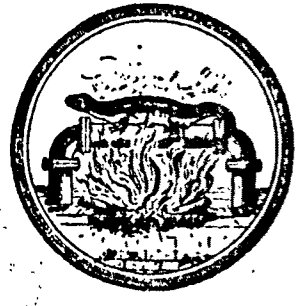
The Asbestos Worker

Volume Six
Number Five



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

MAY
1927

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THE JOB OF TODAY

(After an Ancient Hebrew Poem)

Whom shall I blame? To whom shall I complain
For afflictions wrought upon me
By cruel natural processes wherein
Perhaps Satan played in glee?

Not of old Job's design he found me,—
No riches, no slaves, no cattle to arouse
The envy and anger of the Almighty
To pour his wrath and his abuse
On an inoffensive man who, striving
To work and toil all his life
To make life worth living.
For those who can afford to enjoy life.

Contrary, after my limbs he made his way
To make feel the pain the worse,
To disable one by one, day by day,
And go on with an Executioner's course.

With an invisible stroke my hearing
Diminished its use in life's demeanor,
Ailments shattered my teeth's bearings,
And other members became shy in their servings,
And still roaming around my shelter
The Satan, not content with my plight,
With rage exceedingly bitter
Had my feet squeezed tight,
To weaken my foothold upon earth.
Cunningly he played his trick,
Made me lose a leg from its girt
To become a hopeless antic.

But, Satan, you haven't downed me,
Neither made me bitter enough to sin,
I am still alive, and hope to be
Trusting mankind as my kin
With the aid of science will heal
And artificially substitute all
The members missing—to make feel
I am still existing as a whole,
And take pride in my family,
Of whom my ambitions are growing
That they will in time really
Get into fame and become known,
And fill the gap I could not fill
For reasons that are without mention,
But leave a strong appeal
To instill effort by the following generation.

Editor's note: Jose Golinkin, the author of this poem, is a member of Chicago Local No. 17, holding his membership for the past thirty years. Brother Golinkin suffered the loss of one leg, and gives expression to his feelings in this well constructed translation.

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The Asbestos Worker

E. A. JOHNSON, *Editor and Publisher*
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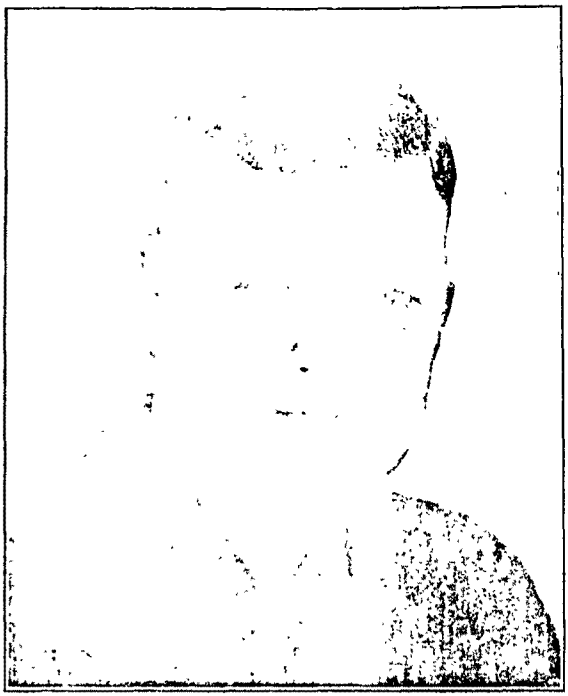
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OUR NEW VICE-PRESIDENT
HUGH E. MULLIGAN

BROTHER Hugh E. Mulligan, chosen to fill the vacancy on the General Executive Board caused by the resignation of Brother Henry H. Holland, is thirty-one years of age and has been an active member of Local 17 since his affiliation with it as an Improver in 1914. He served two years overseas in the uniform of Uncle Sam. He led the "progressives" of Local 17 in the overthrow of the "mossbacks" in 1922, since which time he has served the Local in the capacity of Business Representative. He assumed its leadership at a time its prestige in the International Association was zero, and its finances likewise, under a wage rate of 95c. Today the contrast is found in a Local that stands in the foremost rank of Internationalism and the highest esteem of our general membership with signed trade agreements calling for $1.62½ an hour. Add to this, the facts that Local 17 maintains a sick ($11.00) and death ($400) benefit fund with a surplus in the Local treasury at all times well over the $25,000 mark and it is not hard to understand the calibre of the man who solidified all the factions and made these things possible. "Hughie" endeared himself to the "old timers" of Chicago on the occasion on which he arranged a banquet in their honor and personally paid them tribute for their pioneer service in our craft which he recognized in a most substantial manner by presenting a score of them with gold watches. Brother Mulligan is at present serving as an Executive Board member of the Chicago Building Trades Council. Our craft could stand a few more Mulligans. President Mullan y is to be congratulated upon his choice which is a most popular

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THE ASBESTOS WORKER

VOLUME SIX MAY, 1927 NUMBER FIVE

Getting Good Discussion in the Union Meeting

ALFRED D. SHEFFIELD
On the Staff of "The Inquiry"

IT HAS been remarked that in a democracy people get the sort of government they deserve. If it is badly run, that is because they haven't used the ample powers in their own hands to run it well. This idea makes the success of democratic methods seem to turn on people's sense of duty. In fact, however, it turns quite as much on their grasp of technique. Where people are called on to face a situation collectively, they need to have ways of getting together and thinking together that will respect the conditions under which they can think at their best. A good deal of the faulty working of democracy—especially in our popular government—is due to the fact that it works in traditionary forms that were set up long before any scientific study had been made of the processes of thought and emotion that develop in large controversial situations. Today we have the beginnings of this sort of study, and it promises well for democracy that leaders of organized labor are seeking to turn this study to account in developing procedures in labor meetings that will prove socially sound and fruitful.

The local trade union is a favorable type of self-governing body within which to test out improvements in deliberative methods. It is small enough to have its workings observable and manageable by its own members, where other types of self-governing unit—a town, for example—are so large and complex that the citizen-member feels himself trying vainly to influence a process involving factors beyond his knowledge and control. The union also is close enough to its members' interests to make them really care about its working. The industrial citizen in a trade union can not, like the average political citizen, merely cast a vote at election time and then forget his government. He gets frequent reminders from the industrial situation that his personal fortunes as a wage earner are affected by what goes on in his union, and that it is worth his while to attend meetings and take part.

If, now, we are to study how the union meeting, with its average members in attendance, is to get good discussion as a deliberative group, we ought to make it emphatically clear that we are not seeking some Butterick pattern of procedure, to which every meeting shall have its program cut. The meetings of a trade union local often have other, and equally legitimate functions besides that of "deliberating." Sometimes the meeting resembles a class listening to a lecture

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as where its business agent or some national officer explains the current trade conditions. Sometimes the meeting resembles a club enjoying a get-together. This is an important function and should perhaps be made more of—especially at times when the business program is light. Sometimes the local becomes almost a "camp meeting," as in strike times, when the important thing is to keep up the morale of members under the strain of sacrifice and hopes deferred. Obviously the group patterns of class, club, and camp-meeting require procedures quite different from that of a committee—which is the pattern of a deliberative group. Our present concern is with the last. We seek ways to stimulate good discussion from local members sitting (in effect) as a committee of the whole.

