The Asbestos Worker

Volume Six
Number Two



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

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BUILDERS

John Kendrick Bangs

If you be expert or unskilled
It matters little if you build.
And if in building you are true,
'twill make an expert out of you.
Waste little time in tearing down,
Destruction wins no lasting crown.
The souls that win the sweetest cup
Are Builders!
Builders!
Builders up!!!

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The Asbestos Worker

E. A. JOHNSON, *Editor and Publisher*
66 Walker Street, West Roxbury, Mass.

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In Memoriam

BROTHER CHARLES OLSEN, LOCAL NO. 6

THE membership deeply regrets the loss of Brother Charles Olsen, who passed away December 30, 1926, after a short illness. He was a member of our local from the start, always a consistent trade unionist, and one of the first to uphold its principles.

HE will be remembered most by those who battled with him in the early days when it was apparently a crime to be a Union man.

WE condole with his dear wife, relatives and friends in this, their hour of sadness, believing that the life led by him here below will be rewarded by the joys of a fairer clime.

OSCAR W. PALM, *Secretary*

BROTHER HORAN, LOCAL NO. 22

WHEREAS, we know not the day nor the hour when our Heavenly Father will call us to our Heavenly Home and whereas the call has come for one from among our ranks, one of the faithful members of the craft.

RESOLVED, that we extend our sincere sympathy to his bereaved family. Be it resolved that a copy of these resolutions be spread on the minutes of Local No. 22, and further be it resolved that a copy also be sent to the family of the deceased.

THOS. B. REED
W. F. DOYLE
E. R. SITTON

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THE ASBESTOS WORKER

VOLUME SIX FEBRUARY, 1927 NUMBER TWO

Labor Participates in the Management Week

WILLIAM M. RAPSHER*

MANAGEMENT Week was celebrated in Philadelphia, from October 25 to October 29, 1926, at the Franklin Institute. The general topic was "Progress in Industrial Management and in the Elimination of Waste."

The Central Labor Union of Philadelphia, as representing organized labor, was invited to participate. This invitation was accepted and the matter placed in charge of the Committee on Education.

The Wednesday evening meeting of October 27 was held under the exclusive auspices of the Central Labor Union. Mr. Morris L. Cooke, consulting engineer and director of the Pennsylvania Giant Power Survey, acted as chairman. The subject for discussion was "The Workers' Interest in the Elimination of Waste."

Two very able speakers, Mr. O. S. Beyer, Jr., consulting engineer of Washington, D. C., and Mr. James H. Maurer, president of the Pennsylvania State Federation of Labor, presented the case of the organized worker.

These gentlemen know the subject thoroughly and they clearly indicated that the worker was interested in the elimination of waste in industry, and that the worker had materially assisted in reducing waste. The further very important point was exemplified that the worker needs more encouragement from management, and that he will respond with alacrity if he is given his share of what he saves. If the worker is expected to save material, time, etc., and still increase his productive effort without being reimbursed therefor, management cannot hope for anything more than a half-hearted response.

Organized workers ask this question: Why should we give our best effort and not share in the profit? Why should we exhaust ourselves for the purpose of increasing net profit which is then distributed to stock-holders who have had no actual participation in production?

The effect of repetitive processes upon the mind, the health, and the morale of workers was also indicated.

Mr. Maurer replied to the charge that workers take more time than is necessary to complete a job. He frankly stated the problem as follows: If a worker is married, has a family to support and finds that by doing only a certain amount of work he can be employed a longer period of time and thus insure to himself the means of

*Mr. Rapsher is member of Union and Chairman Committee on Education of the Philadelphia Central Labor Union.

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keeping his home intact, and have money to purchase the supplies necessary for the comfort of that home, why should he work with all his energy, if by so doing he lessens the time of his employment?

The worker, whatever his grade of intelligence, is, after all, a human being, who must, as long as he is alive, have certain quantities of food and clothing; he must have shelter for himself and his family. How can management expect him to work himself out of a job! The worker will respond to any reasonable demand provided he is assured continuous employment at wages that will enable him to live as a self-respecting human being should live. I know this is somewhat trite, but is it not the real cause of the greater part of the unrest in industry? Let management solve this problem by assuring the worker regular employment and regular wages and many of the wastes now incident to the production of goods will disappear.

What did organized labor gain by participation in Management Week? Much in every way. We made new friends. The impression created by our speakers upon the audience was beneficial because it lifted us above the plane of thinking which has been ascribed to us in the past. We demonstrated that we are at all times ready to take part in any conference which will bring about a better understanding between employer and employee.

The human waste in industry is of infinitely greater importance to society than is the waste in material or machinery, and every effort should be made to conserve human energy.

Organized labor in Philadelphia has at least established a point of contact which cannot help but be beneficial, and if the future course of events is carried to a logical conclusion in regard to the promises of the present, then much of permanent value will have been established.

This thought was engendered by the activities of Management Week: That organized labor bodies in any community—city or state—should become more active in civic movements that have for their objective the betterment of society generally. We have been too provincial, too narrow. Central labor unions everywhere should take a leading part in every activity that is undertaken for human welfare—in education, law enforcement, the election of public servants—judges, legislators, councilmen, mayors, members of boards of education, etc.

Again, organized labor locally must take into consideration that modern business is based upon scientific analysis. The old methods have passed; the engineer has arrived. Are we in close touch with the men who make intensive studies of business problems? Have we established research bureaus? Have we given thought to the economics of business? Do we concern ourselves with the cost of production, of materials? Do we give thoughtful consideration to the facts obtaining in our various crafts?

Modern business throughout its wide ramifications is a scientific problem and must be solved by the use of research and by analysis.

The worker could assist in eliminating much waste in any community by educating himself in political science and voting, with the end in view of electing men to office who are qualified by training and experience to serve all the people. Almost any election is an exemplification of the fact that most working men vote for one or the other party merely because they call themselves by that name If one man says to another that the latter does not know how to vote intelligently, immediately a heated argument ensues and each of us perhaps vehemently asserts that he is competent to judge for himself how he should vote—for what party, or for what candidate—but is that statement really true? Does the experience of the average man, his knowledge of men and events, qualify him to exercise so sacred a privilege as the right of franchise?

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The waste incurred by unintelligent voting is incalculable!

The charge of waste and extravagance in the disbursement of public funds is made every day. What action do organized workers take to prevent this waste? For waste in human experience does not consist only in waste of material, or time, or money, it also consists of the frightful waste which attends the election of incompetent men to public office. And before we pat ourselves upon the back, let us ask this question: What would organized labor, that is the rank and file, do if it were suddenly translated into the official positions of government—city, state or nation? Would we not be likely to make a mess of the job as the workers did in France in the past, and as they have done in the Russia of today?

