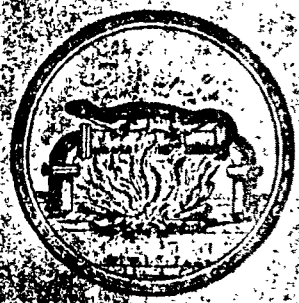
The Asbestos Worker

Volume Six
Number Three



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

MARCH
1927

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THE MAN WHO WINS

The man who wins is an average man,
Not built on any particular plan,
Not blest with any peculiar luck—
Just steady and earnest and full of pluck.

When asked a question he does not "guess"—
He knows and answers "No" or "Yes";
When set to a task that the rest can't do,
He buckles down till he's put it through.

Three things he learned: That man who tries
Finds favor in his employer's eyes;
That it pays to know more than one thing well;
That it doesn't pay all he knows to tell.

For the man who wins is the man who works,
Who neither labor nor trouble shirks,
Who uses his hand, his head, his eyes;
The man who wins is the man who tries.

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The Asbestos Worker

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

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THE GENERAL EXECUTIVE BOARD

will hold its March semi-annual meeting at the De Soto Hotel, New Orleans, La. It will open its sessions on Monday, March 14, at 9 A. M., and continue thereafter in morning and afternoon session until its business is completed. All notices of appearances, communications, appeals, documents, etc., must be in the hands of the Secretary at the General Office, St. Louis, not later than March 10 in order that the Board may arrange its schedule before convening. The City of New Orleans has been chosen for the coming session in order that the Board membership may familiarize themselves with conditions as affecting the Louisiana, Texas, Alabama territory and counsel with Local 10 on many of its trade problems.

Joseph A. Mullaney

General President.

Thomas J. McNamara

Secretary.

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THE ASBESTOS WORKER

VOLUME SIX MARCH, 1927 NUMBER THREE

Arbitral Proceedure for the Electrical Builders

CHARLES P. FORD

Secretary, Council on Industrial Relations for the Electrical Construction Industry

STRIKES occur. The public becomes acutely aware of a morbid condition in the industry. After loss and suffering, strikes end. The public forgets. Losses are counted usually only in dollars and cents. The business of the industry proceeds, but incalculable harm other than financial has been dealt to the industry by the strike, harm which is taken too little in account by all concerned. Why? Because every strike makes future industrial peace more difficult. Strikes sow hatreds; they sow suspicion; they sow misunderstandings and future controversies. In an industry where strikes are a habit, the substitution of industrial law for force is a long hard task. Workers and employers get so enmeshed in hatred that calm judgment is next to impossible. The result is that the building of an orderly industry is definitely delayed.

Contrary to impressions created by anti-union advocates, workers do not want to strike. They are the greatest sufferers, and only strike because conditions are intolerable and because there is no other way to make protest and to remedy conditions.

Thoughtless critics and industrial back-numbers among employers and legislators, who do not appreciate the foregoing conditions, attach blame usually to the strikers. They try a number of solutions. There has existed, and still exists, a league of employers whose sole aim is to secure the outlawry, and we think groups have loudly and we thing foolishly, talked about "whipping men back to work;" or they have sought injunctions to make men work; or they have set up one-sided tribunals to force arbitration; or they have gone out to break the union. All these devices, to date, have failed, and will fail for the simple reason that all factors in the situation have not been taken into consideration.

Fortunately, in the electrical construction industry there have been men who were willing to face all the factors. Two of these, L. K. Comstock, now Chairman of the National Council on Industrial Relations and an important employer of labor on a national scale, and James P. Noonan, president of the International Brotherhood of Electrical Workers, labored diligently to graft a new course of procedure on the old customs of the industry. Mr. Comstock brought to the situation an earnest conviction that the conference method could be applied to the relations of employers and workers. He was indefatigable in urging this point upon electrical

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employers. Many of them were willing to leave the old sorely tried ways of trial and error. That his efforts were in the end appreciated is indicated by the fact that this year the James H. McGraw prize awarded to the electrical man who contributed most to the common good of the industry was given to Mr. Comstock.

That Mr. Comstock early faced all factors in the situation is indicated by the analysis he made of relations between employers and workers. "I think it more correct to speak of attitude of the employer," he said (for his full statement see article in the Electrical Workers Journal for February, 1926), "as one of exploitation, conscious or unconscious, and of the employed, the dull antagonism of despair and defenselessness." At the same time, President Noonan, with his flexibility and progressivism, cooperated heartily with Mr. Comstock. So it came about that in 1919 after a number of conferences that the electrical employers and electrical workers jointly worked out and adopted principles and methods that created the "National Council on Industrial Relations for the Electrical Construction Industry of the United States and Canada"—a long title for a simple thing; a new thing and, as it has proved, a practical piece of machinery.

It was plain from the start that if the setting up of judicial machinery was to be a success, the conferees had to see industry as it is. They did not pretend that modern industry is the same now as it was thirty years ago. They acted upon the assumption that the highly commercialized, competitive, highly capitalized construction industry presented problems which the old building industry did not know. They saw that absentee ownership and control, and the lack of proprietary interest on the part of the men who are actually on the job, snarled the old economies and the old methods of procedure.

In this wise, a Declaration of Principles preceded the creation of the judicial machinery. These principles should be stated:

1. The facilities of the electrical industry for service to the public will be developed and enhanced by recognition that the overlapping of the functions of the various groups in the industry is wasteful and should be eliminated.

2. Close contact and a mutually sympathetic interest between employee and employer will develop a better working system and will tend constantly to stimulate production while improving the relationship between employer and the community.

3. Strikes and lockouts are detrimental to the interests alike of employee and employer and the public and should be avoided.

4. Agreements or understandings which are designed to obstruct directly or indirectly the free development of trade, or to secure to special groups special privileges and advantages are subversive of the public interest and cancel the doctrine of equality of rights and opportunity, and should be condemned.

5. The public interest is conserved, hazard to life and property is reduced, and standards of work are improved by fixing an adequate minimum of qualifications in knowledge and experience as a requirement precedent to the right of an individual to engage in the electrical construction industry, and by the rigid inspection of electrical work, old and new.

6. Public welfare, as well as the interests of the trade, demands that electrical work be done by the electrical industry.

7. Cooperation between employee and employer acquires constructive power, as both employees and employers become more completely organized.

8. The right of employees and employers in local groups to establish local wage scales and local working rules is recognized and nothing herein is to be construed as infringing that right.