Looking at the union meeting as it takes an issue up, let us ask, Just what in a discussion makes it good or poor? An off-hand answer might be: "All-round good thinking so expressed as to leave all-round good feeling." This, however, is too vague. Put more definitely it marks out two features in any successful discussion: namely, (1) a process of thought in the group by which each member grows; and (2) a decision to which minority members have found some satisfying adjustment.

The first of these desired features has an "uplifty" sound and may strike the trade unionist as hardly representing any conscious desire in the crowd he knows. For all that it is likely to show itself in their attitude towards the union discussions as time goes on. Question a member as he comes out of a meeting really exhilarated, and you will find that what has happened leaves him with a sense of having put his mental powers to use, and by the give-and-take of facts and views of having widened his social outlook. That is what it means to be "growing." It means that one's part in discussion makes one more of a person. Where union meetings fail to do this, you find members who feel themselves to have outgrown the talk they hear at their local.

The essential conditions for this thought-widening through discussion is that everybody shall get into it. Not that everybody shall talk—which may be impossible—but that each distinct point of view and stake in the matter shall have spokesmen, and that members shall show themselves reacting responsibly to the whole situation, not merely registering a passive assent to proposals.

The second feature of worth-while discussion is one that marks the difference between discussing and debating. A debate is expected to end in a count of votes, with a winning and a losing side. It is a peaceable substitute for fighting—people having found it socially less expensive to count heads than to break heads. But a decision by a majority win is not good enough for a trade union. It wants its members united, and people are not effectively united to carry a decision out where you have a minority feeling that their desires have been merely overridden by force of numbers. Good discussion, therefore, keeps the speakers in a mood of conferring. It so manages the interplay of minds as to induce fresh looks at the situation by which the disputants, step by step, find ways to change it that give each what he essentially wants.

The condition for such a mood is that we devise procedures by which people can have their views and wishes questioned without feeling that they have been attacked. Here is where method counts. You do not get men to open their minds for fresh looks at their own and others' purposes simply by calling upon them to be open-minded or by blaming them for prejudice and rancor. You must have some technique for the dispute that will keep it a real conference. Otherwise it will turn into either a parliamentary cake-walk or a cock-pit of personalities.

With these desired features and con-

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ditions in mind, what specific steps can be taken to get better discussion in the union local? Where the local is large, the first step must be a bold one—namely, to divide the body up, for purposes of conference, into smaller groups, making each group (so far as possible) a sort of miniature cross-section of the whole membership—that is, by having within it people who represent all the points of view towards the matter under discussion. The reasons for doing this are obviously: (1) to give opportunity for full participation; (2) to set opponents to talking face to face with one another instead of bunching into crowd-minded factions. In this way there are drawn into the discussion a number of good thinkers who are temperamentally averse to taking part in large contentious debates. After these sectional groups have threshed a matter out in the frank and informal way that is thus made possible, they can of course come together in a session of the whole, to which the results of the discussions will be reported for formal action.

A second step—if we really mean business—will be to insist on seating the members as conferees and not as auditors. The usual arrangement of seats marshals the members in a solid phalanx facing the presiding officer. That is a proper formation for receiving a lecture or for offering sales resistance to a partisan plea. It is a very poor formation for the job of thinking together—which is the heart of a discussion experience. The stage is properly set for discussion when the members are seated in rows arranged on a V-shaped or semicircular plan, so that they face one another with an expectation of easy give-and-take.

A third step has to do with procedure. In our traditional parliamentary practice the speaking starts with the offering of a motion. Psychologically that is exactly the wrong way to start people conferring. The essence of conferring is to make a social approach to a problem by getting all the parties to it to look at it questioningly, each being disposed to accept some change in his present view so long as the others are too. A motion represents a personal approach to the problem, so far as the thinking goes. What it offers is a proposed solution—one that somebody has thought out by himself and to which he now seeks to win the meeting's assent. Its immediate effect is to line the speakers up on two sides, saying respectively yes and no to the proposal. Instead of moving from a fresh inspection of the situation, through a cooperative analysis of its difficulty, to a comparison of suggested ways out, the group is set to attacking and defending the end results of one man's thinking. The worst of this sort of start is that each speaker, having taken sides, can not easily change his view without seeming to back down, so that the group loses altogether the considering state of mind towards its problem.

This mistake, of starting with a prepared solution, is apt to occur where the issue comes before the meeting in the form of a report by a special committee. A cigar makers' local recently had to face the problem of machine manufacture which their employers were proposing to introduce. Their discussion of the matter was staged by a committee report which recommended a refusal to comply. This of course meant that the committee had not only discharged their proper function, which was to prepare the question for the meeting, by sifting the facts and clarifying the contentions, but had gone on to propose a course of action—which represented merely their own closet solution of a matter on which everybody would have to act. Its effect was to set off a heated debate for and against the committee view—a disrupting wrangle over what was properly a case for social engineering.

A fourth step towards the assuring of good discussion is to have certain members trained to act as discussion leaders. To suggest that [illegible] to discredit the present leader[illegible]

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trade union meetings. For certain kinds of program the type of chairman displayed by a forceful and respected union president is appropriate and effective. But for discussion you need something more than a dignified and fair-minded "moderator" who knows the "rules of order." You need a social technician. A problem that comes before a trade union is always immersed in a "situation," and people inevitably react to the situation with their whole personalities, not simply to the problem with their intellects. The present writer once sat in with a central labor body that was discussing the question of admitting members of seceding or dual unions into workers' study classes under A. F. of L. auspices. The problem was whether such a contact with "seceders" would compass the desirable ends of making the study classes reach more wage earners, perhaps also of affording steps towards some future mediation, without compromising the union stand against secessionism. But this problem was part of a situation then existing in the labor movement. As one listened to the speakers, one realized what an undertow of cross-purposes, ambitions, loyalties, blame-and-defense reactions, and clannish habits and prejudices were complicating the states of mind which people brought from their experiences around this issue. It meant that you could not entrust the dispute to a parliamentarian, who would merely "recognize" such speakers as sprang to their feet, and get any real analysis out of what was said. You needed a leader with an almost clinical skill in drawing people out, in putting questions without exploding prejudices, and in keeping the talk really expressive of a group-thinking process.

The future of discussion is probably at stake in this matter of leadership. Democratic procedures will be discredited if we keep on in our easy-going ways of convening meetings, setting up umpire-chairmen, and letting talk take its course. This is not because the disputants are ignorant—as the critics of democracy usually complain. It is because most people, including the most educated, are emotionally illiterate. They don't know the meaning of their own feelings, and let their talk unconsciously convey not their best considered views and purposes, but upsurging gusts of pride and pique. Any group in dispute, therefore, should have someone present who is specially charged to keep the members apprised of what is really happening as the discussion moves on.

The present writer is well aware that to many readers what he has here suggested will seem to overtax people's willingness to take the necessary pains. It may seem to expect that technique can do away with conflict. This objection, however, confuses the important distinction between a conflict and a fight. True conflict, as recent writers point out, is a state of seemingly incompatible attitudes and purposes. Fighting is one way of acting in a conflict situation—a socially wasteful and usually futile way. Discussion does not expect to avert conflicts, which may arise from valuable differences in personality and outlook. It does expect to avert fighting, by invoking a group technique for getting differences fruitfully adjusted.