Perhaps the waste under our administration, caused by our inexperience and lack of training, would be much greater than that about which we now complain in our public servants.

All the thinking workers of America may know of what would happen if the inexperienced proletariat should suddenly vote itself into power, if they read carefully and thoughtfully the history of what happened in Russia. Get the facts of that horrible mess and then do some constructive thinking. When the workers of Italy forcibly took possession of the plants in that country after the war, did they bring about the millenium. Not by a long shot. They found management a different proposition from what it appeared in the ideal. The grass in the next field looked very green and promised good fodder, but when the eating began much stubble and many thistles and brambles were found interspersed with the clover.

These and other instances surely prove that intensive study of business methods, practices and principles is essential before even a mediocre success is attainable; likewise much experience must be acquired by actual contact with business before we can hope to solve its age-old problems.

Progress never ceases—if stationary, we stagnate—hence we always have before us a receding goal, and success is achieved in the measure that we follow the road with unceasing determination and stout hearts, for the hills will be hard to climb and the going rough.

The rule of trial and error will not bring results in modern buisness practice, and organized labor must adopt new methods and adapt itself to ever changing conditions.

I shall merely touch upon a species of waste which may provoke my fellow organized workers, but the reason therefor may perhaps be set forth with sufficient clearness to cause some serious thought upon a source of great waste—I refer to the strike.

The strike as used by organized labor is said to be its most potent weapon, one which has produced the present high level of wages and satisfactory working conditions, but is it not, after all, the good that may be said about it, a waste? Many men in organized labor who have borne the burden of strikes have severed their affiliations because strikes have cost them their jobs. This subject is a delicate one which I am not competent to discuss but this fact is indisputable: Most strikes are at sometime or other settled around the conference table. If a means can be found to eliminate the strike by having the conference before and not after, would not the saving of time, money, and energy be sufficient to warrant the utmost effort?

Sometimes demands are made upon management without critical analysis of the facts as to whether or not the industry can pay more wages and work fewer hours.

Reference has been made to engineers in industry. In many instances these men are not qualified by training to assume the management of employees. Their training has been exclusively in the direction of technical efficiency, and on that score no criti-

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cism can be made; but when these men are placed in positions of administrative responsibility, they too frequently are found unfitted to solve the problems pertaining to the relations between employer and employee. The difficulties that ensue are often the cause of strikes and misunderstandings which are a clear waste—a waste that could be prevented if the human element were more clearly understood and were more carefully analyzed.

This surely is a problem for management to solve, and upon its correct solution depends in a large measure the future of industrial production and efficiency.

The condition of the machines of production is given careful attention lest by some friction or displacement loss and waste is entailed, but the condition of the operator of the machine is very frequently not given the same care and attention.

Human engineering which is just beginning to appear in industry is of immense practical value, and when the time comes for it to assume equal standing with technical engineering, then will also begin to appear that community of interest which will provide for the fair sharing of the profits of production.

The executive in industry cannot afford to ignore the laws of human rights, nor to refuse to meet his employees. Autocracy of management is as harmful as autocracy of labor—neither can long endure.

Both employer and employee in the production of goods have assumed obligations to the general public which purchases the manufactured articles, and waste is always the result of lack of appreciation of this obligation—whether by management or by worker.

Organized workers have many important functions to perform, the first of which, after 100 per cent. organization, is probably that of insisting that their wages shall be such as will enable them to live as free men should live. This is a first charge upon production.

The employer will procure a greater degree of cooperation by recognizing organized unions of employees than he will by refusing so to do, if for no other reason than this: That persecution has always in human civilized experience given greater strength to a cause which has thenceforward manifested greater persistency than before. Labor, however, cannot become autocratic and demand that which an employer cannot in justice grant. If the profits of a business, or business generally, do not permit higher wages, then searching inquiry should be instituted to determine a means of lowering the cost of living. Waste is somewhere present in such a situation.

Another form of waste is that which results from lack of opportunity to demonstrate ability. If men are massed in any industry, and the good, the mediocre, and the bad are all classed in the same category of value, how can management expect the expert workman to exert himself when he receives no more compensation for effort and greater production than does the inexpert workman for less production. This is not true in executive positions where the highest grade of ability receives recognition in compensation commensurate with its usefulness and profit-producing capabilities.

If the worker assists in the elimination of waste, he must have his share of what he saves.

If education is essential to the engineer in industry, it is also essential to the successful labor leader. Thinkers are as necessary in Labor's ranks as they are in the employer's ranks. Our work is just as important to society as is that of the mechanical engineer, the chemical engineer, or the electrical engineer.

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Bricklayers Make Brick

CHESTER M. WRIGHT
Editor, International News Service

THE Children of Israel went on strike, so it is recorded, against making bricks without straw. The International Brick Company, at El Paso, Texas, digging its shale out of its own mountain with huge steam shovels, running it through machine crushers, over conveyor belts and through a compression chamber, has just concluded a year's business grossing $131,835.39, and never a bit of straw at all. Times change.

The International Brick Company is owned completely and operated by the Bricklayers, Masons and Plasterers' International Union, of which William J. Bowen is president; George T. Thornton, first vice-president; Harry C. Bates, treasurer; and John J. Gleeson, secretary. Its headquarters are in Washington, D. C. The general manager of the company is Jerre F. Driscoll, expert brick man.

Common brick, face brick, building tile and various ornamental products are manufactured by this union concern, which is union owned and union operated, with wage standards, working conditions and health precautions at their very best. Brick manufacturers from other sections are constantly passing through El Paso to have a look at this splendid union plant.

The business of a brick manufacturer is determined more or less by the density of the population in his territory and his ability to overcome competition in that territory. The weight of the product makes shipment to far sections unprofitable and he must "stay in his own yard" for that reason. The International Brick Company's business is mainly done in Texas, New Mexico, Arizona and in the border states of Chihuahua and Sonora in Mexico.

It was an anti-union drive among misguided employers in Texas that forced the union to the decision to establish the plant before the World War. It was built on real estate that has increased tremendously in value since that time. The real estate investment alone has justified the venture. But its business success has been real and the company shows a better figure each year. While it was regarded with disfavor by some of the business interests in its territory at the outset, it is today courted by newspapers, banks and others with whom it has contact. It participates actively in movements for civic betterment in its territory and has been a splendid force in that direction.

The International Brick Company does not in any sense depend upon "pull" or influence for its success. It depends upon the excellence of its product and its ability to bid successfully on contracts and it depends upon nothing else. On that straight, clear-cut business policy it has forged ahead, overcoming severe competition.