The machinery of the Council is simple. Five members from the employers and five from the union com-

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pose the personnel. At present the Council members for the employers are: A. J. Hixon, Boston; J. A. Kelly, Cleveland; M. H. Johnson, Utica; John H. Busby, Detroit; and L. K. Comstock, New York; and for the union: J. P. Noonan, Charles P. Ford, E. F. Kloter, Washington, and W. A. Hogan, Mt. Vernon. Vacancy left by the death of F. J. McNulty has not yet been filled. When a local union and the local organization of employers fail to agree, they may refer the question or questions at issue to the Council. Submission blanks and questionnaires are supplied by the Council. Each disputant must sign the submission blank; in other words both parties of the controversy must call on the Council's services before the Council will consent to sit on the case. Oral appearances are not required, though they are encouraged. Much weight is attached to the briefs submitted by the disputants. Briefs are required, and each disputant must receive a copy of his opponent's. After the submissions have been made, the Council appoints a day for the hearing, usually in New York City or Washington, D. C. The disputants appear at sessions which are public. Decisions of the Council must be unanimous. Since the Council's inception dozens of cases have been adjudicated with results generally accounted happy, and with not one instance of divided vote.

It is natural that certain general policies affecting practice should grow in such a judicial body as the Council. These may be considered the body of organic law which the Council is slowly creating. In general these policies have been said to favor: (1) stabilizing the industry by preventing sudden changes in wages; (2) industrial peace through conference and negotiation; (3) recognition of the right of workers to organize and to have adequate representation; (4) the sanctity of agreement; (5) adequate wages and high production.

The sanity of the Council is indicated by this pronouncement on wages: "Wages should be adjusted with due regard to purchasing power of the wages and to the right of every man to an opportunity to earn a living and accumulate a competence; to reasonable hours of work and working conditions; to a decent home, and to the enjoyment of proper social conditions, in order to improve the general standard of citizenship." This is probably as liberal an interpretation as has been made by any industry in the United States.

It is not unlikely that the very existence of the Council has lessened tension between the contending parties in the electrical construction field. The mere presence of machinery, which to date has proved its usefulness, inhibits impulses to strike and to lockout. The Council has set up a pattern agreement, which, when used by local unions and employers when making contracts tends to lessen the chances for misunderstandings and to eliminate causes for strife. Finally the Council has greatly stimulated interest of both employers and workers into the underlying economic fact and structure of the electrical construction industry. It has been to a high degree an educational influence strengthening reason, and allowing knowledge founded on research to be a ruling factor in decisions.

There has been docketed with and decided by the Council a large number of cases. These cases have involved all the electrical workers in the industry in scores of cities. Among the large cities are New York, Detroit, Cleveland, Indianapolis, Washington, Baltimore. The fundamental methods of the Council have been used—locally in innumerable places—including such important points as Chicago, Boston and St. Louis.

In every instance where Council principles have been applied to industrial disputes, there has been no cessation of work, and no loss of [illegible] wages or profits to either employer or employee.

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The Battle in Detroit

THE question of the freedom of the churches and the Y. M. C. A. first came to the front in Detroit, Michigan, last fall at the time of the American Federation of Labor convention there. Now, the issue has been raised again over military training in the schools and colleges.

The whole matter began when the Michigan department of the Reserve Officers' Association requested the secretary of the Detroit Y. M. C. A. to introduce at the National Council of the Association a resolution which should be "a suitable endorsement of the National Defense Act." (*Detroit Free Press*, October 28, 1926.) No action was taken by the National Council.

In January, 1927, the Detroit Board of Commerce requested the Y. M. C. A. and the board of education to pass resolutions endorsing military training. The resolution submitted to the Y. M. C. A. read as follows:

"Whereas, The board of directors of the Detroit Young Men's Christian Association believe in an adequate policy for national defense, and

"Whereas, We believe that any movement, such as the Citizens' Military Training Camps and the Reserve Officers' Training Corps in high schools and colleges, having for its purpose the educational, moral and physical training and development of the future citizens of the United States, teaching them the privileges duties and responsibilities of American citizenship, stimulating the patriotic spirit of the American youth, and teaching them how to be of maximum assistance to their country, should receive the wholehearted support and cooperation of every good American citizen; and therefore, be it

"Resolved, That the Detroit Young Men's Christian Association, by authority of its board of directors, stand pledged to support and cooperate at all times with the proper authorities in carrying out the provisions of the National Defense Act as amended in 1920 pertaining to the Citizens' Military Training Camps and the Reserve Officers' Training Corps."

In this connection, the *Detroit Free Press* published an editorial on January 12, stating: "The Detroit Y. M. C. A. and the board of education ought to go on record clearly and now. . . . The Y. M. C. A. also is more or less supported by the public, it claims tax exemptions, and it has the status of a civic institution. Besides this, particular interest surrounds the position of the organization because it receives large support from people of pacifist inclinations, and some local officials of the organization who have been asked to say where they stand have shown no disposition to do so. . . . In view of the place it occupies in the community, the Board of Commerce and the public are entitled to a prompt, definite, straight answer regarding its attitude toward national defense."

The Congregational and Methodist ministers' associations of the city adopted statements vigorously opposing military training in the high schools and compulsory training in the colleges. A group of leading ministers of various denominations issued a signed statement declaring:

"The efforts being made in the city to secure or to dictate the indorsement of religious organizations in favor of military training in the schools prompts us to utter a strong protest both against the tendency to coerce the opinion of religious organizations and against the identification of patriotism with the

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policy of extending military training in the schools. . . .

"It is an amazing bit of effrontery that the Detroit Board of Commerce, representing as it does a large section of the business community of the city, should presume to suggest, or even to dictate, to a religious organization such as the Y. M. C. A. that it adopt an official position on military training in exact conformity to its own. We contend that such an action in its implications is a threat to the freedom and autonomy of every institution in the city which is organized upon the basis of an ethical or religious ideal."

The Y. M. C. A. finally adopted a rather mild resolution stating: "The directors of the Young Men's Christian Association approve of the National Defense Act, as amended in 1920, which provides for the voluntary organization of Reserve Officers' Training Corps camps." This resolution was received with "delight and satisfaction" by the officers of the Board of Commerce.

The *Detroit Free Press* responded to the statement of the ministers by an editorial on January 14. "The Board of Commerce certainly has as much right to 'suggest or even dictate' to the Y. M. C. A. what shall be its attitude toward the enforcement of the National Defense Act as the signers of the protest have, and they by unmistakable inference, if not directly, urge, and practically command the Y. M. C. A. heads not to subscribe to the Board of Commerce resolution. Their whole attitude is an attitude of non-support of the National Defense Act and of national defense measures in general. They are open and hot in their denunciation of the R. O. T. C. in high schools. They are lukewarm regarding its perpetuation in colleges.