Our general unreadiness to take pains in matters of group conduct and relationships is due to the fact (remarked by Harrison Elliott) that in our social thinking we still belong to a pre-scientific era. In all our thinking about physical processes we expect to find assignable causes for given effects, and when we desire specific effects we take the pains to set the conditions by which those effects can appear. But when we think about processes of group action and feeling we seem to imagine that a meeting may drift into conditions fit only for emotional turmoil, and yet that by some wishful magic people will still be cooperative and reasonable. The labor movement, let us hope, will show the rest of us a more responsible attitude towards group behavior.

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Letters of An Industrial Investigator

GRACE MCCLURE ZORBAUGH
Assistant Professor of Economics, Iowa State College of Agriculture and Mechanic Arts

February 6, 1925.

DEAR EMMA: Beginning tomorrow I shall spend two months in the field personally interviewing widows and injured men who have been victims of industry.

They are all lump sum cases. That is, instead of having received their indemnities or death benefits in small weekly or monthly amounts—which is the regular way of paying workmen's compensation—they got most or all of their awards cash down less a discount for present value.

The demand for lump sums has become very great. You see, the weekly or monthly payments in many cases are quite small. And, unlike pensions, these payments do not continue for life. In a few months or at most in a few years they come to an end. And the chances are that by that time the whole amount will have been spent. From the point of view of saving, then, these people argue that they can get more good out of a lump sum, even reduced by a discount, than out of weekly or monthly driblets.

I can imagine what you are thinking: that most wage earners and their widows would not know what to do with a lump sum and would dissipate it. That very fear has haunted the state officials who have granted so many of these plausible demands for lump sums. They would like to know how the cases have turned out. Which is the object of my trip.

I shall see as many people as I can within these two months and try to learn what has become of the lump sums they received. This first-hand information put into statistical form will help provide a basis for conclusions as to the wisest policy towards future requests for lump sums.

The unceasing struggle most of us humans must make just to maintain a decent standard of living—there's something sacred about it to me. I shall be no cold, impersonal investigator when I ask these injured men and widows, as I must, intimate questions about what is after all their own business.

February 15.

I have finished the rounds in one industrial town, F——, and am now in the city of H——.

The morning of the first day results were disappointingly meager. I found only two people at home—a widow and an injured lad.

The moment the widow realized the nature of my errand she shrank into her shell. She would give me no information, she said, without consulting her attorney. I showed her my authority from the Industrial Commission, of course, but she was not visibly reassurred. However, she agreed to my paying her a second visit.

The lad lived in a nice home. I first saw his mother. She said Jack had quit the job he had had since recovering from his injury, but would start on another the next Monday. As for wages he had been able to earn and the outcome of his lump sum—about

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$1,000—she was non-committal. Then Jack came in.

He was really prepossessing in appearance if his expression hadn't been so sullen. I told him what I was after. He glanced at the stumps of the four fingers he had lost. His reply was haughty—almost rude.

"The money's my own. What became of it is no one's concern that I know of. I'm pretty sore that I got so little. There's no justice in this compensation business. The only way to get anything worth while out of the commission is to pay a smart lawyer a big fee to fight your case. Several fellows I know did that 'n' got a good deal more than I did——"

I managed to break in.

"As a matter of fact didn't the nature of their injuries entitle them, according to the schedule, to compensation higher than yours?"

But Jack shook his head.

"No such thing. It was darn luck they hired smarter lawyers."

From the standpoint of information my interview with Jack was far from a success. But on the human side I got a little way under his skin. I learned why he was so sullen. It was because the poor boy's heart was half broken.

He had been devoted to athletics, it seems, and up to the time of his injury had been on one of the crack baseball teams of the neighborhood. Now, every Saturday (my visit, it happened, was on a Saturday afternoon) force of habit took him regularly to the ball field. But not to play. Those stumps of fingers doomed him to the sides lines as a chafing onlooker.

"Every time I come home from the ball field," finished Jack, "I feel like damning everything and everybody."

When I returned to Anna—the widow—she was almost cordial

"When you first came," she explained, "I was in a panic. I thought maybe the commission had sent you to take back my compensation But my lawyer said that was nonsense and there was no harm in answering your questions."

So we had a good talk.

She was sixty years old, I found. Her husband was killed at a railroad crossing while working for a coal firm as a truck driver. She had to pay her lawyer $500 to prove to the commission what the employer disputed: that John's death resulted from injury that had occurred "in course of employment." Otherwise she would not have been entitled to a widow's benefit. (She got in lump something like $5,000 less the lawyer's fee and a discount of about $200.)

She had had three children. The two oldest, a boy and a girl, she and John had contrived to put through college. They had been fine students. They were working hard to reimburse their parents the cost of their education when, within a few months of one another, they took sick and died. That left Anna and John with only the third child, a feeble-minded boy. And now I found Anna all alone with her Willy to guard and support.

She and John had saved $5,000 before he died. He left her, in addition, $3,000 life insurance and the little house free from mortgage. On Willy's account she cannot work away from home. But she takes in washing. Thus, from all sources, including the lump sum, she has a weekly income of about $15. This is hardly more than half what John's wages had been.

Willy seems healthy. I shouldn't be surprised if he lived to old age. But Anna looks to me as if suffering from some internal disease. She told me Willy is sometimes difficult to control—he has so long been allowed to have his own way. It must torture her thinking what will become of him when she is gone. Who else will be so good and patient with him?

Washington's Birthday.

Since my account of Anna and Jack interested you I'll tell you about a few

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more of the many "lump sums" I have seen.

Perhaps you would like to hear about some Italians. They are so marvelously frugal.

One widow whom I saw was only twenty-five. She had two children aged about one and four. Her husband, Natali, when killed at the age of thirty-three, left her $2,000 life insurance and a group of three little cottages. The property, which was mortgaged for $6,000, yielded a monthly rental of $85 besides shelter for Sara and the children.

It cost Sara $400 discount to get her death benefit in lump. But it, plus the life insurance, enabled her to wipe out the mortgage. She promised the commission not to sell the property for five years.

I am sure you never saw a more earnest little creature. She said she hadn't a penny of debt, was keeping up $2,500 industrial insurance—at a premium of over $2 a week — had $900 tucked away in a savings account and was adding to it $10 a month regularly from her income. She showed me the bank book.

The boy and girl had just been sent by the commission $250 which had accrued to them from a special state fund for children under working age in case of total dependency. About $1,250 is to follow in weekly or monthly installments and it is supposed to be spent for their support as rapidly as it is received. But that is not Sara's idea. She has banked the $250 in savings accounts opened in the names of the two children.

"And I shall bank all the instalments as they come," she said.

Another Italian I went to see was a terribly serious young fellow—an ex-service man. He was unmarried and was supporting his parents.

His left hand had been crushed by a machine and had had to be amputated. While the wound was healing Salvador found his weekly indemnity insufficient for the living expenses of the three of them. He had to draw $150 from his savings.

When he had recovered and gone back to his job—at $25 or so a week—he decided to buy a home and accordingly asked for a lump sum. His request was granted. The commission, I suppose, thought he had enough sense to select a good property. But, in respect to houses Salvador's eye teeth were not cut.