Advertising is one of the factors in the success of the business. Newspaper display space is used regularly, running generally ten inches double column width, but now and then blazing forth in half pages and full pages. The company takes advantage of current events to coin business. When the newspapers of El Paso were full of stories to the effect that apartment house owners had barred children from apartments, the International Brick

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Company rushed into half page advertising space to offer a twenty-five per cent. discount on bricks to the first builder who would put up an apartment house catering to families with children.

El Paso has a beautiful new manual training school, built of International Brick Company's brick. It was opened on Labor Day, 1925, in response to a plea by the company that the opening be on that date. The company paid for large advertisements advertising the opening. There were elaborate ceremonies, all arranged by the company, under agreement with the Board of Education. Some 14,000 persons attended, or passed through the building during the day. The company got what is known as indirect advertising, but it was of the best kind. Its representatives were unobtrusively on hand during the day of ceremonies, proud of what had been built from their product, glad to explain when questions were asked.

Much of the territory in which the International Brick Company sells its product must be reached without resort to railroads. For this delivery a tractor hauling three army trailers is used. Up and down the valley, out of El Paso, this tractor train goes with its loads of bricks. It never makes a delivery without being blazoned with banners proclaiming its mission and its union ownership. This has brought much new business.

The plant has grown from year to year, fighting its way upward on sheer merit of product and performance, making a product that has passed Bureau of Standards tests with flying colors. As a matter of fact, the product is rated with the best in the country, if not the very best. At least there is none superior. Its shale supply, at Bowen, N. M., is almost inexhaustible. The company, in truth, owns a mountain, from whence it ships in carload lots to El Paso. It is constantly experimenting with new colorings and new styles. It is doing everything possible to keep at the head of the procession. It is a growing demonstration of what a trade union can do when it turns its hand to ownership.

STEEL TRUST WAS WRONG

The steel trust's division of $200,000,000 of its $700,000,000 profits among stockholders refutes the claim that the 12-hour day and the seven-day week is necessary.

As late as June, 1923, Judge Gary and associate directors of the American Iron and Steel Industries said the 12-hour day could not be abandoned until "there is a surplus of labor available." But the change was made without having three men for every job.

The steel trust is a copper-rivited industrial autocrat. Each employe of this corporation must deal with it as an individual. It is honeycombed with spies and informers to acquaint its management with any unrest among workers, yet the men who direct this policy are not immune from the penetration of trade union agitation.

OPPOSE LONG WORK DAY IN TEXTILE INDUSTRY

In his inaugural address on Jan. 15, 1927, Governor Fuller of Massachusetts expressed disapproval of a longer work day in the textile industry. Employers are asking the Legislature to permit them to work women and children employes more hours, because of southern competition.

Organized workers suggest that if these employers used some of their excessive profits to buy up-to-date machinery, instead of handing rich returns to stockholders, they could compete with the South.

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"85% Magnesia" and its Interesting Story

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(Continued from the January issue)

EIGHTY-FIVE per cent. Magnesia" blocks are made of various sizes for convenient application. They form a perfect heat-barrier and, where necessary, are easily cut to fit into corners, etc.

Joints and places hard to fit are filled with plastic "85% Magnesia" cement, effectually closing all loop-holes.

All brick work is very porous. To close these pores and thus greatly retard infiltration, a coating of "85% Magnesia" cement plaster should be applied to the boiler-walls. To prevent damage, it should be protected by sheet metal or a coating of asbestos cement to a height of about four feet from the floor.

"85% Magnesia" block coverings may be easily removed for repairs, etc., and if carefully handled will last as long or longer than the boiler itself. Magnesia cement may also be removed and reapplied, as often as desired.

Condensers and Feed-Water Heaters

Wherever the condensed steam is returned to the feed-water, a material increase of temperature will be secured by covering all return-pipes and exposed surfaces with "85% Magnesia." This important point is often overlooked, but it represents a real economy.

The Importance of Choosing a Correct Pipe-Covering

While, as we have already seen, the heat loss from bare pipes amounts to a very serious percentage of the total coal consumption, it is not generally understood that considerable heat-leakage may occur even though the pipes are covered.

Too thin a covering or even a heavy coating of unsuitable material will still permit heat-wastage.

It is well, therefore, to carefully consider the non-conducting values of a covering before coming to a decision. Low first cost may be very quickly offset by higher fuel consumption, amounting in a short period to many times the difference between the original cost of the coverings.

"85% Magnesia" Sectional Pipe-Covering

Engineers have for many years agreed that for efficiency in heat-saving, convenience in application, and all round utility, the pipe-covering known as "85% Magnesia" Sectional Covering, offers the most perfect solution of the heat-insulation problem.

By manufacturing it as a standardized product in large quantities, uniformity of weight, texture, bulk and material are assured; while, because every piece is absolutely of correct size and shape, the labor of applying it to standard sized pipes is materially reduced.

Sectional "85% Magnesia" is made in handy lengths of three feet each to fit all wrought iron or steel pipe sizes and divided longitudinally for easy application. It consists of 85 per cent. of pure carbonate of magnesia with a percentage of asbestos added as a binder. This proportion has been proved by long experience to give the

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maximum combination of strength and insulating properties.

An "85% Magnesia" covering one inch thick over the pipes will insure the stoppage of heat-wastage on systems where the pressure is low, as in heating-plants. But heavier coverings are required for high-pressures and superheat.

It must be remembered that the total area of the pipes is quite considerable and that an uncovered pipe is, in effect, only another form of radiator.

Coverings for Valves, Flanges and Fittings

Many engineers do not cover these for fear they will not be able to get at them readily for repairs, etc. It must not be forgotten, however, that the heat-loss from a pair of heavy ten-inch flanges under high pressure is equal to over a ton of coal per year.

Valve-bodies, drips, steam-traps, and even the cylinders of duplex-pumps, also waste large quantities of heat and should all be properly protected.

Do not overlook the fact that these losses are continuous as long as steam remains in the pipes, whether the plant be working or not, and that the total amounts to a very considerable annual sum.

There are so many sizes and shapes of fittings and flanges that while properly shaped "85% Magnesia" sectional coverings can be supplied for many of them, it will often be found advantageous to use a built-up form of plastic "85% Magnesia" with a foundation of wire-cloth or similar material.

Durability The Fire-Danger

Many otherwise good non-conductors are totally unsuited for pipe- or boiler-covering because they are unable to withstand the effects of prolonged high temperatures.

All organic substances, such as wool, [illegible] eventually fail from this cause, while in addition their state of extreme dryness renders them particularly liable to combustion, often without apparent reason.