"If the 'Y' directors feel grateful to the protesting clergymen for their utterance, those officials have a peculiar idea of what constitutes a friendly service. The public, however, is more or less indebted to the reverend gentlemen. It now knows where they stand. They make their disapproval of measures that increase the national ability to repel attack perfectly clear. They evidently do not think the young men of this country should be able to protect the United States in case of assault. Incidentally neither do the Bolshevists."

A meeting of the interested ministers and of spokesmen for the Board of Commerce was held on January 19. The *Detroit Free Press* for January 20, in reporting the meeting, said: "The specter of Bolshevism hovered over the discussion. Those favoring the defense act said that adequate preparation was the bulwark against revolution, while several ministers poohpoohed the idea that direct action by radicals was possible in Detroit or America." Perhaps the most striking statement in the newspaper account of the meeting was that by "a civilian guest" who said "I regard the Y. M. C. A. as my hired man. . . . I contribute to it because I believe it tries to spread moral and improving ideas. I cannot regard it as a religious institution except to this extent. If the attitude of my hired man on questions which I believe he is paid to propagate does not agree with mine, I fire him."

The *Detroit Saturday Night* for January 22 commented rather sarcastically on the arguments brought forward by the ministers at this meeting, saying, ". . . let us stick to the clerical view before us and ask if the hymnology of the church, with its constant acclaim of infinite power, might, majesty, and crowns and thrones, is likely to make the boys monarchists. We ask this in all reverence."

The *Michigan Christian Advocate* for January 20 discussed it at some length, saying in part: "The real defenders of America are the men who guard this country against the bad military psychology. Our most dangerous citizens are the wandering orators who are intentionally stimulating this war

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complex, and by so much are leaders up to all toward war.

"When you consider the splendid war record of the Y. M. C. A., the impertinence of this demand grows on you. Does any one really question the present patriotism of the Y? No, it is not that, it is the age-old stunt of age trying to tell youth just what to think and say. The Y once bowed to this Board, but we doubt if it will ever do it again. . . .

"This Detroit Board of Commerce is made up of some of the best men in the city, including some of our Advocate family, but when great men stumble, somebody has to reach out a steadying hand. . . .

"The average man is not a pacifist, but he is mightily interested in the revival of this anti-war legion. We like their courage and their conscientious loyalty to an idea and their enthusiasm over its propagation.

"There is the underlying conviction that they may be right both in spirit and in method. We know that the super-preparedness crowd is wrong. History tells all too plainly that competitive armaments lead inevitably to war and Hearst's millions yelling for big guns and a big air fleet are not able to silence the still small voice of history. . . .

"In plain fairness then, this group must be given a fair hearing. They must not be abused or misrepresented. They think they have a cure for war. The last people to malign them should be those men whose war ideas have been shown by every century to be futile and worthless.

"Whether they are right or wrong, they are striking the most prophetic note on war in our day."

"WE CAN NOT RELY ENTIRELY upon employers to eliminate accidents because of the cost of workmen's compensation," declared John H. Walker, president of the Illinois State Federation of Labor, in a speech on "Accident Prevention."

"The cost of workmen's compensation insurance has been absorbed as a cost of production," he said. "In the absence of scientific leadership for the prevention of accidents, employers continue to use their old methods. Consequently, workmen's compensation of itself has not been as effective in reducing accidents as it was hoped it would be. Accidents have been occurring undiminished. With industry speeding up, there has probably been an increase of accidents in the period workmen's compensation has been in force, all of which means that we must find more adequate means of preventing accidents.

"If a man operates an automobile and negligently runs into a man and causes his death, he is frequently prosecuted for manslaughter. Is the employer, who negligently operates his factory or industrial plant, so that a person suffers a fatal injury, less culpable?

"Why not try criminal prosecutions as a method of inducing the adoption of safety methods? Prosecute for manslaughter in fatal cases and mayhem in cases of permanent disability. Amend the compensation laws so as to provide double or treple compensation where the accident was caused by failure to comply with safety laws. Work toward the end of a State monopoly with rates classified according to accident experience. That is, make compensation as expensive as possible for the one who has the accidents and the rate as low as possible for the firm with safety devices. Make factory inspection and mine inspection largely technical work. Pitiless publicity for all firms. Publish each firm's accident experience annually, making comparisons by industry. Tell the public who is having the accidents and who isn't. As well, tell prospective workers where the safe places to work are. Refuse permission to do business with firms having accident rates above a maximum determined."

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House Heating With Gas

ONE of the significant developments in the field of domestic fuels is the changing attitude of both the public and the gas companies toward the use of manufactured gas for house heating. Gas heating is not new; natural gas has been used for house heating for many years, and is not only more convenient, but in most cases is actually cheaper than anthracite.

With the exception of electricity, manufactured gas is the most expensive source of heat energy generally distributed. The following table shows the prime cost per million British thermal units for the total heat in the more common forms of energy, at current heating rates in the northeastern section of this country.

COST PER MILLION BRITISH THERMAL UNITS:

Electricity—3 cents per kilowatt hour	$8.82
Gas—85 cents per thousand cubic feet, 540 British thermal units per cubic foot	1.57
Oil—11 cents per gallon, 136,170 British thermal units per gallon	.81
Anthracite—$16 per ton, 12,500 British thermal units per pound	.64

The rapid increase in oil heating in the anthracite burning districts has had an important bearing on the present status of gas heating. The manufacturers of domestic oil burners have demonstrated that there is a substantial market for heating equipment that will relieve the householder of manual labor either by himself or others in the operation of his heating plant, and at the same time automatically maintain his home at a uniform temperature. These manufacturers have learned that their sounder sales argument lies, not in trying to compare their operating costs with coal burning, but rather in showing the prospective customer that a superior heating service is available which will return him dividends on his investment in comfort and convenience.

In the acceptance by the public of these new standards of performance and value, the more progressive gas companies have seen an opportunity to extend their own service. It was natural that this movement should start in those sections having shorter heating seasons, in which the total cost of fuel is relatively less important. Baltimore and Portland, Oregon, were among the first cities in which manufactured gas was sold extensively for domestic heating.

In the northern latitudes having a heating season extending through eight months, we find an interesting situation. The gas companies are able to extend their house heating service practically as rapidly as they desire, with a fuel having a prime cost practically double that of oil and almost three times that of anthracite.

