The Asbestos Worker

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Number Six



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

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A Song of Labor

A song for the builders of beauty,
The rearers of temple and spire;
A song of the strong men of duty
Who shape the world's future in fire.

Sing, sing to the women, the mothers,
The weavers of life and of fate;
The sisters who toil for the brothers,
And open to hope the white gate.

A song to the brain that devises,
And bends nature's will into law;
A song to the brain that suffices
Its purpose from many to draw.

Sing, sing to the thinkers and hewers
To brothers of brain and of brawn;
A song to the world's mighty doers
Who work for a hastening dawn.

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The Asbestos Worker

E. A. JOHNSON, *Editor and Publisher*
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THE ASBESTOS WORKER

VOLUME SIX JUNE, 1927 NUMBER SIX

Apprenticeship System for the Asbestos Craft

Boston Local Number Six

E. A. JOHNSON
Editor of The Asbestos Worker

RECOGNIZING the necessity of securing the best available timber to build mechanics out of the Boston Asbestos Manufacturers' Association and Local No. 6, Asbestos Workers of Boston, have entered into an agreement governing system of apprenticeship for our craft, and in doing so, were actuated in both instances, by the desire to attract to the trade for the best interests of the craft the most readily adaptable young men that would respond to craft training and as a result would be efficient, all around mechanics, thereby promoting the craft technically, creating a demand for the best class of work in all branches, and instituting pride in workmanship.

The Improver or Helper method it has been agreed is passe, for many reasons, among which are the fact that the average applicant for Improvership is usually attracted by the wage scale paid, rather than the desire to bring skill and diligence to the craft; again it has been found that many applicants are advanced in years and are not pliable material readily moulded into skillful mechanics and as a consequence make at best "just get by mechanics". It has been found too that the seasonal aspect of our craft did not allow for full time employment of our Improvers in the customary four year Improvership, and many of our boys actually worked at the trade only three years in the specified four year period, and because of intermittent employment and perpetual job hunting it was not possible to place them to advantage on work necessary to give them all round training.

We introduced no new organization to carry on the Apprenticeship System, the Joint Trade Board as defined in our Trade Agreement also constitutes the Joint Apprenticeship Committee, three members of the Employer's group and three members of the Local Union.

Before apprentices are assigned to work as regularly employed apprentices they are enrolled with the Joint Apprenticeship Committee. All apprentices are subjected to a probationary period which covers the first six months of employment, and if in this period it is found that the apprentice is not of good caliber or does

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no respond, his employment is terminated.

Ages of apprentices are as specified by the Constitution of our International Association of Heat and Frost Insulators and Asbestos Workers.

Full term of apprenticeship is four years, and working conditions and rules are the same as that formerly governing the employment of Improvers, terms of apprenticeship are divided into four periods of one year for each period, and the apprentices receive advancement in rating and classification upon satisfactory completion of each period, examination is required of each apprentice at the close of each yearly period, such examination to cover demonstration of practical ability and report of accomplishment during the period terminated.

Any interchange of employment of apprentices shall be adjusted by the Joint Apprenticeship Committee, which insures the apprentice continuous employment and variation of work when advisable or necessary.

The minimum wages are as follows:

1st period of one year (including probationary) $18.00 per week.

2nd period of one year, $24.00 per week.

3rd period of one year, $30.00 per week.

4th period of one year, $36.00 per week.

The trade processes which comprise the craft and its classified branches either in the shop or on jobs are as prescribed by the Joint Apprenticeship Committee.

A complete record of the apprentice's performance is kept, subject to examination at all reasonable times. In case of dissatisfaction on the part of either the employer or the apprentice either one has the right and privilege to appeal at any time to the Joint Apprenticeship Committee for necessary action and adjustment.

The ratio of apprentices to journeymen is one apprentice to every five journeymen employed by each shop based on the average number of journeymen employed the preceding year.

All special regulations are to be determined from time to time as occasion may demand, and all amendments to the plan shall be made by the Joint Apprenticeship Commission.

Every apprentice regularly enrolled is required to indicate on his enrollment book that he has read Apprenticeship Rules and agrees to abide by them.