My visit was three or four years after the purchase. I arrived at about supper time when he would be sure to be home soon from his work. The old father opened the door, waved me gently into the front room and to a seat, but shook his head when I addressed him a question. The old mother peeped out from the next room, too timid to approach nearer. She, too, no doubt could not speak English.

There were lodgers—Italians—in the house. One of them who understood some English tried to interpret for the old father until Salvador arrived.

Poor Salvador. The house, when it was wished on to him, at the price of $7,000 with a mortgage for about $2,500, was already on the verge of falling to pieces. First, the plumbing "went bad on him." It had to be replaced. Then when winter came on the furnace proved unworkable. He had to put in a new heating system. As for lights he had not noticed until too late that there were only antiquated gas jets. But lodgers demanded electric lights, so there was a third installation expense for Salvador. Finally the old roof sprang leaks and rotting places developed in the back wing of the house. Repairs cost Salvador a heavy sum.

"And next year," he informed me with a sigh, "the house must be painted all over. That'll cost $300. Every year something else must be done and more money goes out. All the money that comes in from the house is $45 a month."

So he figured that on the [illegible]

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would have been better off had he only stuck to the old rented house at $20 a month where repairs, taxes, and so on would have been up to the owner. As for the compensation money I rather think he would have saved a considerable proportion of it had he received it in the regular way, in weekly or monthly installments.

I'm afraid Salvador's lump sum turned out to be something of a lemon. Moreover he lost in discount about $200.

March 1.

Did you ever see an artificial eye twinkle with humor?

One of the "lump sums" this week was a native-born skilled mechanic. When he was fifty-five years old one of his eyes was blinded by a piece of emery wheel. The eye had to be enucleated. But it healed within a month, so Mr. Sikes was not long away from his $30 a week job.

At his age, however, he got to thinking a lot about the future. Finally he shaped up a plan. He asked for his $2,000 compensation in lump and applied it on a $10,000 house—mortgaged for $5,000—which had a large barn in the rear.

"From the outset my eye was on the barn," he explained to me when I saw him three years after the transaction. "The first thing I did was to turn a part of it into a garage. That brought me in $10 a month rent. Then the house required some repairs, so it was only recently that I could afford to do the main thing I had in mind for the barn. Come out and see what I did."

I followed him and Mrs. Sikes out to the barn. (She, by the way, was a wholesome looking woman. The wife makes a great difference in these lump sum cases, I find.) There he showed me with pride a shop which he had fully equipped with a gas engine, power belts, a lathe, other machinery and —

"See here," said Mr. Sikes, beckoning me over to a corner. It was then I noticed his artificial eye—I swear, Emma, it was sparkling with fun.

"This," said he, putting his hand on an emery wheel, "is the thing that cost me my eye."

I exclaimed.

"You don't mean it. Did you deliberately buy your Nemesis and install it in your own shop?"

"I did. That little devil is going to work for me, now, the rest of its days."

For grim humor that was pretty hard to beat, I must say.

I learned that through odd jobs at night the shop had already yielded Mr. Sikes $200 revenue. He had taken in two of his old pals as partners in the enterprise. They plan to stick to their present jobs on wages as long as possible and do odd jobs in the shop at night. When they are fired or have retired they hope the shop business will be so far developed as to yield all three of them a fair return to full time work.

At present Mr. Sikes' wages are higher than before he was hurt. He is keeping up $3,000 life insurance. (I notice that these injured men almost unfailingly after recovery take out all the life, health or accident insurance they can afford to carry.) A couple of married children living at home share the living expenses. Two sons who began like their father as skilled mechanics are now, as the father and mother enjoyed telling me, well paid executives in their respective industries.

The lump sum in this case was certainly a success.

March 8.

I wish you could have been with me yesterday when I visited a widow named Hannah.

It took me some time to run her down because, having remarried after getting her lump sum, she had changed her name.

Hannah herself—appearing at the door in a blue smock and cap—had a pleasingly plump sort of figure.

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Quite simply and directly she told me the story of her lump sum—a romantic tale.

William, her first husband, was burned to death by molten metal.

"William's death was an awful shock," said Hannah. "He had been so strong neither of us had ever dreamed of his dying for a long, long time. After his wages were raised during the war we saved enough to buy a $6,000 house. There was a $3,500 mortgage, but William made regular monthly payments and had it down to $3,200 when he was brought home killed."

It appeared that the funeral benefit allowed by the compensation act met barely a sixth of the bill Hannah had to pay for Williams' burial and monument.

"Luckily," she went on, "William left me $1,250 life insurance, so I was able to pay the remaining $500 on the funeral and had something left toward the monthly payments on the mortgage."

I found it was not long after William's death before she began receiving a regular monthly installment of $5,000 or so. Howard urged her to live on it as long as it lasted.

"No indeed," says I to him, "your ma's not an old lady yet." I got a job as presser—$16 a week—in a tailor shop. That just about supported me. So whenever the monthly installment came in I put most of it in the savings bank. And later I bought building and loan stock which paid better interest."

"Well, that went on for about two years."

"And then you asked for your lump sum." I glanced about the pretty house, feeling in advance that the lump sum had turned out well. "By the way, wasn't it about then that you, married a second time?"

A reminiscent smile dimpled her cheeks.

"Yes. You see, for years William and I were intimate with another couple. Lester and William were great chums, and Lucy and I thought the world of each other.

Finally, poor Lucy was took with cancer. She was real low when William was brought home a corpse. But she told Lester, "Go right over and be a pall-bearer." He did. And he sure was good to me.

Then three weeks later Lucy passed away. You better believe I was right there helping every way I could.

Well, do you know, the very day of Lucy's funeral the gossip began. "Wouldn't Hannah and Lester make a nice couple?" folks said to one another; so at last it came even to my ears.

I shouldn't never have paid attention to the silly talk if it hadn't been for the way Lester behaved. From the day Lucy was buried not once did he ever come near my house. I'd 'a' felt hurt, only I knew he was acting absolutely unnatural. I didn't see, though, why he let the gossip bother him and even break up our life long friendship.

He went out of his way to avoid me. At church sociables, if he spied me across the room, he'd disappear. On the street we'd come face to face once in a while around the corner. Did he stop and talk—the decent thing? Hm. This is the way he'd do. "How d'you do, Hannah. Fine day, eh?" and off he'd streak. Polite? Oh, yes, he couldn't be anything else. But that was all.

Well, the months passed. And I was getting real peeved with the gossip and with him—when the time came for electing officers in our fraternal order. (Both men and women belong, and everybody comes out on election night.) One of the men was elected chief. Then, first thing I knew, someone nominated me and I was elected vice-chief.

The retiring chief, as usual, appointed two conductors, one for each of us new officers, to take us up to be sworn in. And, who should he appoint my conductor but Lester!

I guess Lester was about paralyzed.

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But there was no getting out of it; the thing had to be done. So around he comes, says a bare word, sort o' pokes out his arm and walks with me up to the front. Stiff? Worse than a stranger!

By that time, though, I knew why he had been fighting shy of me—he was deathly afraid folks would think he was after my money. Well, I couldn't hold in any longer. Right there, walking up the aisle, I whispers, "Lester, you loony, what ails you?"

"Don't know," he mutters back.

"Gosh, Lester—ain't it ridiculous the way folks talk about us?"