An idea of this new development may be gained from the following figures based on an analysis of recent returns by gas companies in the central and northern states.

9 cities have	50 to 100	installations
12 " "	100 to 500	"
3 " "	1000 to 10,000	"

The following are among the more important factors which have made these results possible:

Advantages

Particular attention is paid to high efficiency in the equipment supplied for burning the gas. Instead of installing the gas burner in an existing coal

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heater, as is the general practice in domestic oil burning, a new gas heater is supplied which is specially designed to recover the maximum amount of heat from the gas flame. Furnaces of this type give operating efficiencies 10 per cent to 15 per cent higher than oil or gas, and 25 per cent to 30 per cent higher than coal, when these fuels are burned in conventional coal heaters. Similar gains in fuel economy are possible when oil is used in specially designed heaters, and some manufacturers of burner equipment are prepared to supply such heaters when desired. On account of the lower prime cost of oil, the realization of these higher efficiencies is not as likely to offset the added capital expense, and as yet the converted coal heater is by far the more common practice in domestic oil burning installations.

Although highly efficient, the gas heater is simple and fool proof. Except for the thermostatic and safety controls operating the gas supply valve, the gas heater has no moving parts. Gas is supplied by the line pressure, and the proper mixture with air is accomplished by aspiratory action, so that electrically driven pumps or blowers are eliminated. While the automatic controls are usually operated from the house lighting circuit, they may be operated manually if desired, thus making the actual generation of heat independent of the functioning of any mechanism or of any service other than the gas supply.

The distribution of gas in underground mains is unaffected by weather or traffic conditions, and this service is among the most dependable of the utilities. The householder is relieved of the necessity of buying and storing fuel in advance, paying for his fuel after it has been used.

Costs

Comparative costs on various heating systems are seldom satisfactory, owing to the wide variations in individual installations. In a general way it may be said that the installation cost of the new gas heater and its thermostatic controls will approximate the cost of the better grade oil burning installation, consisting of a burner built into the existing furnace with its automatic controls and storage system. Owing to the absence of moving parts, it is reasonable to predict a materially longer life for gas installation, with consequent lower annual maintenance and capital charges. This, coupled with the higher burner efficiency and the elimination of the cost of electric current for blower and pump operation, constitute the essential factors bearing on the overall costs of gas as compared with oil. While it is possible to set up figures indicating an over-all cost for gas heating equal to or lower than for oil, we feel that such comparisons are not only unsatisfactory, but unnecessary to justify the value of this service. Gas heating offers the simplest and most reliable of the present systems of automatic heating, at a cost which is comparable to that of the motor car, both as to initial investment and operating and maintenance expense. Like the automobile, its broad field is in the homes of those of reasonable means—the gas companies in their market survey list as prospective customers householders with incomes of $5000 and over.

Future Trends

Looking toward future costs, we find both oil and anthracite involved in a situation of diminishing supplies and corresponding price changes. With higher prices for gasoline, the oil refiners will find it profitable to crack these furnace oils in increasing quantities and thus still further reduce the supply available for domestic heating. Except for changes in general commodity and labor costs, and the minor effect of the price of oil now used for gas enrichment, there are no factors in sight which are likely to seriously increase the cost of gas.

Another factor having an important bearing on the future cost of gas heating is the increasing attention be-

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ing given to house insulation, with materials to cut down the loss of heat through the walls and roof. Research by the manufacturers of these materials working in close cooperation with the gas companies has demonstrated that the cost of insulating can be made up in a very few years by the saving in fuel, which will range between 25 per cent and 40 per cent per year. Such insulation also adds materially to the comfort of the house in the heat of summer.

Investment Aspects

The effect of this new load on the business of the gas companies should be favorable. In a general way this service constitutes an addition to the daily peak load, which, together with its seasonable nature, will not improve the load factor. This condition has been taken care of in the construction of the rates either by a demand charge or a sliding scale, which is intended to return to the gas company the carrying charges on the capital investment incident to the new service.

It is of interest to note that the amount which the gas company must spend in this way for each new customer is variously estimated at from $1500 to $2000. This indicates an ultimate new investment of three to four million dollars in plant and distribution facilities for the company serving a community of 500 000 people. These figures are based on the average household of five individuals, and the assumption that the 2 per cent of our families which are rated as having annual incomes of over $5000 are potential customers for gas heating.

The gas companies have not been forced into this business and have taken on this service only after they have been satisfied of a substantial return on the money invested in additional plant and distribution system. The companies selling manufactured gas for this service have also had the benefit of the long experience of the natural gas companies in determining service and maintenance charges for this class of equipment.

Gas Refrigeration

The seasonal nature of this heating load has a partial offset in refrigeration by gas, another domestic service which has already been undertaken by a number of the more progressive gas companies. The past year has seen important developments in equipment for this purpose, which will bring this service into more active competition with electric refrigeration.

Domestic refrigeration for food alone will provide a load for only a small portion of the plant facilities required for the winter heating load. The balance of this plant capacity, on which the fixed charges have already been properly met by the load demanding it, should place the gas company in a position to enter new fields on the basis of special low rates for uses which will require large quantities of gas in the warmer months. While such rates are in general subject to review by public utility commissions, there is little reason to question their approval in view of the present practice of granting such rates for electric service during off-peak periods. Such a load is found in the heat required for the hot water supply of office buildings, department stores and apartment houses in which the main heating plant should be shut down completely during the summer months. Similarly, a seasonal industry such as the burning of brick may be considered a potential customer of the gas company, when all the factors bearing on the over-all cost of fuel are considered.

Space Cooling

Space cooling has been frequently suggested as another load which might profitably take up part of this summer plant capacity. In the refrigeration field, the advantage of gas as a source of energy is found in the simplicity of equipment and the consequent reduction of attendance and maintenance expense, rather than in the efficiency

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of the energy conversion. Thus the present extension of space cooling in the large installations required for theaters and other public buildings holds little of interest to the gas company, which must look for any sizeable load of this nature to a large number of small domestic installations. While the better insulated house now being fostered by gas heating advances the case for summer space cooling, it is obvious that it will be some time before this service will be a factor of importance in the business of the gas company.

In its broad aspects, gas heating offers the gas companies a profitable field for increasing their business, promises much for the comfort and convenience of many of our homes, and furthers the economic utilization of our fuel resources.