It is the duty and responsibility of the Joint Apprenticeship Committee to provide continuous employment to regularly enrolled apprentices, who have satisfactorily completed their probationary period.

In adopting the rules and regulations governing the apprentices, it was agreed that the present force of Improvers would be given the privilege and opportunity to elect whether or not they should continue as Improvers or be classified as Apprentices, with credit given them for time already spent in the trade, only a small number of Improvers elected to become Apprentices. Therefore it was agreed that the ratio of apprentices to mechanics would go into effect upon the graduation of Improvers into Journeymen class and all new applicants would be classed as Apprentices.

The beneficial effect and advantages of the Apprentice system cannot be determined at once. Time and patience are the factors that will prove the worth of the apprenticeship system over the Improver or Helper system. We have, however, the experiences of other crafts, which prove that better mechanics are made through apprenticeship to the trade by selection, than the old method of accepting applicants for entrance to the trade by the hit or miss rule.

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Beating the Company Union

JOSEPH E. COHEN
Philadelphia Typographical Union

SHARP and clear is the difference between the trade union and the company union. From the beginning to the end, the trade union is here to stay.

The company union functions only at the behest of its creator. Those at the top of the company give the employees that union and they can take it away.

However frequently the employees may be called together, whether once a year to listen to an annual message from the officers of the company or as often as once a month to go through the motions of sitting in "parliament," theirs is not to reason why. Theirs is only to concur in what is set before them by those at the top.

It was never the intention of those who created company unions to give the employees something better than the trade union. Nor would the suggestion be tolerated that the company union should be permitted to practice any measure of democracy, for that would mean comparison with the fuller measure of democracy practiced in the trade union. Least of all is the company union offered as a training school for the numbers of unorganized workers as apprenticeship for participation in the labor movement.

The company union is the rival of the trade union. It is an instrument devised by the enemies of organized labor to crush it. But even so, its sharp edge can not always be turned against the trade union. It can not be all evil.

For those in the company union it means coming together as working people. Whenever meetings are held either all the employees of the plant or their representatives gather as wage earners. It is an industrial organization primarily. And be it ever so warped and wasted, it does carry the suggestion of unity.

This suggestion alone is worth considering. It may be mentioned as the only particular in which it competes with the trade union. That being so, it is up to the trade union to beat the company union at its own game.

For it may readily be admitted that the labor movement expresses itself through the special organization of crafts within the industry, stressing the importance of skill even where the one union, as in the mining industry, admits different crafts. Semi-skilled labor is not nearly so well organized. Clerical workers are hardly touched as yet in our country. Unskilled labor is so poorly organized that it is regarded as well nigh unorganizable.

No one with practical experience supposes that it will mend matters to drop craft autonomy, or industrial limitation, to form mixed locals and present a Babel of viewpoints. Forms of organization are molded in the process of organic development, not by artificial selection. What is certain is that, just as the factory system brought forth the modern trade union, so industrial consolidation as the order of the day will bring about more complete fraternalizing in the ranks of labor.

What then can the trade union do?

It is easy to answer that its first duty remains to organize the unorganized. Whether they be skilled to the point of professional expertness,

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engaged in handicrafts, appendages to machinery, given to personal service or restricted to manual labor, they belong inside the trade union. Wage earners should all be organized.

They should be members, joined to the workers throughout the country in the American Federation of Labor. All labor throughout the land reaps the benefits of the trade-union movement. All labor should shoulder the responsibility. They should belong, pay their dues, and attend the meetings of their unions. That also is easy to say.

Now, what more can the trade union do? It can do various things to promote fraternal feeling among the workers everywhere, overflowing the limitation of the individual union and bringing the refreshing water of such an exchange to all.

At present the various crafts in an industry express themselves within their allied trade council, locally, and through the corresponding department in the American Federation of Labor. The numerous unions within the city express themselves by their delegates in the central body. These are the legislative assemblies of Labor, apart from the particular convention of the individual union and the annual conventions of the State Federations and the A. F. of L.