He shoots one look at me—so I'd heard about the gossip.

"Hannah—by jove—we have the name—what d'you say to our having the game?"

"A go," says I.

Well, as soon as the affair was over, Lester helped me on with my things and conducted me home. After that he came to see me regular and we didn't care how much folks talked about us. We didn't rush, though. We waited two full years after Lucy's death before getting married.

Meanwhile we made plans for this house. Howard agreed all right because it's to go to him when I die. Lester had $500 saved, I got what was left of my benefit money in lump, and I sold the old house. Then we built this one."

"It looks well planned. Are you pleased with the investment?" I asked, not because I was in doubt, but to keep her going.

"Very. I've already refused an offer of $13,000 for it. That's quite some more than it cost."

She showed me the arrangements. A flat of four rooms and bath upstairs, also an extra room; her own flat of five rooms and bath downstairs; and a two-place garage outside.

I was surprised at the income the property was yielding her—$125 a month.

"Twelve dollars is from the garage," she explained, "$48 from the flat and extra room upstairs, $40 from a boarder—I keep only one, a man who works where Lester does; he's no trouble—*and* I charge Lester $25 a month for our flat."

"You do?" I couldn't forbear a smile. "And he supports you besides?"

She laughed.

Indeed he does. I have a mortgage of $3,000 to pay off, and every dollar I can spare from my income goes to that."

Then I just had to ask, "Are you happy?"

"Yes," was her instant reply, "Happy in a new way. William, you see, was of German stock. You know German men sort o' take women folk for granted. William was good to me—don't misunderstand—but he never made any fuss over me.

But Lester. Maybe it's because he was born and brought up in England. He's thoughtful and considerate—always thinking what he can do for me. And he's more so, not less, since we've been married. I appreciate it all the more because I wasn't never used to it."

She paused a reflective moment, then added, "The two happiest years of my life are the one when Lester was courting me and this year since we've been married."

"DON'T FORGET THE NON-UNIONIST is a human being. He is intelligent. There is a side to his story. It's up to you, who know our principles and what we stand for, to educate and mould him to our ways. Encourage, rather than browbeat him into seeing unions the way you see them."—Chester Bradford Clement.

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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
E. A. JOHNSON.....Vice-President
HENRY J. OLIVER.....Vice-President
HUGH MULLIGAN.....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

WHAT IS "POLICE POWER OF STATE"?

DID every trade unionist realize the invincible power of public opinion they would be ceaseless in their agitation against social wrongs.

These wrongs are righted under what is known as "the police power of the state"—an indefinable thing that expands with the intelligence and necessities of the people.

No court has marked the limits of this power, for the very good reason that it is a development. It is not applied at the whim of any group, but is based on a sound and intelligent public opinion.

The Ohio State Supreme Court (Bloomfield vs. State) has ruled that the police power of the state is "an expression of the popular conception of the necessities of social and economic conditions."

The Missouri State Supreme Court (State vs Railroad), in discussing this question, said:

The police power, in its very nature, must be somewhat elastic to meet the changing and shifting conditions brought about by the increase in population and the complex commercial and social relations of the people."

The police power of the state is a fiction that grows as the intelligence and needs of the people grow. That is why courts change their views on social questions. They adapt rulings to sound public opinion. Because of this flexibility of our judicial system it is possible ra le

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unionists to be hopeful in their ceaseless agitation.

Law is not static—the foundation of law is its capacity to meet the people's intellectual development that grows out of new needs and new social relations.

Trade unionists must expect opposition in their agitation for popular intellectual development and for the acceptance of new social viewpoints.

They will often be defeated in courts, but the history of our movement shows that ceaseless agitation will triumph and that courts will eventually legalize new outlooks.

THE EDITOR.

WHAT is fame? To have one's name on the tongues of the people years after one is dead? Perhaps. But what kind of fame is it when a man's name is on every tongue while he himself is forgotten!

Watt, Volt, Ohm, Ampere; how many radio enthusiasts pronounce the names of these four great men in the field of electricity, and never know that such men existed? As a great honor their names were given to the electrical principles they discovered; James Watt of Scotland, Count Alessandro Volta of Italy, George Simons Ohm of Germany and Andre Marie Ampere of France. Their names became common words; they themselves were lost to the view of the masses.

And other great men in their time—silhouette, Macadam, Mackintosh, Guillotine, Mansard—their fate is a warning to those who believe that to have something named in their honor will insure their memories to posterity.

Etienne de Silhouette was a French Minister of Finance noted for his stinginess. John Loudon Macadam won fame as a road engineer in Scotland. Charles Mackintosh manufactured waterproof cloth in Manchester.

M. Guillotine was a French doctor who invented the sinister instrument that bears his name, as a more humane method of beheading criminals than the time-honored ax.

Mansard was also a Frenchman, an architect, whose invention of the mansard roof helped to circumvent the old Paris law that tried to limit the height of houses by specifying the distance from the ground at which all roofs should begin.

Sandwiches, pullmans and mercerized cotton all celebrate their inventors. The sandwich was an inspiration of the Earl of Sandwich, who wanted a light lunch that could be eaten with comfort as well as speed. George Mortimer Pullman was a New York cabinetmaker when he transformed an old day coach into the first American sleeping car. John Mercer was an English inventor who discovered by accident that cotton could be made to look like silk.

Who was Stillson of the stillson wrench? His invention has so over-shadowed him that it is almost impossible to discover anything about him except that he existed.

A few people know that the morris chair was the work of a famous English printer and craftsman, William Morris, but what manner of man was Davenport of the davenport? The name is indeed remembered; but fame said nothing about the man.—W. H. W., in *New York Times*.

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The Secretary-Treasurer's Report

TO the Officers and Members of the International Association of Heat and Frost Insulators and Asbestos Workers, Executive Board, De Soto Hotel, New Orleans, La.

Greeting:

I hereby submit for your consideration my report since the last Convention, which will make a yearly report:

FINANCES

The finances of the International Association remain about normal, as per the enclosed itemized accounts.

WITHDRAWAL CARDS

I have received several renewal of Withdrawal Cards, and am having a circular letter mailed to each of the Locals, notifying them of the Withdrawal Cards which I have on file that have not been renewed. Possibly some of them do not wish a renewal, and others might have died, but I want to try and keep the records straight.

TRAVELING AND TRANSFER CARDS

Again request that the various Locals send immediately to the International Office the duplicate of all traveling cards issued, as since the last Convention I have received numerous notifications that members had deposited traveling cards, but the duplicate of same was not forwarded to the International Office by the Local issuing it. To save inconvenience to all members who are on traveling cards, would request that the Secretary of each Local forward the duplicate of all traveling cards to the International Office immediately upon issuing same.

This also applies to Transfer Cards.