"85% Magnesia," on the other hand, is perfectly immune to all ordinary heat influences. "85% Magnesia" coverings, which have been in place for twenty years or more, when removed are found in perfect condition and quite ready to last another twenty years if required

Even direct flame has no apparent effect on "85% Magnesia," so that the fire-danger is entirely absent. Temporary soaking from steam- or water-leakage readily dries out again without affecting its insulation value in the slightest. Being very slightly alkaline "85% Magnesia" has no injurious effect upon the metal pipes, even after a long period of years.

The constant vibration of heavy machinery has a disintegrating effect on many materials, which gradually reduces them to a condition of powder where their insulation value is so seriously reduced that they become practically useless, no matter how efficient they may have been when first applied. "85% Magnesia" will withstand even the heavy pounding of locomotive- or marine-engines for many years without deterioration, consequently there is no question whatever of its durability for stationary installations.

The Heating of Large Buildings

The economic success of a large commercial structure such as a hotel or office-building is largely bound up with its heating service. A well-warmed factory is also more efficient than a cold one.

Cold is depressing. A chilly person is "below par," and cannot devote his full energy to his work. If he is a guest in a hotel, or a tenant in an office, he will not stay any longer than he can help. Even a workman will give up his cold job for a warmer one if he can, and in any event he does more and better work if his quarters are comfortably warmed.

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Carrying heat is like conveying any other product. *It will not travel in a leaky container;* but if pipes and boilers are properly protected, there is no difficulty whatever in carrying the heat to any required point.

Assuming your boiler equipment is ample, proper application of "85% Magnesia" coverings will remedy cold conditions in any building.

"85% Magnesia" in the Home

First let us consider the steam or hot-water heating plant which has been installed for domestic service.

Essentially it consists of a boiler, pipes and radiators.

The boiler *produces* the heat, the pipes *convey* it, and the radiators *deliver* it. Any confusion between their duties inevitably causes waste.

If the boiler *conveys* heat to the cellar, that is loss. If the pipes *deliver* heat in all sorts of odd corners, that also is loss. Therefore our task is to keep each one doing its proper share of the work, just as would happen in any other well-regulated business.

The boiler-walls are comparatively thin metal through which a lot of heat passes in a short time. Obviously, this lost heat cannot be delivered to the upstairs rooms and so we must burn more coal to make up for it.

The pipes are carried in between floors and partitions, along hallways and through closets, rapidly parting with their heat as they go. So more coal must be burned to make up for this loss also. Unfortunately, even burning extra coal does not always make up these heat-losses, because the waste is so rapid and so enormous that any ordinary boiler is quite unequal to the task.

There is only one solution possible: Tie up your heat; defend your steam; protect your pipes and boiler from heat losses with proper "85% Magnesia" coverings, and the heat will be delivered to its destination in generous measure.

Your home will be comfortable, your health will improve, and your coal bill will be lower than you have ever believed possible.

The Protection of Hot-Air Heating Systems

While some form of protection is frequently given to steam and hot-water heating-boilers, it is rarely that hot-air furnaces and their ducts are properly insulated, but the losses from such hot-air systems are frequently even larger in proportion than those from steam or hot-water pipes on account of their larger size and thinner substance.

"85% Magnesia" will protect both furnace and pipes and deliver a full volume of heat where it is needed, while at the same time the cellar is kept cool and, best of all, the reduced coal bill soon pays for the whole installation.

All coverings may look alike once they are installed, but there is a great difference in their efficiency.

The Importance of Correct Application of Pipe- and Boiler-Coverings

To obtain the maximum efficiency from the use of "85% Magnesia" coverings, care must be taken to avoid either insufficient or improper application.

High pressures and high temperatures call for thicker coverings in order to counteract the difference between the interior and exterior temperatures, just as a man wears heavier clothing in winter than in summer.

If, in the first place, the covering be correctly applied and of the proper thickness for the service demanded, no possible future trouble can ensue, because unlike many other covering materials "85% Magnesia" does not deteriorate with age, but always retains its original efficiency. "85% Magnesia" coverings, removed after a quarter century of constant use, have been found in just as perfect condition as when originally applied.

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abridged from the Magnesia Association Specification which covers the subject fully. Copies of that Specification will be sent to architects or engineers on request.

All coverings of "85% Magnesia" consist of not less than 85% Magnesium Carbonate with sufficient asbestos fiber to give it structural strength.

Pipe-Covering Sections are 3 ft. long, made in halves for all sizes up to 10-in. pipe, and in segments for larger sizes.

Block Coverings are: 3 in. x 18 in., 3 in. x 36 in., 6 in. x 18 in. and 6 in. x 36 in.

"Standard" thickness is as shown in table No. 1. This is the regular thickness in which all coverings are supplied.

To insure satisfaction all workmen should be skilled pipe-coverers, and care should be taken that the quantities and instructions specified in these tables are exactly followed.

Oil Versus Coal

THE amount of fuel oil consumed in the United States in 1925 was equivalent to 200,000,000 tons of coal. The consumption of coal itself that year was 600,000,000 tons. Economies in the use of coal have further reduced its consumption.

In a new method of coking high volatile coal the finely ground coal is dropped through a hot tube and instantaneously carbonized. In the discussion it was pointed out that there is plenty of coke breeze already available without devising a process for making more.

There are over 200 Tulley plants in operation in England for the complete gasification of coal.

Domestic heaters are chiefly responsible for the smoke problems in cities, yet there is little demand for smokeless apparatus, and the statement was made that there has been little advance in the design of household furnaces in twenty years.

The papers which aroused the greatest interest and comment were those of Bergius and Fischer, of Germany, and that of General Patart, of France.

Bergius Process

In the process described by Bergius pulverized coal made into a paste with oil is heated to about 450° C. in an atmosphere of hydrogen under a pressure of 1800 pounds or more to the square inch. The coal is thereby largely converted into oil and tar, from which motor fuel, Diesel oils, lubricants and heavy fuel oil are recovered. The crude yields and the character of the products obtained are largely influenced by the variety of coal used, and vary from 93 to 140 gallons per ton of dry, ash-free coal.

Powerful financial interests are said to be behind the Bergius process and great sums have been expended in its development. The plant is obviously very expensive and estimates of its cost vary greatly. It has been pointed out elsewhere that the Bergius process may be applied still more readily to the treatment of heavy petroleum residues for their conversion into lighter oils and motor fuel.

Patart and Fischer

The problem of producing motor fuels and heavier hydrocarbons from

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coal was attacked from another angle by Dr. Fischer, who uses as his raw material carefully purified water gas made by passing steam through a bed of incandescent coke. The gas is passed over highly heated metallic oxides, which serve as catalysts, and high pressure is not necessary, though desirable under some conditions. Paraffin hydrocarbons ranging from methane to solid paraffin are obtained, but the yields thus far would seem to be too low to justify commercial exploitation. By a closely similar process, Fischer is, however, producing in Germany substantial amounts of methanol (wood alcohol), much of which is coming to this country.

