proper names—using one side of the sheet only. All items must be in the hands of the Editor BY THE FIFTEENTH OF EACH MONTH preceding publication, to insure insertion in the issue following. The observance of the foregoing will tend to insure what is desired by all—promptness and accuracy in the publication of items submitted.

LOCAL NO. 2

Dear Sir and Brother:

In order to keep your list of wage scales in order, I wish to inform you, Local No. 2 was granted an increase from $1.43¾ per hour to $1.50 per hour September 1, 1926. I would also like to know if you will be kind enough to print the enclosed picture in the "Asbestos Worker".

Yours fraternally,

H. L. KLINGER

LOCAL NO. 3

Dear Sir and Brother:

The following list of officers were elected by Local No. 3 on June 15th, 1926: President, C. Harp; Vice-President, P. C. Trigge; Recording Secretary, George McArthur; Financial Secretary, M. O. Tartle; Trustees, G. McArthur, T. Lavelle, E. S. Arnold; Executive Board, T. Richards, E. S. Arnold, J. Mangan, D. O'Mallery, T. Collins; Business Representative, Albert Dalton; Sergeant-at-Arms, T. McIntyre.

Yours fraternally,

GEORGE McARTHUR, *Secretary*

LOCAL NO. 32

Dear Sir and Brother:

Kindly publish in our next Monthly Journal the following:

About sixty members and friends attended a Testimonial Dinner given in honor of our Business Agent, Louis Reiss, at the Little Club in Jersey City. Officers and members of the executive board of Local No. 12, New York City, were also present. County Court Judge J. McGovern of Jersey City was toast-

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master and presented our Honored Guest with a fountain-pen. The judge opened the dinner with a talk on the necessity of unions and their principles, for which he was greatly applauded.

Other prominent speakers were: Thomas J. Curry, Business Agent of Local No. 12, New York City, better known as Pop Curry; Michael Nolan, the president of our local; Joseph Poh, a member of our executive board, and James Roach, a member of the Asbestos family and a great friend of the Honor Guest.

They all spoke on the growth of our Local through the efforts of our Business Agent and hoped that it would continue to grow with him as our Father.

Our International President, Joseph A. Mullaney, regretted that he was unable to attend, but promised to be present at the next dinner which we have.

Yours fraternally,

E. J. DOUGHERTY

LOCAL NO. 33

Dear Sir and Brother:

I note in our October issue of the Journal we are rated as $1.18¾, which same is an error, for Local 33 is receiving $1.25 per hour. Please fix same up in future issues. Thanking you for same, I remain,

Yours fraternally,

CHAS. R. SOELCH, *Recording Secretary.*

LOCAL NO. 64

Dear Sir and Brother:

Enclosed find clipping of a write up of our Secretary and Business Agent showing what a hustler he is.

TO ATTEND LABOR MEET

Asbestos Workers Select George E. Kopp as Delegate to Ponca City

George E. Kopp will represent Local No. 64, International Association of Heat and Frost Insulators and Asbestos Workers, at the convention of the State Federation of Labor which meets at Ponca City, September 20, 21 and 22.

From Ponca City, Kopp will go to Oklahoma City, Muskogee and Tulsa to inspect conditions among the workers there. The asbestos workers headquarters are in Tulsa and their organization covers the entire state of Oklahoma. Kopp came to Tulsa in 1919 from Hartford, Conn. He is regarded as one of the most efficient insulating engineers in this section of the country. He is now connected with the R. V. Aycock company of Tulsa and Kansas City.

Officers of Local No. 64 elected last week are: Mark Blodgett, president; Dane Baker, vice-president; George E. Kopp, recording secretary; John Flinsbough, financial secretary; Frank Furback, treasurer, and Bob Goans, sergeant-at-arms.

The paper has a circulation of 81,190. Please publish this letter in the Journal.

Yours fraternally,

B. GANS.

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The American Federationist

Official Magazine of the American Federation of Labor

WILLIAM GREEN, Editor

$2.00 a year **20 cents a copy**

¶ Every worker should be a constant reader of the AMERICAN FEDERATIONIST. The AMERICAN FEDERATIONIST is one of the educational agencies through which the Federation presents discussions of its fundamental principles, its policies and the application of these to the varied problems of the life of the worker.