WAGES

Local No.	1.	St. Louis, Mo.	$1.31¼ per hr.
" "	2.	Pittsburg, Pa.	1.50 " "
" "	3.	Cleveland, Ohio	1.25 " "
" "	4.	Buffalo, N. Y.	1.25 " "
" "	5.	Los Angeles, Cal.	1.12½ " "
" "	6.	Boston, Mass.	1.25 " "
" "	7.	Seattle, Wash.	
" "	8.	Cincinnati, Ohio	1.23¾ " "
" "	9.	Norfolk and Portsmouth, Va.	1.12½ " "
" "	10.	New Orleans, La.	1.05 " "
" "	11.	Baltimore, Md.	1.25 " "
" "	12.	New York City, N. Y.	1.50 " "

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Local No.	14.	Philadelphia, Pa.	1.25	per hour
" "	15.	Winnipeg, Can.	.90	" "
" "	16.	San Francisco, Cal.	1.00	" "
" "	17.	Chicago, Ill.	1.50	" "
" "	18.	Indianapolis, Ind.	1.25	" "
" "	19.	Milwaukee, Wis.	1.10	" "
" "	20.	Toronto, Canada	.85	" "
" "	21.	Dallas, Tex.	1.12½	" "
" "	22.	Houston, Tex.	1.12½	" "
" "	23.	Montreal, Canada		
" "	24.	Washington, D. C.		
" "	25.	Detroit, Mich.	1.25	" "
" "	26.	Rochester, N. Y.		
" "	27.	Kansas City, Mo.	1.00	" "
" "	28.	Denver, Colo.	1.00	" "
" "	30.	Rochester, N. Y.		
" "	31.	Providence, R. I.	1.10	" "
" "	32.	Essex and Hudson Co.	1.50	" "
" "	33.	Connecticut	1.25	" "
" "	34.	Minneapolis and St. Paul	1.00	" "
" "	35.	Youngstown, Ohio		
" "	36.	Portland, Ore.	1.12½	" "
" "	38.	Wilkesbarre, Pa.	1.25	" "
" "	39.	Omaha, Nebr.	1.15	" "
" "	40.	Albany-Troy, N. Y.		
" "	42.	Wilmington, Del.	1.25	" "
" "	43.	Springfield, Mass.	1.10	" "
" "	44.	Columbus, Ohio	1.25	" "
" "	45.	Toledo, Ohio		
" "	50.	Tacoma, Wash.	1.12½	" "
" "	51.	Louisville, Ky.		
" "	52.	Duluth, Minn.		
" "	54.	Tulsa, Okla.	1.12½	" "
" "	70.	Mare Island, Ship Yard	.88	" "
" "	71.	Sacramento, Cal.		
" "	72.	Bremerton, Wash.	.88	" "
" "	73.	Portland, Me.	1.10	" "
" "	74.	Des Moines, Ia.		
" "	75.	South Bend, Ind.		
" "	78.	Birmingham, Ala.		
" "	79.	Dayton, Ohio	1.25	" "
" "	80.	Charleston, W. Va.		
" "	81.	Cedar Rapids, Ia.		
" "	82	Spokane, Wash.		
" "	83.	Atlanta, Ga.		

CHARTERS ISSUED

Local No. 15	Winnipeg, Canada
Local No. 77	Charlotte, N. C.
Local No. 78	Birmingham, Ala.
Local No. 79	Dayton, Ohio
Local No. 80	Charleston, W. Va.
Local No. 81	Cedar Rapids, Ia.

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Local No. 82 ..... Spokane, Wash.
Local No. 83 ..... Atlanta, Ga.

CHARTERS REVOKED

Local No. 76 ..... Erie, Pa.

INITIATION FEE RAISE.

Local No. 22. Houston, Texas ..... From $50.00 to $75.00

BANK STOCK

As per the instructions of our International President, I have purchased two (2) shares of stock in the Federation Bank and Trust Company, New York City, at $200.00 per share,—total $400.00.

Respectfully submitted,

Thomas J McNamara

St. Louis, Mo., March 11, 1927. *Secretary-Treasurer.*

(Reprint from *Trade Union News,* Philadelphia.)

THANKS to the energetic and diplomatic efforts of Joseph A. Mullaney, president of the International Association of Heat and Frost Insulators and Asbestos Workers, the members of the Philadelphia branch of that big organization, Local No. 14, are making great progress in this city, including among their many recent gains a substantial increase in wages.

According to the new agreement that President Mullaney signed with the employers in this city, the mechanics have been granted an increase of 20 cents an hour, which brings their hourly wage rate up to $1.25. The helpers obtained an advance of 15 cents an hour, which raises their hourly scale up to 85 cents.

The new agreement is to continue two years, from January 1, 1927, to December 31, 1928. It was signed on February 14, and was retroactive to February 1.

At a largely-attended meeting of the Philadelphia union, President Mullaney announced the new agreement to the members, and his action in signing the contract was unanimously commended. President Mullaney, in eloquent and vigorous terms, also declared how anxious all the members of his organization are to cooperate with the employers—in producing greater efficiency, in eliminating waste, etc.

Having started the new year so favorably, the members now hope to be ranked among the 100-per-cent unions in this city before another year rolls around.

CREATE A DEMAND for union made goods by demanding the label on them. A few such requests makes the merchant sit up and take notice. It may convert him to carrying union made goods if he does not already handle them.

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The General Executive Board Meeting at New Orleans

THE General Executive Board held its regular semi-annual meeting at the De Soto Hotel, New Orleans, La. The opening session was called to order at 9:30 A. M. Monday, March 14th. The Board members answering roll call were: Joseph A. Mullaney, Henry H. Holland, E. A. Johnson, Henry J. Oliver, Thomas J. McNamara.

A schedule of business for the sessions was outlined and agreed upon.

The Secretary was instructed to answer certain communications of an executive nature.

Chairman Mullaney then named sub-committees for both International and Local Union financial audit.

Adjournment was taken at 12:30.

Respectfully submitted,

THOMAS J. McNAMARA,
Secretary-Treasurer

MONDAY AFTERNOON,
MARCH 14, 1927

The session was called to order by President Mullaney, at 1:30 P. M.

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

Adjournment was immediately taken for sub-committee work on financial audit.

Respectfully submitted,

THOMAS J. McNAMARA,
Secretary-Treasurer.

TUESDAY MORNING,
MARCH 15, 1927

Board called to order by President Mullaney at 9 A. M.

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

Business Agent Thomas A. Reed of Houston Local No. 22, appeared before the Board in the interest of the good and welfare of his Local. His request for certain action was favorably received and referred to President Mullaney. Brother Reed also protested a charter issuance at Beaumont, Texas and left with the Board a copy of the Local 22 action that voted unanimously against the issuance of a Beaumont charter.

The Board unanimously disapproved the issuance of a charter at Beaumont, Texas, and did so for the best interest of the trade.

Business Agent Devlin appeared before the Board in the interest of Local 10. He was advised upon a subject matter that occasioned his appearance and his request for co-operation along certain lines was referred to President Mullaney.

The Board then informed Brothers Reed and Devlin that their Locals had much in common in our craft life in adjoining territories, and suggested that the Locals hold semi-annual conferences and in addition, that they try and interest our Dallas and Tulsa Locals to join with them in their deliberations.

Adjournment was taken at 12:30.

Respectfully submitted,

THOMAS J. McNAMARA,
Secretary-Treasurer

TUESDAY AFTERNOON,
MARCH 15, 1927

Board convened at 1:30 P. M.
Members answering roll call were:

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Mullaney, Holland, Johnson, Oliver, McNamara.

Adjournment was immediately taken so as to enable the Board sub-committees to resume the financial audit.

Respectfully submitted,

THOMAS J. MCNAMARA,
Secretary-Treasurer

WEDNESDAY MORNING, MARCH 16, 1927

Board was called to order 9:30 A.M.