The Business Agent

WHAT a much-abused person is the business agent! He is the hardest worked and most times the poorest paid of men. The employer holds him in disfavor and many fool workingmen do not love him. He must know intimately the trade of his craft, and also be a philosopher. He must be a business man, and also a student of history and economics. He must be honest, and yet be a diplomat. He must be a fighter, and yet be a strategist. He must be an organizer and an orator.

No one who knows the duties of a business agent will envy him, for of all positions his is the most thankless. He strives hard that all men may receive union wages and union hours, and yet he himself sometimes works 16 to 18 hours a day rather than complain and cause the impression to exist that he is not safeguarding the interests of the men. Every member of the union is his boss; every act of his is subject to scrutiny—and many times unnecessary criticism. Few to boost him and many to knock him.

To be a business agent, one must be ready to make all sacrifices, to undergo all hardships and undertake the cause of humanity, to lead men to a better way of living. He is the last to vote for a strike; the first to enter its fight; the first to give up his best energies for its success; the last to surrender. If the strike is won he gets no credit. If the strike is lost he is deposed. And yet some men are born to be business agents.

In the language of Fritz Bullenbrecken, who contributes his verse in *The International Steam Engineer*, it is to:

Pity the Business Agent

The business agent—pity him!
You ought to if you won't;
He's damned by some because he does,
By others, if he don't.
He works all day and half the night;
He's always on the job;
A task like this can't well be filled
By bonehead, mutt or slob.
On Sundays if he ever should
Desire to go to church,
When he's not Johnny-on-the-spot,
For him they start a search.
Inside a month he listens to
A thousand tales of woe,
And some believe there's not a thing
But what he ought to know.
He's a target for the moocher,
And he can't keep out of range
Of the tourist who, when stranded,
Badly needs a piece of change.
Then the knockers with their hammers
Keep on stirring up a stink.
Yes, his path in life's a pleasure,
Strewn with roses—I don't think

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Monthly Labor Review

THE current issue of the Monthly Labor Review contains an article on the acid test of progress in accident prevention by Ethelbert Stewart, United States Commissioner of Labor Statistics. Mr. Stewart states that the test of any program of accident prevention is simply, "Does the prevention work prevent accidents?" Although the test itself is a simple one it is not an easy matter to secure the data or present it in such a way as to show the actual results obtained in accident prevention. The only possible basis for a correct evaluation of the results of organized safety work is the one-man hour exposure to the hazards of the industry. With this as a basis the reports of the number and the kind of accidents, fatal and non-fatal, and the amount of time lost from accidents will develop rates which allow comparison from year to year and show exactly whether or not the accident prevention program is accomplishing results.

In an article entitled "Longshoremen ask congressional action," the anomalous position of longshoremen working in United States ports is shown. According to various court decisions the longshoremen loses the protection of the State compensation laws and comes under admiralty laws as soon as he leaves the dock or wharf. The only apparent remedy is the enactment of legislation bringing these workers under the protection of Federal accident compensation, and bills of this character are now pending in Congress.

The extent of the work of plant emergency hospitals is shown in an article giving the results of a field study made by the Bureau of Labor Statistics of the personnel activities of 430 establishments in many branches of industry. Nearly 2,000,000 workers were employed by the 407 companies listed as providing medical service, the work of the hospitals ranging from the care of accident and emergency cases only to complete medical treatment which frequently includes members of families as well as employees.

A study of the consumers' cooperative movement in the United States by the Bureau of Labor Statistics shows that although the movement suffered severely in the general depression of 1920-1921 there was an increase in average membership of 39 per cent in all consumers' societies combined between 1920 and 1925, while the membership of the grocery societies increased 50 per cent. The total sales of societies reporting amounted in 1925 to almost $50,000,000.

An article on successive and vested rights in compensation benefits discusses the procedure in different States in regard to the benefits awarded under compensation laws when the recipient dies or for other cause is no longer entitled to continuing payments. In some of the States the laws are explicit, some require construction, and in others the courts have applied rules not apparent to the casual reader of the statute.

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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 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

IN one of our State Legislatures a bill was recently introduced bearing this significant title, "for the better protection of the public welfare against unwarranted strikes and lockouts", the petitioner in presenting his argument for the bill, stated that untold losses occurred because of jurisdictional strikes in the building trades, and arraigned the building trades unions for engaging in jurisdictional disputes that caused strikes. The panacea suggested was to stop all strikes by law, unless warranted, which term is indeed ambiguous, and would lead to more disputes and friction than those existing at present, and would create an opportunity for the foes of organized labor to restrain labor from striking to secure better conditions or wages.

Among the leaders of labor in the building industry, the jurisdictional strike, where one union strikes against another union for the purpose of either holding work or securing work, it is generally conceded by the sound thinking labor representatives, that to use strike methods is abusing s rike privileges, and causing odium to be heaped upon the trade union movement.

When the National Board of Jurisdictional Awards in the Building Industry was created, it was haled as the forerunner of peace in the building industry, all the elements having representation on the Board. In the main the Board has accomplished good work, and have failed only in cases when more than moral suasion has been necessary, and it is now declared, that all of the elements in the industry must organize an effective police department in order to enforce decisions and awards of the Board, which in itself constitutes a declaration that authority and force are necessary to put into effect decisions and awards of a Board that was organized originally for the purpose of eliminating jurisdictional strife, without recourse to any other agency except that of justice and fair play.

Craft autonomy is the foundation stone of the American Labor movement, if we are desirous of maintaining our trade union structure we

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will respect the craft rights of other trades, and give vent to our feelings if it seems that our autonomy is being imposed upon, through orderly processes mutually agreed upon by the majority of trades that are included in the Building Trades Department of the A. F. of L. Any individual trade that trespasses or declines to observe the rules of the Department is committing a serious offence and causes undeserved censure to be heaped upon the entire trade union movement. Offending trades should be given publicity in the same manner that we deal with employers who refuse to play the game square. A strenuous effort should be made to acquaint all employers of labor in the building industry, of the need of an impartial tribunal for the adjustment of jurisdictional disputes and to have them insist on operating with, and under, the decisions and awards of such a tribunal. Unless an effort is made to perpetuate the Board of Awards and its findings the foes of labor, ever ready to strike at our vitals, will have strong arguments and glib reasons for Anti Strike Legislation similar to that introduced recently.

—THE EDITOR

A Rear Guard Defense

TRADE unionism differs from other movements. It must advance to fulfill its mission and it must wage a rear guard defense against privilege seekers and stealthy foes of liberty.

Other movements may serenely hold to their stated objectives. They can ignore, for instance, usurpation of courts, weakening of the law-making branch or wrongs against small nations.