¶ The magazine is necessary also to those who wish to understand labor which is an important force in the development of public policy.

¶ If you can not obtain it through your news stand, send subscription price to Secretary Frank Morrison, A. F. of L. Building, Washington, D. C.

"CONSENT"

The outstanding difference between the company "union" and trade unions may be summed up in one word—consent.

Company "unions" are planned and brought into being by management.

Trade unions are planned and fostered by the workers. Everything connected with them is representative of the will of the workers.

In the case of the company "union" the company endeavors to tie employes to their jobs by various types of paternal benefits.,

The company "union" is opposite in spirit to the trade union. The company "union" was created without the consent of the wage earners. Because it is not the product of their consent or initiative, wage earners do not have the trust and confidence toward it that they have in organizations of their own making.

Company "unions" lack backbone and virility and can never perform the type of service necessary to keep industrial relations policies upon a scientific and efficient basis.—WILLIAM GREEN, President A. F. of L.

LABEL TRADES RE-ELECT

John W. Hays, president, and John J. Manning, secretary-treasurer of the A. F. of L. Union Label Trades Department, together with all vice-presidents, were re-elected at the annual convention.

In their reports the first two officials stated that the demand for the emblem of fair dealing is increasing.

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Official Section

GENERAL OFFICERS

JOSEPH A. MULLANEY, President
15 Benham Street, Elmhurst, Long Island, New York
HENRY H. HOLLAND, Vice-President
4826 West Superior Street, Chicago, Ill.
E. A. JOHNSON, Vice-President
66 Walker Street, West Roxbury, Mass.
HENRY J. OLIVER, Vice-President
1371 West 89th Street, Cleveland, Ohio
THOMAS J. McNAMARA, Secretary-Treasurer
803 Holland Building, St. Louis, Mo.

Meeting Places of Locals and Addresses of Secretaries

No. 1—ST. LOUIS, MO.—Meets First and Third Tuesdays at 100 N. Grand Boulevard. Gus Schmitter, 3969 Maffit Avenue, Office, 803 Holland Bldg.

No. 2—PITTSBURG, PA.—Meets First and Third Thursdays, at McGeagh Bldg., 607 Webster Avenue. H. L. Klinger, 5624 Broad St., E. E.

No. 3—CLEVELAND, OHIO—Meets First and Third Tuesdays at 1355 Central Avenue. General Office, 1355 Central Avenue. Geo. McArthur, 9215 Birchdale Avenue.

No. 4—BUFFALO, N. Y.—Meets Second and Fourth Wednesdays at 48 West Eagle Street. L. Lines, 12 Olcott Place, Pine Hill, Buffalo, N. Y.

No. 5—LOS ANGELES, CALIF.—Meets First and Third Wednesdays at Labor Temple, 540 Maple Avenue. C. F. Bird, 1435 West 50th Street.

No. 6—BOSTON, MASS.—Meets First and Third Wednesdays at 3 Boylston Place. Oscar W. Palm, 386 Harrison Avenue. Office, 386 Harrison Avenue.

No. 7—SEATTLE, WASH.—Meets Second and Fourth Tuesdays at Labor Temple, 6th Avenue and University Street. T. E. Roe, 3815 West Myrtle Street. Send all mail to Labor Temple.

No. 8—CINCINNATI, OHIO—Meets First and Third Tuesdays at 1313 Vine Street. Charles Thomas, 633 Park Avenue, Newport, Ky.

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No. 9—NORFOLK and PORTSMOUTH, VA.—Meets First and Third Tuesdays at Eagles Home, 703 Const Street, Portsmouth, Va. L. C. Green, 2212 High Street, Portsmouth, Va.

No. 10—NEW ORLEANS, LA.—Meets Second and Fourth Mondays at Benevolent Knights of America Building, 827 North Street. E. B. McGinnis, 3121 Chippewa Street.

No. 11—BALTIMORE, MD.—Meets Second and Fourth Tuesdays, Third Floor Gaiety Theatre, 419 E. Baltimore Street. S. Mohsberg, 225 North Monroe Street.