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

The appeal of the Rockford, Illinois, charter applicants against the decision of President Mullaney who disapproved the issuance was declared in order. The applicants' communication of appeal was read and reviewed. Business Agent Mulligan appeared and voiced the protest of Local 17 against charter issuance at Rockford. President Mullaney then gave in detail the reasons for his decision of disapproval after which the Board unanimously concurred in the motion

> That the action of President Mullaney in disapproving a charter issuance at Rockford, Illinois, be approved.

The request for support made by the Union Life Insurance Company was then considered and the Secretary instructed to subscribe for ten (10) shares of stock in total amount of $500.00. The Board then approved of the purchase of two (2) shares of Federated Bank Stock in total amount of $400.00. Adjournment was taken at 12:30.

Respectfully submitted,

THOMAS J. MCNAMARA,
Secretary-Treasurer

WEDNESDAY AFTERNOON, MARCH 16, 1927

Board called to order at 1:30 by President Mullaney.

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

Adjournment was taken to allow sub-committees to continue the financial audit.

Respectfully submitted,

THOMAS J. MCNAMARA,
Secretary-Treasurer

THURSDAY MORNING, MARCH 17, 1927

Board called to order at 9:00 A. M.

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

The report of President Mullaney was heard, considered and approved.

The report of Secretary-Treasurer McNamara was heard, considered and approved.

Adjournment was taken at 1 P. M.

Respectfully submitted,

THOMAS J. MCNAMARA,
Secretary-Treasurer

THURSDAY AFTERNOON, MARCH 17, 1927

Board called to order 1:30 P. M.

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

The report of the Committee on General Office Financial Audit was received. It found all accounts, vouchers, etc., to be correct in every detail as submitted in the report of the Secretary-Treasurer. It was unanimously adopted.

The report of the Committee on Local Union audit showed that with few exceptions our new receipt system has more than proven the wisdom of its adoption by our convention. In the few exceptions noted, the Secretary-Treasurer received instructions from the Board to officially notify the Locals that they were allowed sixty days in which to present all membership receipts to date and meet their financial

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arrearage at the General Office or stand charter suspension.

The new bond of the Secretary-Treasurer in amount of $20,000.00 was received, recorded and filed.

The request from Secretary Tracy of the Building Trades Department for support in the erection of one great building at Washington, D. C., to house all Building Trades' Crafts offices was laid over pending further report by President Mullaney.

Respectfully submitted,

THOMAS J. McNAMARA,
Secretary-Treasurer

FRIDAY MORNING, MARCH 18, 1927

Board called to order by President Mullaney at 9 A. M.

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

The Board decided certain questions in connection with both exemption and superannuated cards and more clearly defined the privileges of each.

The good and welfare of the organization was then considered and plans laid calculated to widen its influence and prestige.

At this stage of the proceedings Brother Holland tendered his written resignation as Board member. He stated his intermittent poor health forced his retirement. The resignation was regretfully accepted and President Mullaney voiced the sentiments of the Board in the loss of the ranking Vice-President. President Mullaney then requested Business Agent Mulligan to appear before the Board. He later did so and the President proffered him (Sec. 5, Article 5) the Board vacancy and requested him to accept it. Brother Mulligan consented to serve, was pledged and seated as a Board member.

Vice-President Johnson then reported on the re-organization of the New England Joint Conference. The Board voiced its approval and added the wish that the new start would mean continuance and full co-operation.

Certain business of executive nature was then considered. The Board instructed the Secretary to communicate its thanks to the Local 10 membership and its efficient committee. President Davis, Business Agent Devlin and Secretary McGinnis for the splendid manner in which it was entertained during its stay in "The City of Sunshine."

No further business coming before the Board, final adjournment was taken at 1:30 P. M.

Respectfully submitted,

THOMAS J. McNAMARA,
Secretary-Treasurer

"WE believe in a tariff to protect industry against foreign cheap labor, but the American tariff as it now stands only protects employers," says Thomas F. McMahon, president of the United Textile Workers of America.

"We have the highest tariff in the history of our country," the trade unionist declared. "We have the lowest labor costs per pound or per yard on the great bulk of our products. We have increased individual productiveness of the worker through improved machinery, and yet wages and working conditions are insufficient to give them a living existence."

"The workers, North, South, East and West, with few exceptions, in comparison to the great total working in the mills of our country, are slowly but surely being driven into a condition of peonage.

"When we consider the capitalization of many mill corporations, and compare them with the capitalization of 10 years ago, we find increases of from 100 to 1,000 per cent without the addition, in most cases, of a single new piece of machinery or a dollar from the pockets of the stockholders during that time. This inflation is responsible, to a large degree, for the financial condition of our mills."

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The Ethics of the Strike

THERE is an extraordinary symposium on labor strikes published in *The World Tomorrow* for March. While it is not possible to convey in brief quotations the ideas set forth, the following excerpts contain the major propositions and illustrate the sharp contrast in viewpoints.

William Green, President of the American Federation of Labor—"Nothing can replace the right to strike. But the use of that right will steadily decline as industries develop agencies to adjudicate grievances and provide joint machinery for dealing with the problems of the day's work and for planning developments on a basis of past experience."

John Brophy, President of District No. 2, United Mine Workers of America—"The strike is an instrument of freedom just as is the ballot. To deny or curb it by law today would mean a reversal to involuntary servitude, a step toward serfdom or chattel slavery."

Joseph Schlossberg, Secretary-Treasurer Amalgamated Clothing Workers of America—"Can anything replace the strike? No. The strike is a weapon which workers cannot give up without returning to slavery. If strikes should be forbidden by law there would be illegal strikes. Strikes may be broken through persecution and repression, but by no method can the strike be abolished."

Frank Hodges, Secretary Miners' International Federation—"Among all rational people the strike is considered to be an evil thing. War is always an evil thing, and strikes are war. I do not accept the view that strikes are inevitable, any more than that wars are inevitable. If they were, we might well despair of ever directing the social forces by reason. . . . The facts of industry prove beyond doubt that the instruments of negotiation, conciliation, and voluntary arbitration, with strong trade union organizations in the background, and with their leaders morally and intellectually equipped with authority and knowledge, yield greater and more permanent economic and social advantages for the workman than the strike. . . . The right to withdraw labor in order to secure justice when all other means have failed must be inviolable. But the other means are numerous and capable of yielding justice, and of these I pin my faith on the method of voluntary arbitration in industry."

Margaret G. Bondfield, Labor Member of Parliament—"Can anything replace the strike? Yes, as soon as society has found some method of replacing the lockout. . . . Is it desirable to replace strikes? On the whole, yes, though I believe that there will always be, under some great emotional movement or some strong sense of injustice which will move bodies of men simultaneously to stop work."

Leon Jouhaux, President of the French General Confederation of Labor—"In the program of organized labor the strike can be considered only as an extreme measure to which there should be no recourse until all peaceful means for securing the demands of the workers have been exhausted. Is it possible to avoid it entirely? to substitute for this method of open force, always troublesome and frequently dangerous, new methods? The question has often been asked. It has never received a satisfactory answer."

Edo Fimmen, Secretary International Transport Workers' Federation—"Can anything replace the strike? No! You might as well ask: 'Can an army fight without weapons?' which is an equally silly question.