Also working with water gas as his raw material, General Patart, by the use of appropriate catalysts at high pressures, has succeeded in producing numerous series of important organic compounds, including alcohols, acids, ethers and liquid hydrocarbons of the most diverse kinds. He gives $400,000 to $500,000 as the cost in France at the present time of the equipment necessary for a production of twenty tons of methyl alcohol per day.

DIRECT CONTACT WITH EMPLOYERS IS URGED BY BRITISH UNIONISTS

A proposed industrial parliament that would be initiated by the government is not favored by the British trade unionists. The workers favor conferences with employers, rather than have questions referred to experts.

"There are too many organizations of this kind in existence," said C. T. Cramp, well-known trade union executive, at a meeting with representative employers and the Minister of Labor.

"You are not dealing today with trade unionists of tradition," said Mr. Cramp. "We have a new generation of trade unionists whose mentality is altered. Their preceptions may have been altered by the facts of the war. The new trade unionist does not confine himself to the facts of his own particular industry. He is influenced by the facts of society all around him, whether they are desirable or not. In his newspaper he reads of shows and functions at which very great wealth is displayed, and if you ask me whether I would endeavor to keep the 40-shilling ($10) a week man content when he sees things of that kind, I say 'No.' We have to reckon with factors of that nature, and I am convinced that no organization of experts which we could set up could deal with such a situation.

"I believe that there is another factor which must enter into our calculations and that is the ability of British industry to give from time to time such conditions as conform to a twentieth century standard of life. Unless we take that into consideration we shall be like men in a burning house, all trying to get out together and all being engulfed in the conflagration. Therefore I do not believe that Parliament should take the initiative in bringing trade unionists and employers together.

"There are men who gather together in these days with the idea of applying the scientific spirit to the investigation of our problems. That does not appeal to the mass, because the masses like to say hard things one of another [illegible] not like to be attacked through its intelligence. It much prefers to argue."

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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

The Asbestos Worker is devoted to the interests of our craft, and we cordially 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

Unions and High Wages

A SUCCESSFUL undertaking finds many willing to assume responsibility for initiating it. Even high wages has been added to the list accredited to employers by H. P. Gillette in the November Engineering and Contracting. Perhaps no proposal is more unpopular with employers than requests for more pay. Each new request for an increase meets with practically the same reception—emphatic and positive assertion that the industry is unable to pay a higher rate. At first employers had to be forcibly convinced — now they are more susceptible to argument. But even the proposal that wages be increased, either directly or indirectly, comes from wage earners. The employer who voluntarily and honestly reconsiders his pay roll is a rare person.

In order to launch American industry on a high-wage policy, workers had to overcome traditions and reluctance that was partly thrift and partly caution. But repeated wage increases have proven that high-wage workers are the most economical producers. The trade union movement has been the entering wedge that has forced a high-wage standard in union industries—a development reflected even in unorganized industries. Both workers and employers look to the union as the standard-making agency. Even company unions, beginning with the Colorado Fuel and Iron committees, depend

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upon union wage standards. The company union has not that authority of genuineness necessary to represent workers' interests, and hence can not set standards.

Even Judge Gary, the irreconcilable opponent of the union, in an article published in the World's Work, concedes: "I do not want to take too strong a stand against labor unions. I understand and appreciate fully that in the past they were needed in order to force a conscience upon the employing body."

Then in a few sentences he qualifies the assertion with: "It was not the labor unions which created reform in American business. It was maturity in point of view. It was also a conscience formed by public opinion."

Even those who can believe that public opinion has been the agency that has brought wage increases and set work standards must admit that unions help to create public opinion. The last organization drive of the trade union in steel centered on the twelve-hour day. Can any one seriously maintain that trade unions did not have a part in creating the "public opinion" that finally persuaded United States Steel to change from a twelve- to an eight-hour shift?

Unions set wage standards for their own jurisdictions which exert a lifting force in competing and allied industries. Mr. Gillette is quite right in maintaining that industry can not pay in wage more than the value of its output. We have declared that higher standards of living can be sustained only by increased productivity, and we very definitely recognize the functions of management. As to his statement that the building trades unions are special offenders in maintaining restrictions of output, is that not a charge that involves consideration of the whole situation? Output must necessarily stop at some point. The determination of the factors that should fix this point are properly within the province of the building industry—the contractors and the building tradesmen. Mr. Gillette should not prejudge the issue he raises by dogmatic assertions, but should refer it to an authoritative tribunal. It is a matter of common information that the building trades workers of the United States have the highest production records in the world.—William Green, President American Federation of Labor.

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Business Forecast for 1927

THE BUILDING TRADES

WILLIAM J. TRACY
Secretary-Treasurer, Building Trades Department, American Federation of Labor.

AVAILABLE authentic information indicates that the present prosperity in the building industry throughout this entire country will not only continue during 1927, but will increase in volume. That is as it should be, because there is no known investment which is safer than that being made in the building development of America.

Building construction costs, in my opinion, probably will never fall below their present level; not sufficiently, at least, to warrant building and financial interests in postponing contemplated construction projects. Naturally, there may be some fluctuation in the costs of building materials, but any permanent important reduction appears very unlikely for many months.

The building industry is, at the present time, enjoying the greatest prosperity in its history, with wages and hours of labor and improved working conditions better than ever before. The high wage scales have not retarded building, but, on the other hand, have increased the purchasing power of the workers and acted as a stimulant to our national well-being and general prosperity.

Organized labor stands for recognition and fulfillment of all contracts, and invariably organized labor does carry out its agreements. The officers of this Department and the affiliated international unions have endeavored to have the membership strictly observe all wage agreements entered into with their employers, and will continue to do so with a view to maintaining peace in the industry.

During the coming year further efforts will be made toward the elimination of jurisdictional strikes, which can not be defended. Definite progress in this direction has already been made and today the forces of labor in the building trades are more solidly united and harmoniously associated than at any other time in history.

Construction is one of the greatest factors in our national wealth. The building industry is the second most important industry in this entire country—preceded only by that of agriculture. Therefore it behooves all of the various elements identified with the industry, either directly or indirectly, to use every honorable means to promote its influence and prosperity. This is a duty which we claim to share equally with the financial interests which supply the money, the architects, the engineers, the contractors or builders, and the building material interests.

We of the building trades stand for a better building program, improvement in building laws and codes; for the protection of the investing public and home owner; the legitimate builder; the skilled and qualified mechanic; and, as a guarantee against inferior workmanship, for a safe, sanitary and durable building or home erected by the most skilled and qualified mechanics.