Other movements may say: "Objection to these wrongs is foreign to our purpose." This the trade unionist can not do. His ideals and his instinct of self-preservation compel him to resist injustice, regardless of shape or form.

So-called "constructionists" outside our movement can not understand the unionist's militancy, his rear guard defense, his continuous attack against injustice.

But the unionist knows wrongs have a direct bearing on his individual progress. They will entangle him if he ignores them. He can only advance as the cause of freedom gains.

He dare not permit himself to be surrounded by those who would undermine principle or who would create a vicious precedent by wronging an individual. His strength is in his willingness to struggle for fundamentals that are his refuge in his hour of need.

He can not be guided by expediency. Each cause is unpopular until it is understood through education and agitation.

He must challenge every injunction judge, every attempt to handcuff labor to employment. He must arouse popular protest against child labor, to fatalities in industry and other anti-social condition.

These rear guard defenses must continue while the frontal movement of organization, higher wages, improved working conditions and agitation for remedial legislation is carried on.

Our trade unions rest on a constructive foundation. Through collective bargaining the organized workers would gladly devote their energies to solving industrial problems.

But they can not ignore rear guard attacks. They must maintain a militant policy toward those who, by devious methods rather than open opposition, would undermine their structure and destroy their collective spir

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Arbitration—Not War, Say Trade Women

The American Federation of Labor has always been, and is now, interested in the economic development of the workers of Mexico. Because of this fact we have insistently endeavored to maintain peaceful relations between Mexico and the United States. We realize that war between Mexico and the United States would greatly retard the development of the Mexican people, while our own country would suffer loss of prestige, influence and trade in Latin America. If the American Federation of Labor knew that the Mexican workers were Communists, or committed to Communist philosophies, we would have nothing to do with them. It is because the American Federation of Labor has understood and believed the Mexican workingmen are opposed to Communism and Communistic philosophies that it is desirous of being helpful to the great mass of the people of that country. We have no knowledge that Mexican workers or the leaders of the labor movement are Communists. Our information is to the contrary. The American workers do not believe war with Mexico to be justifiable. We insist that whatever differences exist shall be settled by arbitration.—WILLIAM GREEN, President American Federation of Labor.

URGING arbitration of the dispute with Mexico, and insisting that points in controversy are all subject to peaceful, judicial settlement, groups and committees of citizens are forming in various cities to make known to the President and Congress their belief that no justifiable cause of war exists. From existing organizations, as well, expressions of this sentiment are being received in Washington. The National Women's Trade Union League of America, in a telegram to the President to-day, signed by the national president, Rose Schneiderman, of New York, and the national secretary, Elisabeth Christman, of Chicago, urges arbitration and emphatically declares that—

"Organized working women believe that the rights of American citizens to make money out of oil concessions, lumber, fruit, land or any other resources of other countries are a subject which is never a justifiable cause of war. Yet our country and our sister republics in Latin-America are apparently in peril of that very terrible outcome of the present controversies. We ask immediate submission of the issues to arbitration, in accordance with this nation's professed acceptance of that principle in its adherence to The Hague Tribunal and its participation in the United States and Mexican Joint Claims Commission."

The possibility of war with Mexico is causing great anxiety in Washington. The sharp cleavage of opinion between President Coolidge and Secretary of State Kellogg on the one hand, and Chairman Borah of the Foreign Relations Committee of the Senate on the other, is reflected in a corresponding alignment in both houses of Congress. There are even said to be some administration supporters who admit a definite expectation of war.

Agreeing with Senator Borah in the demand for arbitration and peaceful adjustment are Senators Norris, LaFollette and Shipstead, on the Republican side of the chamber, and Senators Dill and Wheeler among the Democrats—these appearing most actively in the debates. In the House the fight for arbitration is led by Representative Huddleston of Alabama and Moore of Virginia.

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The Building Trade War is Finally Settled

THE long and bitter war between the bricklayers' and plasterers' unions has finally ended with a decision by Elihu Root and the arbitration tribunal of which he is the head, restoring all previous agreements which had been abrogated during the inter-union struggle.

Precipitated by the Florida boom of 1923 and 1924, the building trades dispute grew until it caused strikes delaying more than $500,000,000 worth of building in widely separated parts of the country. It was a "jurisdictional" war to determine which union should organize plasterers in various parts of the country, especially in the boom district of Florida.

Both Sides in Error

The tribunal's decision was accompanied by a long legal opinion prepared by Mr. Root, who had been selected to head the body as the only man, out of more than 100 names proposed, who was acceptable to both sides. Mr. Root pointed out that both sides had been in error and had gone far beyond their powers in abrogating previous agreements between them.

"Both sides mistook their powers," said Mr. Root. "The bricklayers had no authority to abrogate the agreement of July 1, 1916; the bricklayers' international had no authority to withdraw from the agreement of April 4, 1913; the plasterers' international had no authority to abrogate the agreement of 1911." This last agreement delimited the territory of each union in organizing plasterers, and in it each agreed to refrain from chartering locals in territory where the other had formed a union. Following abrogations of the first two by the bricklayers, the plasterers retaliated by abrogating the 1911 compact, and proceeded to establish local unions in the rapidly rising Florida territory.

"The tribunal has received no warrant to consider the effect of this decision or future operation under the agreement of 1911," Mr. Root said explaining that the arbitrators were not ordering the plasterers out of Florida. Last December, however, the spokesman for both organizations agreed that as soon as a decision was announced by Mr. Root they would establish a permanent peace and would hold a conference to settle the status of the Florida local unions.

"I venture to express an opinion based on the evidence," continued Mr. Root, "that but little difficulty will be experienced in solving these questions if the officers of both parties resolutely divest themselves of the irritations and resentments which arose in 1922 and return to the spirit which formerly directed their actions and which was evidenced in their joint report at the Rockaway Beach conference of July, 1913."

Mr. Root announced his decision in his office to a gathering of union leaders. Mr. Root himself expressed his satisfaction in a brief speech which however, contained an admonition.

"Neither side should go away from here playing bagpipes," said the former Senator and secretary of state who called the decision a victory for neither union. He said flatly that all inter-union struggles such as that of the bricklayers and plasterers should be stopped in the labor movements hereafter, and that such ...les were suicidal to labor's best interests

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Maternity and Infant Hygiene

THE State legislatures convening this month will again have before them the opportunity to accept a federal appropriation to aid their state child health and maternity welfare programs. The Senate has passed, and the President is expected shortly to approve, the bill which was passed by the House at the last session of Congress, providing a two-year extension of the federal law to promote the care and prevent mortality of mothers and babies, commonly referred to as the Sheppard-Towner Act, or the "baby bill".