No. 12—NEW YORK CITY, N. Y.—Meets every Thursday at 230 East 58th Street. John F. Lalor, 230 East 58th Street. Office, 230 East 58th Street.

No. 14—PHILADELPHIA, PA.—Meets First and Third Wednesdays at Electricians' Hall, 1807 Spring Garden Street. James R. Mellon, 217 Hampshire Avenue, Audubon, N. J. Office, 1807 Spring Garden Street, Philadelphia.

No. 16—SAN FRANCISCO, CALIF.—Meets First and Third Wednesdays at Building Trades Temple, 14 Guerrero Street. Edward A. Dwyer, 526 Ashbury Street.

No. 17—CHICAGO, ILL.—Meets First and Third Tuesdays, at Fraternity Hall, 19 West Adams St. Arthur G. Anderson, 2744 North Albany Avenue. Office, Roosevelt Building, 179 West Washington Street, Room 506.

No. 18—INDIANAPOLIS, IND.—Meets Second and Fourth Thursdays at Plumbers' Hall, 312 East Washington Street. John Grob, Jr., 817 N. Hamilton Avenue, Indianapolis, Ind.

No. 19—MILWAUKEE, WIS.—Meets First and Third Fridays at 808 Walnut Street. William Sellman, 1268 30th Street, Milwaukee, Wis.

No. 20—TORONTO, CANADA—Meets Second and Fourth Fridays at Labor Temple. J. Cullen, 16 Otter Avenue, Toronto, 2, Ont.

No 21—DALLAS, TEXAS—Meets Second and Fourth Tuesdays at Labor Temple. I. L. Coates, Route 2, Box 1055. Office 213 West 8th Dalbs.

No. 22—HOUSTON, TEXAS—Meets Second Wednesdays, Houston Labor Temple. A. C. Pasche, 707 Teetshorn Street.

No. 23—MONTREAL, CANADA—Meets First and Third Mondays at 417 Ontario Street, East. A. Padghan, 792 Evelyn Street, Verdun, Quebec.

No. 24—WASHINGTON, D. C.—Meets Second and Fourth Mondays at Trades Unionist Building, 720 5th Street, N. W. W. E. Grant, 1222 New Jersey Avenue, N. W.

No. 25—DETROIT, MICH.—Meets First and Third Mondays at Labor Temple, 274 High Street, East. Frank McElroy, 1032 1st Street.

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No. 26—ROCHESTER, N. Y.—Meets Second and Fourth Wednesdays at Carpenter's Hall, 113 W. Fitzhugh Street. Elmer J. Schleifer, 85 Turpin Street.

No. 27—KANSAS CITY, MO.—Meets Second and Fourth Wednesdays at Labor Temple. J. H. Thompson, 7036 Montgall Avenue.

No. 28—DENVER, COL.—Meets First and Third Mondays at Room 301, American Bank Building. J. A. Ahlstrom, 3625 Stuart Street.

No. 30—SYRACUSE, N. Y.—Meets First Sunday at Labor Temple. Charles Van Camp, 517 Carkon Street.

No. 31—PROVIDENCE, R. I.—Meets Third Wednesdays at 71 Richmond Street. Leroy Beales, 121 Cedar Avenue, Riverside, R. I.

No. 32—ESSEX AND HUDSON COUNTY—Meets Second and Fourth Thursdays at Union Labor Hall, 81 Academy Street, Newark, N. J. Edwin J. Dougherty, 245 N. Fourth Street, Newark, N. J.

No. 33—CONNECTICUT—Meets First Saturday at Trades Council Hall, Meriden, Conn. Charles R. Soelch, 30 Baldwin Street, New Haven, Conn. C. W. Sickels, 16 Notkin Street, New Haven, Conn., Business Representative.

No. 34—MINNEAPOLIS and ST. PAUL, MINN.—Meets Second and Fourth Wednesdays at 601 4th Avenue, South. Fred H. Berkhahn, 3301 Cedar Avenue.

No. 35—YOUNGSTOWN, OHIO—Meets First and Third Thursdays at Labor Hall, S. Hazel Street. E. D. Swan, Box 83, W. S. S.