Naturally, we do not favor cheap construction, or so-called "hurry-up" jobs, which after their completion are unsatisfactory to the unfortunate owner and can not but mean constant repair bills. Such buildings or homes are a menace to the entire building industry.

We are opposed to destroying the morale of our mechanics, who have

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served from four to five years as apprentices in order to become masters of their trades, by permitting unscrupulous employers to compel them to install or erect work in an inferior manner. Fortunately, such employers are in the very small minority. We are as much concerned about the mechanical and trade skill of our membership as a minister of the church, a priest of God, or a rabbi is about the morals of his congregations.

We strongly urge vocational education and apprenticeship training of the young men actually working at the trade, and the Executive Council of the Building Trades Department has asked the affiliated international unions for their active, sincere and prompt cooperation in this most important subject.

The building trades have been wrongfully accused of limitation of output. There is ample evidence that the productivity of the building worker is constantly increasing and during the last year it has been an important factor in keeping down the cost of construction.

Labor fully realizes the importance of cooperating with capital if the country is to prosper and progress in its development. It will be my purpose during the coming year to do everything that is humanly possible to create a sincere feeling of friendship and cooperation between financial and banking interests and the Building Trades Department of the American Federation of Labor.

NATIONAL PROGRESS

HERBERT C. HOOVER
Secretary of Commerce

THE nation is making economic progress. Some areas lag behind others, and discontent with the lag is an assurance of a lively sense of initiative and the best promise of remedy.

Each individual tests the question of prosperity by his own setting and naturally applies his own test to his views of the economic state of the nation. If we use the more precise term "economic progress," we find we have per capita as the result of the year 1926 more and better homes, more electric lights and power, more transportation, more roads, more substantial buildings, more radios and more automobiles, more savings, more life insurance and more of a lot of things.

We also have more educational facilities and more per capita circulation of newspapers and magazines than ever before.

Altogether we enter the new year with a job in prospect for most everybody, with the whole nation better fed, better housed, and better clothed than any other nation. The large disappearance of poverty in the chronic sense should make us more sensible to the remedy of the misfortune in the individual sense, and the high recovery of industry and commerce from the losses of the war should make us more sensible of the needs of agriculture.

LABOR SITUATION GOOD

JAMES J. DAVIS
Secretary of Labor

THE outlook for 1927 offers every encouragement to optimism. At the same time it contains features which make for caution. Our home consumption is high and shows little signs of falling off, yet our imports have also been high, and it remains to be seen whether these will mean any slight reduction in the consumption of home products, and so a corresponding reduction in output and employment.

There is nothing in the labor situation at this time to indicate [illegible] slowing down of business prospects in

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1927. We have no means of gauging accurately the wages of unorganized labor, but reports of organized labor show that the relative purchasing power of wages for 1926 was 43.2 per cent more than in 1913, where the improvement in 1925 was 35.4 per cent. The purchasing power of the union wage has thus risen 7.8 since 1925.

The increase of purchasing power of wages in general shows a little less favorably against the increased purchasing power of the union wage. Yet in the iron and steel industry, where labor is unorganized, the purchasing power of wages has been more than holding its own in 1925 as against 1924 in all the more skilled trades. Among the common laborers in that industry it has fallen off slightly. The railroad men were 1.3 per cent better off in 1926 than in 1925, before they received the increase awarded them by the arbitration board created by the Board of Mediation within the past few days. Throughout the country common labor is holding its own, as against a year ago.

The importance of this lies of course in the fact that the aggregate of business depends very largely on the purchasing power of the 41,000,000 people gainfully employed in our country.

The best omen for the future is the change of attitude toward the wage question manifested by a vast majority of our employers. President Eugene G. Grace, of the Bethlehem Steel Corporation, put this succinctly when he said: "The wage of the country has always been the only source of a fair return to capital." In former times, at the approach of any period of depression, wages were the first to go down; and they were the last thing to go up on the return of good times. When reduction of pay roll is made the last resort in any attempt to economize, instead of being the first as formerly, I feel confident we shall take a long stride toward the elimination of panics and the need for extreme economies of any sort.

At the present time there is but little unemployment in the country except in a very few spots where there is some part-time employment, and even this is apt to be less in 1927 than for the past two years.

It is possible to assure the substantial forward-looking business man that the standard of living of the American people is steadily advancing and that the wage level is responsible for this satisfactory condition. This would seem to indicate a continuance of the present volume of business. While the wage level may not be so widely distributed as we could wish, and while there remain many whose wage is not equal to a reasonable standard of living, the tendency is nevertheless toward a wider distribution of wage increase. And each extension to this circuit of wage increase means increase of purchasing power and a corresponding addition to the volume of business throughout the entire nation. So far as it is possible to see ahead there are no indications of changing conditions that will seriously affect business generally provided we remember that at all times the maintenance of prosperity requires thought and caution, and, best of all co-operation and good will in the business relationship between employer and employee.

BUILDING IS TO CONTINUE PROSPERITY BACKLOG

S. W. STRAUS
of S. W. Straus & Co.

IT may be said that the outlook for 1927 is most promising and in my opinion building will continue to be the backbone of American prosperity.

Rents are well stabilized at this time. There always is a certain amount of contention that rents are

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declining or are about to soften materially. Speaking generally rents are on a new level like all other prices and costs, and those who may be looking for drastic declines are bound to be disappointed. In the first place, the principal item of cost in building is labor and the only way labor costs can be reduced is through increased efficiency. It is inconsistent for men to go backward in the matter of personal income. Labor in the building crafts, and in all other departments of American industry for that matter, will consistently and steadily move forward in the matter of wages. The standards of living in America will, for the same basic reasons, never go backward, which means that people will continually demand the very latest improvements and conveniences in their homes and in the buildings where they transact business.

To keep up with the times means that there must be steadily advancing costs. The cost of land meanwhile is continually advancing in our cities and towns due among other things to public improvements, greater congestion and increased taxation. This added valuation of real estate must be met by a commensurate increase in income or higher rents.

THE HIGHER STANDARDS OF LIVING CAN ONLY COME BY GREATER PRODUCTION

WILLIAM GREEN
President, American Federation of Labor

BECAUSE decisions upon important business policies rest so definitely with management, organized labor feels hesitant to assume the role of a prophet for business in 1927. Although we cannot speak with certainty there is every reason to believe that 1927 will be as good or even better than 1926.