"The strike, if not the only weapon, is in 99 cases out of 100 the strongest and most efficient the working class

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can use in its struggle to improve or maintain conditions, and above all in its fight for political and economic emancipation."

Gustav Dabringhaus, Member Krupp's Workers' Council — "Every strike is a two-edged sword. For this reason trade unions resort to it only as an extreme measure. Those who do not want strikes must eliminate their causes."

As to the trend in the use of violence in labor conflicts Stuart Chase, economist and statistician, says: "I see no slackening in the curve—broadly speaking. Violence per capita may be somewhat less since the great railroad strikes of 1922, but those of us who have followed Passaic and Herrin and the New York fur and garment strikes —all conducted in the piping times of prosperity—cannot somehow feel the full weight of that brotherly handclasp now said to be taking place between capital and labor."

To the question "Can the Strike Be Justified?" George Soule, director of the Labor Bureau, answers, yes. "A strike is merely a collective refusal to cooperate. Since individual workmen are rarely in a position effectively to refuse cooperation, the possibility of a collective refusal, or a strike, is really the basis for such cooperation as may exist in the employer-employe relationship." John Haynes Holmes, minister of the Community Church, answers, no. "There may have been a time when the strike had its place in the economy of labor emancipation, as there may have been a time when war had its place in the economy of social progress. Granted, for the sake of argument, that this is true, it is also true that the strike, like war, is now surviving into an age when its usefulness, its justifiability, is ended. The strike costs more than it is worth. It spreads abroad destruction and death more immediately and completely fatal to labor itself than to any other element in society. Its fruits, if won, are meagre and perishable. Its methods inevitably, whatever the spirit and purpose invoked—are detestable to every enlightened and compassionate soul. There must be better ways of securing good ends—and in our democratic society there *are* better ways."

Robert W. Bruere of the *Survey* staff thus reflects his experience in trying to introduce the methods of cooperation in industrial establishments: "Wherever I find dynamic industrial peace there also I find that management and men are resolving current conflict into plus values by making the production process the focus both of their common and their divergent interests. With the encouragement both of trade union leaders and executives in non-union factories, I am following this lead into the workshops. It is too early to attempt the formulation of trustworthy general conclusions. But for me the preliminary findings are immensely encouraging because of the light they throw upon the possibility of bringing the dynamics of conflict under deliberately conscious control."

Finally, A. J. Muste of Brookwood Labor College sums up the situation: "The encouraging factors in the situation are: the fact that we are rich, so that poverty is not likely in the near future to force any group into desperation; instances where machinery for the actual adjustment of industrial relations is in successful operation; the workers' educational effort to develop a more enlightened leadership and rank and file; the fearless facing of the situation by certain groups in the churches; and the increasing number of social scientists subjecting industrial relations and similar social problems to objective scrutiny. The discouraging factors are: the tradition of violence in industrial struggles characteristic of America; the injunction evil and other abuses of judicial power; the aggressively anti-union group among the employers; and our rich and mighty imperialism, which may temporarily carry even the workers, drugged by a relatively high standard of living, along with it.

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From Local Unions

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

LOCAL NO. 2, PITTSBURGH

Dear Sir and Brother:

I am sending you a little news which you can use for your journal if you wish.

I am sorry to announce the death of our good friend Mr. James R. Hall, one of the pioneers of the Asbestos business in Pittsburgh and who had grown up with the trade from straw and mud to the sectional covern, having spent over forty years in the business in Pittsburgh. After serving several large firms as manager he started in business for himself and has been very successful for the last twenty years. Mr. Hall has always been fair to union labor and leaves three sons in the business, all of them in local No. 2. Mr. Hall was out looking after his work up to the day he died. No one ever came to Pittsburgh who did not see or hear of Jim Hall as he was known. It was with heavy hearts that the members of Local No. 2, acting as pallbearers, took him to his last place of rest. Mr. Hall died March 6, 1927.

Yours fraternally,

GEO. R. HENNIG.

LOCAL NO. 5, LOS ANGELES

Dear Sir and Brother:

Labor conditions here continue to remain rather stagnant but reports indicate a loosening-up in the near future. We have declared one of our local contract shops "unfair" and are having something of a tussle trying to get them lined-up. We are getting valuable support all along the line and feel that ultimately the results will justify the effort. Several of our members have drifted North and East pending more favorable local conditions.

Fraternally yours,

GEO. E. BROWN.

LOCAL NO. 10, NEW ORLEANS

Dear Sir and Brother:

The General Executive Board honored Local No. 10 in an executive session held in this city from March 14th to 18th inclusive.

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To state what pleasure it gave the boys to meet our worthy Brothers can not properly be expressed in mere words nor writing.

In addition to the board we were also honored with the presence of three Business Agents, viz: Veteran Pop Currie of Local No. 12, Hughie Mulligan of Local No. 17, and Thos. B. Reed of Local No. 22. You can readily see from that array of Executives what lessons we learned. Some more knowledge stored away for future reference.

A word in passing to Business Agents, in particular when you have the opportunity try and meet Currie Mulligan and Reed, not of course overlooking the General Executive Board.

Assuring the General Executive Board and the visiting Business Agents that we are grateful for their call on us, and also wish to advise that we will always be glad to welcome them in America's Most Interesting City.

With health, work and success to the Trade in general, I am

Fraternally yours,

E. B. McGINNIS, *Secretary*

LOCAL NO. 77, CHARLOTTE, N. S.

Dear Sir and Brother:

We certainly thank the International and its President, Mr. Joseph A. Mullaney, for their services in helping us organize our shop. Although we are not getting as much per hour as some of the Locals throughout the country, we have just got organized and are looking for better times later.

Fraternally yours,

CLYDE W. McCOY, *Secretary*

IN MEMORIAM

MARTIN J. KELLEY

The grim reaper has again entered our midst and called to his last resting place our Brother, Martin J. Kelley, who died March 13, 1927, following a brief illness.

A pioneer Asbestos Worker, Brother Kelley has witnessed the ups and downs of our trade, from all angles, and many of our younger mechanics of today owe their skill to his able instructions.

The members of Local No. 6 extend their most sincere sympathy to the bereaved wife, family and friends of our late Brother Kelley, commending them to the Almighty God for consolation, truly believing that death is but a transition to life eternal.

OSCAR W. PALM, Corresponding Secretary

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Official Section

GENERAL OFFICERS

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66 Walker Street, West Roxbury, Massachusetts
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1371 West 89th Street, Cleveland, Ohio
HUGH MULLIGAN, Vice-President
179 West Washington Street, Chicago, Illinois
THOMAS J. McNAMARA, Secretary-Treasurer
803 Holland Building, St. Louis, Missouri

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, 2322 Genesee Street, Buffalo, N. Y.

No. 5—LOS ANGELES, CALIF.—Meets First and Third Wednesdays at Labor Temple, 540 Maple Avenue. George E. Brown, 1431 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. Doe, 3815 West Myrtle Street. Send all mail to Labor Temple.

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

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No. 9—NORFOLK and PORTSMOUTH, VA.—Meets First and Third Tuesdays at Eagles Home, 703 Const Street, Portsmouth, Va. L. C. Green, 716 Ninth Avenue, 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, 63 Ely Street, Kingston, Pa.

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 501½ 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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