The measure had the nation-wide support of virtually all the large organizations of women, and of organized labor; notably the General Federation of Women's Clubs, the National League of Women Voters, the National Women's Trade Union League, the National Consumers League, the W. C. T. U., the National Council of Jewish Women, as well as the American Federation of Labor and the Women's Auxiliaries to the Machinists and the Typographical Unions and to the National Federation of Post Office Clerks.

The original Sheppard-Towner Act, passed in 1921, authorized appropriations amounting to more than a $1,000,000 annually, to be available during a term of five years to States accepting its terms, for the purpose of cooperative federal and state aid in reducing maternal and infant mortality and in promoting the health of mothers and infants. The act is administered by a board consisting of the Chief of the United States Children's Bureau, the Surgeon General of the Public Health Service, and the United States Commissioner of Education. The term of the appropriations authorized in the original act will expire June 30, 1927. Under the extension act just passed, the term will be extended to June 30, 1929.

The extension was not secured without a struggle; one of those legislative struggles in which a little group of bitter-enders used the short session of Congress for an attempt to filibuster the bill to death. Conspicuous in this opposition were Senators Reed of Missouri, King of Utah, Bingham of Connecticut, and Phipps of Colorado. The proponents, however, by a compromise amendment terminating the whole act in 1929, instead of the appropriation only, were able to bring the question to a vote, Senators Sheppard of Texas, Curtis of Kansas, and Lenroot of Wisconsin being the leaders in support of the measure. Action was taken without a record vote, but the volume of "Ayes" was large, the "Noes" few.

THE HINMAN ASBESTOS CORPORATION, 159 Harvard Street, Cambridge, Mass., was incorporated on November 1st, 1926, with a capital of $25,000, by F. G. Hinman of Worcester, Mass., President; N. A. Johnson, of Springfield, Mass., Vice-President and Geo. W. Hinman of Worcester, Mass., Treasurer and Manager.

The firm was organized to sell and apply materials manufactured by Johns-Manville, Inc., and is recognized as approved contractor for Johns-Manville, Inc., in and about Boston.

The work of the firm is subject to the approval of Johns-Manville, Inc., and all materials used are of their make as far as is possible.

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Only Four in Ten Where Found to be Working

THE decline in the number of gainfully occupied persons in proportion to the total population in the United States occurred between 1910 and 1920, and a further decline from 1920 to 1925, according to a study of occupational distribution of the population made by the National Industrial Conference Board, 247 Park Avenue, New York. Relatively larger school enrollment and college attendance and changes in immigration are among the chief factors accounting for the increased proportion of persons not gainfully occupied, according to the statistical analysis published in the Conference Board Bulletin, a new monthly publication, the first issue of which appears this month.

Less than four out of every 10 persons in the United States in 1925 were working for a living. The other six either were living on the returns of their investments, or were being supported by others or at public expense.

Taking enrollment in schools, colleges and universities in the United States in 1920 as a measure, the number of pupils and students enrolled in the various educational institutions in 1925 exceeded that to be expected on basis of population increase by about one and a third millions. This, according to the Conference Board's study, accounts for a large portion of the increased proportion of the not gainfully occupied.

Persons engaged in agriculture show a decided decrease, constituting 24.5 per cent of the gainfully occupied in 1925, as against 33.2 percent enumerated in 1910, the year of the last prewar census. Those in trade, in public service and professional service have slightly increased in proportion to other groups of gainfully occupied, but a relative decline from 9.9 percent to 8.4 percent is estimated to have taken place in the proportion of domestic and personal servants to the total number of gainfully employed.

What counts in a man or in a nation is not what the man or the nation can do, but what he or it actually does. Scholarship that consists in mere learning, but finds no expression in production, just as ability to shoot well at clay pigeons, may be of interest and value to him, but it ranks no higher unless it finds expression in achievement. From the standpoint of the nation, and from the broader standpoint of mankind, scholarship is of worth chiefly when it is productive, when the scholar not merely receives or acquires but gives.—*Theodore Roosevelt.*

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Official Matters

DECISION

LOCAL 7, SEATTLE, vs. ALFRED ANDERSON, BREMERTON NAVY YARD, LOCAL 72

This issue is one in which Brother Anderson, a "Yard" Mechanic, admits working outside of his jurisdiction on building work. He claims the right to do so and is backed in his contention by Local 72. This Local, like all other "Yard" Locals, was granted a "Yard" charter by the International Association with the consent of Local 7 of Seattle and with the full understanding that its membership confined their labor to "Yard" operations. The decision is

Guilty as charged with penalty suspended pending future observance of trade law.

Faternally,

Joseph A. Mullaney

President.

DECISION

CINCINNATI, LOCAL 8, vs. WILLIAM LAVENDER, WALTER DENNY, LOCAL 18, INDIANAPOLIS

These brothers are charged with a violation of Section 8, Article 12. The evidence supports the charge. The decision is

That each stand penalized in amount $12.50 inclusive of a $5.00 International cost.

Faternally,

Joseph A. Mullaney

President.

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NEW ENGLAND NEWS

Greetings:

On Sunday, January 23rd, a meeting of Locals 6 of Boston, 31 of Providence, 33 of Connecticut, 43 of Springfield and 73 of Portland was held in Boston for the purpose of discussing reorganization of the New England Joint Conference of Asbestos Workers, the sentiment of the delegates assembled resolved itself into a recommendation to the New England Locals that the Conference be re-established as an Executive and Judicial forum for the good of the craft, and it was voted to present to the Locals in New England for ratification, a form of Constitution to govern the conduct of the Conference.

The following day, Monday, January 24th, committees representing Providence Local No. 31, Springfield Local No. 43 and Portland Local No. 73 conferred with the Boston Asbestos Manufacturers Association regarding change in wage scale to go into effect April 1st, all of the New England Locals (excepting Connecticut) have identical agreements, that provide "in the event mutual agreement cannot be reached on wages, demands for an increase shall be arbitrated". Mutual agreements were reached however in two cases and as a result Providence Local No. 31 will enjoy $1.25 per hour for Mechanics, 65 and 80 cents per hour for Improvers; Springfield Local 43, $1.25 per hour for Mechanics, 75 and 90 cents per hour for Improvers, to go into effect April 1st. Portland Local No. 73, owing to conditions existing in their territory, failed to come to an understanding at this conference, but decided to await the outcome of negotiations going on in their city with other building trades crafts and their employers.