Upon labor policies, however, we can speak with authority and labor policies are a vital element in business prospects. In those industries in which constructive labor policies resting upon collective bargaining prevail, we can confidently expect constructive results and developments that will contribute to the health and success of business. The constructive industry, which is a key to work in so many other industries, will probably have another busy year. The bituminous industry which has refused to reorganize upon an efficient basis or find constructive labor policies, may cause trouble not only for itself but for industries and communities using its product. The textile industry has also to set its house in order.

Co-operation for Efficiency

Co-operation for efficiency is one of the necessary functions which trade unions can perform when management opens the way. Our movement has fixed labor standards that mean the maintenance of efficient and constructive uses of tools and materials—a necessary component of a successful business. We have established standards of wages and hours that make for good citizenship as well as act as stabilizing forces in industry.

By opposing wage reduction we join forces with the Federal Reserve, movements to eliminate industrial waste, and develop better industrial standards, which, in turn, check currents tending toward business booms and depressions and ill-advised expansion. By protecting the human element in production, we have forced consideration of values that came from securing the co-operation of the creative and constructive capacities of wage earners.

Our trade union movement is helping its membership to develop habits of thrift and investment through our labor banks and our union labor life insurance companies. Through these developments labor comes to have a new appreciation of the technical problems of management, and under

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standing is always a stabilizing and conserving influence.

The Five-Day Week

Typical of the type of service which our movement hopes to give during the coming year is our proposal of the five-day week, which we advocate for those industries that are now ready for it, and offer our co-operation to bring other industries to a similar degree of efficiency. Such service will benefit not only industries and workers but all of society.

Because our trade union movement brings a spirit of good will to industry, we expect to be met with good will, and this attitude means much to those who will meet us honestly. We recognize that our interests are interdependent upon all other interests represented in production. We know that higher material standards of living can come only from increased output. We offer our organization as an agency for greater industrial efficiency to those that enter into collective relations with our unions, thus assuring us agencies for fair dealings. These facts are of inestimable importance for the industries of 1927.

AGRICULTURE IS NOW ON A SOUND BASIS

F. EDSON WHITE
President, Armour & Company

BUSINESS health is inseparably linked with farm crops and industrial employment. That which we call national wealth is, primarily, the product of the soil, but it takes the magic touch of industrial activity to ripen it. The coming year dawns with reasonable certainty of continued prosperity. There are few burdensome crop surpluses and agriculture generally is on a sounder and more satisfactory basis than at any time since the World war. The people in the industrial centres are nearly all at work and what we have come to call "hand to mouth buying" promises that widespread employment will continue.

More and more the nation's business is being geared to the nation's own needs, and in consequence we are less dependent on the political and economic fortunes of Europe. A hundred million busy, well paid Americans, whose lives are varied and whose needs are many, furnish the best market that the world has ever known, and the nation can be prosperous and happy within its own borders.

FAVORITE STUDIES OF TRADE UNIONISTS

The Workers' Education Bureau, indorsed by the A. F. of L., reports that the following studies are favorites of organized workers:

Trade Unionism—The aim and functions of workers' organizations.

Economics—Problems which involve wages, prices, cost of living and profits.

History—Facts which indicate how institutions, nations, customs, etc., came into being.

Psychology—Facts which reveal how and why people behave as they do.

General Science—The basis of life and the explanation of natural forces.

Sociology—Political, legal and social movements; group living.

Art—Literature, drama and the creative works of man.

The bureau urges workers to form study groups and select any of the above or other subjects. The bureau will gladly assist these groups on application to its offices, 476 West Twenty-fourth Street, New York.

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Company "Union" Replaces Brute Force

JOSEPH E. COHEN
In International Typographical Journal

THE company "union" is the up-to-the-minute effort of unfair employers to undo the work of trade unions. It means that the days of brute force are, for the time being, held in check. Not that autocratic judges with ready injunctions against strikers are wanting or that they no longer even hint that the right to strike is doubtful. Not that policemen's clubs fail to be directed toward the anatomy of workers who refuse to enter abominable shops. Not that legislators and executives can not be found who would not drive labor into involuntary servitude.

But today these manifestations are rather few and far between against a past custom which, in a free country, should always have been honored more in the breach than in the observance. Nor is there any guarantee that, in a pinch, the Danbury hatters' outrage might not be invoked as a precedent.

It may be assumed then that more covert and artful methods are to be resorted to against the labor movement. One of the outstanding manifestations of this nefarious plan is to coerce employes into considering themselves inside a company "union."

While in no sense a union, it is company property. Because of that it is no union. Because of that it has the mighty financial backing of the company. What is more to the point, the stupendous capital of the larger corporations which is so hostile to trade unions foster and organize company "unions."

If at any time these corporations wish to be considered fair to their employes, the way to show it is to give them a free hand to join bona fide unions and deal with them through union representatives.

For it is as true now as it always has been that labor can take care of its interests by helping itself.

It is notable that the corporations which have been consistently antagonistic to the labor movement are now herding their employes like automatons into the company "union." It means, of course, that the trade unions are up against the most powerful combinations of capital.

It is certain that labor has its eyes wide open to the serious situation which it faces. This is no skirmish, but a first-class encounter. And there is no question of the outcome.

To suppose that labor can be defeated is to surrender to the fear that humanity is to sink into some form of slavery, whether benevolent or malevolent, whether lost in poverty or veiled with comfort. That is indeed, a sorry view.

It is nearer the line of historical change to find the world always tending to further approaches to freedom, and to see in the labor movement the engine for development into indu[illegible] democracy.

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Monthly Labor Bulletin

AS considerable interest has been aroused in the question of the 5-day week by the recent announcement of the reduction in the working time in the Ford industries, an analysis has been made of the information obtained by the Bureau of Labor Statistics in the course of various studies and surveys to show the extent to which the shorter working week is the practice in different industries. An article in the current issue of the Monthly Labor Review giving the results of this study shows that the 5-day week is more common than has been generally believed. It is found that in the manufacture of men's clothing, among several of the building trades, and in the paper box-board industry the 5-day week is well established, while to a lesser extent it was found to be in force in foundries and machine shops, the iron and steel industry, the newspaper printing trades, and among bakers and laundry workers. In addition, recent years have seen a considerable extension of the practice of Saturday closing in various lines of business during the summer months.

Continuing the series of studies appearing in the Review on the productivity of labor, an article on the rubber tire and the iron and steel industries shows an increase in the output of the workers per man-hour in both these industries during the period 1914 to 1925. In the manufacture of rubber tires the productivity is shown to have increased at a very rapid rate, the output in 1925 being over three times that in 1914. During the same period, revised figures for the iron and steel industry show that the output per man-hour increased about 60 per cent.