No. 36—PORTLAND, ORE.—Meets First and Third Thursdays at Labor Temple. C. H. Roland, 1424 Macadam Street, Portland, Ore.

No. 38—WILKESBARRE, PA.—Meets Second and Fourth Mondays at Labor Temple, 41 East Market Street. S. G. Zeigler, 48 South Main Street.

No. 39—OMAHA, NEB.—Meets Second and Fourth Wednesdays at Labor Temple, 19th and Davenport Streets. J. H. Portwangler, 3670 Paxton Blvd.

No. 40—ALBANY and TROY, N. Y.—Meets First and Third Saturdays at 96 Grand Street, Albany, N. Y. J. Wickersheim, 96 Grand Street.

No. 42—WILMINGTON, DEL.—Meets Second and Fourth Mondays at Labor Temple. Harry E. Mahan, 9th West Avenue, Holloway Terrace, New Castle, Del. William B. Davis, R. D. No. 1, Box 104, New Castle, Del.

No. 43—SPRINGFIELD, MASS.—Meets Second Tuesday at Labor Hall, 21 Sanford Street. C. R. Johnson, 141 Lincoln Road, Longmeadow, Mass.

No. 44—COLUMBUS OHIO.—Meets First and Third Fr[illegible] at 50½ West Gay Street. George E. Neil, 73 Guilford Avenue.

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No. 45—TOLEDO, OHIO—Meets First and Third Wednesdays at Labor Temple. Al. Baumgartner, 2328 Avondale Avenue.

No. 50—TACOMA, WASH.—Meets First and Third Thursdays at Eagle Hall, 13th and East Street. Z. L. Wade, P. O. Box 1361.

No. 51—LOUISVILLE, KY.—Meets First and Third Fridays at Union Labor Temple, 2nd and Market Streets. George H. Dreher, 646 North 23rd Street.

No. 52—DULUTH, MINN.—Meets First and Third Wednesdays at 22 East 1st Street. Joseph Jentoft, 2332 West 3rd Street.

No. 64—TULSA, OKLA.—Meets First and Third Sundays at Carpenters' Hall 5th and Cincinnati Streets. George E. Kopp, General Delivery.

No. 70—MARE ISLAND SHIP YARD, VALLEJO, CALIF.—Meets Fourth Tuesday, Labor Temple. Frank Carver, 123 Florida Street.

No. 71—SACRAMENTO, CALIF.—Meets First and Third Tuesdays at Labor Temple, 8th Eye Street. M. H. McDonnell, Box 1056.

No. 72—BREMERTON, WASH., NAVY YARD—Meets Third Wednesday at Labor Temple, 440 Burwell Street. L. W. Brewster, P. O. Box 566, Bremerton, Wash.

No. 73—PORTLAND, ME.—Meets Fourth Wednesday at 9 C Street South, Portland, Me. Paul G. Honstvet, 850½ Middle Street, Bath, Me.

No. 74—DES MOINES, IA.—Meets Second and Fourth Tuesdays at Labor Temple, 106 6th Avenue. William Wood 1605 Walnut Street.

No. 75—SOUTH BEND, IND.—Meets First and Third Mondays at 124 North Main Street. John Hermeling, 503 West La Salle Street.

To Officers of Locals

In order that this Directory may always be up-to-date and accurate in all particulars, please forward immediately any changes in or additions to same, to the Editor.

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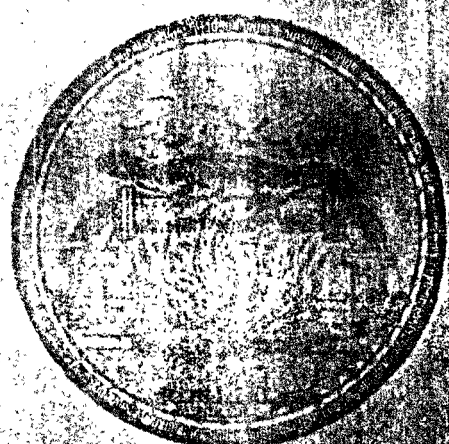
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