With the exception of Portland a uniform rate of wage for our craft exists in the entire New England territory comprising six states. There is evidence in New England of closer cooperation and understanding between our employers and our craft, our trade troubles have been of minor consequence and rare in occurrence, and we have been met in a spirit of fairness and consideration that has led us to willingly join together for the advancement and betterment of our craft. May the good work continue.

Fraternally yours,

E. A. Johnson

Vice [illegible]

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FROM THE SECRETARY-TREASURER

Greetings:

In the last month three of our Locals have been successful in having Agreements signed; namely, the St. Louis Local has signed a two year Agreement, the first year for $10.50 and the second for $11.00. All shops have signed same.

Also received report from Philadelphia and Baltimore Locals stating that they had signed Agreements, and their wages are now $1.25 per hour.

We have issued a charter to Cedar Rapids, Ia., which shall be known as Local No. 81. This upon the recommendation of our International President.

Thomas J. McNamara

Secretary-Treasurer.

JUDGE JULIAN MOORE has refused to order the Los Angeles Building Trades Council to desist from its opposition to a non-union contractor.

Union carpenters refused to work with unorganized carpenters, and the contractor sued for an injunction and $100,000 damages.

The court made short work of the case. After the plaintiff's attorney presented the usual Citizen's Alliance plea, Judge Moore rendered his decision without calling upon the defendants.

"A man has the right to work or quit work at any time, in his own determination," the court said. "An organization has the right to order its members to work or quit work, as it sees fit, so long as, in the execution of such order, there is no disturbance created or any law violated.

"A man has a right to belong to a union, or not to belong to a union, as he sees fit. If he joins a union he adopts their rules and regulations and agrees to abide by the decisions of the organization.

"The evidence in this case tends to show that the organization affiliated with the defendants' Building Trades Council refused to permit their members to work on this particular building, and that in so far as it goes the defendants had a right to do what was done."

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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. 10, NEW ORLEANS

Dear Sir and Brother:

It is with a feeling of great pleasure that I announce to the trade in general through the columns of *The Asbestos Worker* that our International President, Joseph A. Mullaney, spent Friday and Saturday, February 11th and 12th, in "America's Most Interesting City."

A special get together meeting was fairly well attended by the regulars.

It is useless to tell you Brothers what transpired because all of you that ever attended a meeting when the International President dropped in to visit you, know that it was Very Interesting, Extremely Valuable, and of untold Material Benefit to all those present.

Drop in soon again Mr. President. We will always leave the latch string outside the door for you.

Wishing the trade in general an abundance of work and all the Brothers good health and success, I am

Fraternally yours,

E. B. McGINNIS, *Secretary*

LOCAL NO. 11, BALTIMORE

Dear Sir and Brother:

Local No. 11 has signed an International Agreement with its employers for 2 years, at $1.25 mechanics, 85 cents improvers, double time for overtime. There is a possibility of installing the apprentice system in the near future.

We can never forget the kind fellowship and true union spirit showed to our membership by Locals No. 12 and No. 32 as they took care of our entire membe

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ship during the strike and the boys have nothing but praise for the treatment they received in both cities. The credit of our victory we give where the credit belongs, and that is to our International President, Joseph A. Mullaney, who was the General of our Army that carried us to victory and entrenched himself in the hearts of every member of Local No. 11.

Faternally,

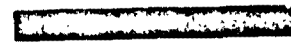
S. MOHSBERG, *Secretary.*

LOCAL NO. 64, TULSA

Dear Sir and Brother:

President Mullaney paid the members of Local 64, Tulsa a short visit Monday, February 7. Although one day late for the regular meeting, the boys got together and spent a very enjoyable evening, after which the President departed for Dallas.

FRED FRASER, *Secretary* Local 64



IN MEMORIAM

BROTHER JOSEPH C. FENSTER

WHEREAS, It has pleased the Almighty Father in His infinite Wisdom to remove from our midst our Brother JOSEPH C. FENSTER, and

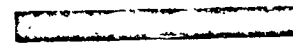
WHEREAS, We, the members of Local No. 11, Asbestos Workers, wish to convey our sincere sympathy to his family in their bereavement, be it

RESOLVED, That the charter of Local No. 11 be draped in mourning for a period of 30 days, and that these resolutions be spread upon the Record Book, and be it further

RESOLVED, That a copy of these Resolutions be sent to his family, and be published in the Journal, *The Asbestos Worker.*

BROTHER FENSTER was a chartered member of Local No. 11, and a true friend to all, and especially true to his Local.

S. MOHSBERG, *Secretary* Local No. 11.



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Official Section

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HENRY J. OLIVER, Vice-President
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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, 297 East Eagle Street, 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 1213 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. Harry Lewis, 810 N. 32nd Street, Camden, 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. Kenneth Ray, Maywood, 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. A. Stone, 1038 Columbia 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.

No. 34—MINNEAPOLIS and ST. PAUL, MINN.—Meets Second and Fourth Wednesdays at 601 4th Avenue, South. Fred H. Berkhahn, 614 West Broadway, Minneapolis, Minn.

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 South Side Athletic Association, B. and Heald St., 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 Sundays at Carpenters' Hall, 5th and Cincinnati Streets. Fred Fraser, 906 North Rockford Street.

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. Glenn Ranns, 716 36th 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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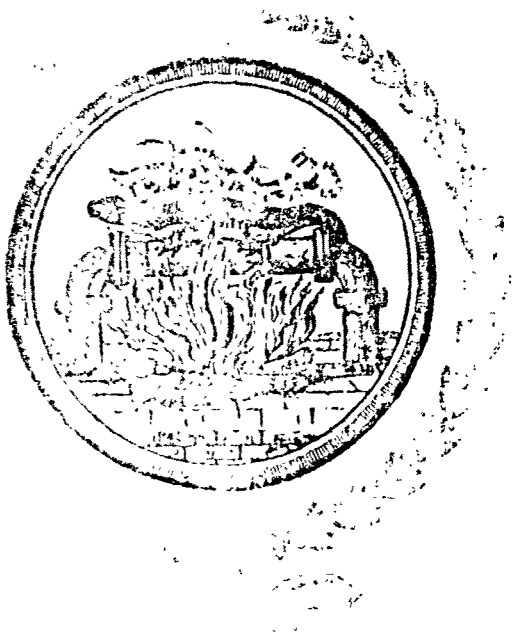
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