The statistics of accidents in the iron and steel industry compiled annually by the bureau show that in 1925 there was a continuing decline in accident rates as compared with 1924. This decline has been almost constant for 16 years and the effect of well-organized safety work is shown by the fact that in the plants where energetic and continuous safety work is carried on the reduction in accident frequency since 1913 has been approximately 86 per cent. as compared with about 15 per cent. in plants where the work has not been particularly stressed.

The wage rates paid newly employed unskilled adult males in important industries in the United States which employ considerable numbers of common laborers are shown for 13 industries and cover approximately 136,000 laborers. The weighted average for the several industries combined is 43.4 cents, the lowest and highest rates reported being 15 cents and $1.25, respectively, per hour.

HISTORIC PLEA FOR FREE PRESS

The proposition which I mean to maintain as the basis of the liberty of the press, and without which it is an empty sound, is this: That every man, not intending to mislead, but seeking to enlighten others with what his own reason and conscience however erroneously, have dictated to him as truth, may address himself to the universal reason of a whole nation, either upon the subjects of governments in general, or of that of our own particular country; that he may analyze the principles of its constitution, point out its errors and defects, examine and publish its corruptions, warn his fellow citizens against its ruinous consequences, and exert his whole faculties in pointing out the most advantageous changes in establishments which he considers to be radically defective, or sliding from their object by abuse. *Lord Erskine, in Defense of Tom Paine.*

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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.

FROM THE SUNNY SOUTH

Dear Sir and Brother:

Enclosed find photo of 5 pipe-coverers who met at the super-power plant of the Florida Light & Power Co., located near Miami, Fla., which photo we would like published in the Asbestos Workers' Journal. Reading from left to right they are: J. J. Trainor of Local 10, J. Mangin of Local 32, John Thomas of Local 1, Frank S. Finley of Local 1, and Pete Perry of Local 12. This is a nice job and the weather sure is fine, the summer comes here to spend the winter. This photo was taken right on the sea shore at Miami Beach. Hoping this finds you all right, I remain



Fraternally yours,

FRANK S. FINLEY, Local No 1

LOCAL NO. 17, CHICAGO

Dear Sir and Brother:

Just a few lines to inform you that the Building Industry in Chicago is again on a closed shop standard agreement. The Construction Employer's Association

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and the Building Trades have come to an agreement again and it looks like the death knell for the Landis Award.

The Asbestos Workers were represented in the adjustment with the presence of their Business Agent, Hugh E. Mulligan, who sat on the side of the Building Trades and signed with the committee who represented the Trades.

Local No. 17 since the signing of the Building Truce has negotiated a three year agreement expiring on May 31, 1929. $1.50 the present wage until June 1, 1927, then $1.56¼ an hour to June 1, 1928, then $1.62½ an hour until the expiration of the life of the agreement.

Business Agent Mulligan worked hard to bring about the new agreement, and the membership of Local No. 17 rewarded him with a purse of $500 as a Christmas gift, also elected him as their representative during the life of the present agreement. Hoping that our trade is moving along nicely, and that you publish this letter in our Journal,

Fraternally yours,

ARTHUR G. ANDERSON
W. F. SCHAEFFER
A. M. BURNS
H. H. HOLLAND

LOCAL NO. 21, DALLAS

Dear Sir and Brother:

Local No. 21 met at regular meeting December 28 and elected the following officers for the year 1927: D. Reed, President; L. F. Osborne, Vice-President; A. J. Essary, Secretary-Treasurer, Business Agent; J. L. Coates, J. H. Congleton, O. C. Fallis, A. H. Stewart, C. W. Fuller, Executive Board; O. C. Fallis, E. P. Holley, L. F. Osborne, Trustees; T. E. Stewart, Sergeant-at-Arms. We had one of our best meetings in a long time, every one pledging their support to the new officers and local in general. Will give you addresses of all members soon. Local No. 21 meets fourth Tuesday night at Labor Temple, A. J. Essary, Secretary. Office 213 W. 8th Street, Dallas, Texas.

Fraternally yours,

A. J. ESSARY, *Secretary*

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Official Section

GENERAL OFFICERS

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15 Benham Street, Elmhurst, Long Island, New York
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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 1000 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. Wm. Mansfield, Business Representative, Office 607 Webster Avenue.

No. 3—CLEVELAND, OHIO—Meets First and Third Tuesdays at 1355 Central Avenue. Albert Dalton, Business Agent. General Office, 1355 Central Avenue. George McArthur, 1027 Oxford Road.

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, [illegible]ort, 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. 15—WINNIPEG, CANADA—Meets Second and Fourth Mondays at Labor Temple. Geo. W. Ellenthorpe, 472 Talbot Avenue.

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 Street. Hugh Mulligan, Business Agent, Office Roosevelt Building, 179 West Washington Street, Room 506. Arthur G. Anderson, 5742 N. Mobile Avenue.

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. E. J. Gottsacker, 757 34th Street.

No. 20—TORONTO, CANADA—Meets Second and Fourth Fridays at Labor Temple. J. Cullen, 105 Bertmount Avenue, Toronto.

No. 21—DALLAS, TEXAS—Meets Second and Fourth Tuesdays at Labor Temple. S. J. Essary, 213 West 8th Street.

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. Ernest St. Jean, 39 Arch Street.

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. Carl Sickels, 14 Fountain 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. W. R. Ford, 4401 Davenport Street.

No. 40—ALBANY and TROY, N. Y.—Meets First and Third Wednesdays at Labor Temple, Albany, N. Y. J. Wickersheim, 96 Grand Street, Albany, N. Y. Office hours 6 to 7 P. M. daily.

No. 42—WILMINGTON, DEL.—Meets Second and Fourth Mondays at Labor Temple. Edwin Wardell, Jr., R. D. A. 1, Box 112, New Castle, Delaware.

No. 43—SPRINGFIELD, MASS.—Meets Second Tuesday at Labor Hall, 21 Sanford Street. John A. Nygren, 50 Dresden Street.

No. 44—COLUMBUS OHIO.—Meets First and Third Fridays 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, Volney Hall, 2529 Erie Street. 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 64 Walnut 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.

No. 78—BIRMINGHAM, ALABAMA—Meets First and Third Mondays at Labor Temple, 1815 Fourth Avenue, N. W. G. McEachern, 111½ Walnut Street, W. E.

NO. 79—DAYTON, OHIO—Charles Riley, 208 Elmhurst Road, R. R. No. 4.

No. 80—CHARLESTON, W. VA.—C. W. Lett, 509 Columbia Avenue, No. 5 Burdett Apts.

To Officers and Members of the Locals

In order that the Directory and Membership List may always be up-to-date and accurate in all particulars, please forward immediately any changes in, or additions to same, to the Editor, 66 Walker St., West Roxbury, Mass.

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