Usually at Labor Day the hosts of labor men and women of the city have a celebration addressed by those specially qualified to set forth the larger aims and higher ideals of the organized labor movement. All of that is fine. But suppose that be taken more as a beginning than an end?

The trade councils could arrange for social affairs, held frequently or regularly, in which the members of the unions within the industry could get to know each other, like each other better and feel together for their common betterment within the industry. Stress is placed here upon social gatherings, because they are the easiest to arrange, more likely to be successful and most certain to promote fraternal spirit.

Along the same lines would be the gatherings arranged for the organized labor membership of the community. The festive activity of the year should not be restricted to Labor Day. It can be exercised at intervals. Labor Day could serve as the culmination.

Such social affairs would lead to organization efforts. This, of course, is necessary to gather the fruits of unionism. For close contact would bring home the lesson of closer relationship among the workers in the particular plants of each industry, just as there would be the thought for general unity. The closer the relationship thus formed, the surer the possibility of collective bargaining.

From such bringing together of the workers in the industry would follow the broadening of their viewpoint so that they would consider the needs and requirements of the industry as a whole, as well as the particular concessions to be sought by each group. Dealings with employers would be upon a sounder basis. Instead of one petty trouble after another engaging the attention of both sides, the occasions when the representatives met would be dignified by broader views.

Were strikes necessary, the industry or inter-related industries would be engaged at the one time, should the situation warrant. Strikes would likely be rarer and shorter. It is likely that machinery for conciliation would be set in motion which might democratically make the strike only a weapon of last resort, and possibly be avoided altogether.

With industrial relations between employers and employees placed upon this footing there would likewise follow the promotion of educational work among union men and women. The locals would enter into this on a large scale as of especially great importance. This would secure the foundation of the labor movement

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and insure its permanent character and continuing advance.

There may remain still such company unions as have been hatched in the public utilities. Too often those who control them are soaked in jobbery, and they act as though the tenure of their sway over the public hinges upon political bribery and coercion. Against such, of course, the unions can carry on educational work among the employees as well as the public.

Canvassing the whole matter, then, out of the permeation of union convictions is bound to be fashioned the agencies for acquainting the whole community with the standards and ideals of the labor movement. That movement will come to be accepted as a vital and organic part of the life of the community. It will soon be the chief reliance for looking after the better needs of the community.

When it attains this level it is more than a match for any company union. Being the only democratic trade body, it appeals to those imbued with the desire for self-realization. When it has become a power in the community, it will have built up enough public opinion in favor of free labor to offset whatever advantage had previously been on the side of the corporations through financial compulsion.

From this it can be seen that to beat the company union, the labor union must go beyond thinking of itself only as a craft organization. It must accept itself as the labor movement. When it has done so to the limit and acted after that fashion, it will not be long before the labor movement will be the community.

TEN bishops and 30 prominent ministers and church officials of the South have recently issued an "Appeal to Industrial Leaders of the South" in which they say in part: "Life in a mill village under company control, while an advance of status in the beginning, is not the best training ground for citizenship in that it does not train residents for participation in government. It has generally proved in recent years, however it may have been at first, to be unfavorable to education, to religion, and to understanding and sympathy between the citizens of the mill village and those of the larger community. In spite of the difficulty of the problem we are convinced that these villages should be merged as rapidly as is consistent with safety into the larger community. . . .

"Labor gives all that it has, including capital through savings, and since labor also has wisdom, skill and ingenuity to contribute to the greater productivity of our industries, it is desirable and right that it should have a proper share in making and enforcing the regulations by which industrial plants are controlled. . . . Higher wages, better schools, shorter hours of labor and the independence of the worker tend to enrich life and to develop a stronger type of citizenship.

"We believe that all of these conditions can be steadily improved and we therefore urge you, as present leaders holding positions of responsibility and vantage, to take the initiative in their improvement. We believe that if you will take the initiative, and if there can be the friendly cooperation of employers, employes, churches, educators and officials of the state, it will be possible to build in the South by united effort, in the lifetime of this generation, a greater and more powerful industry, constructed solidly upon goodwill and cooperation, avoiding the waste and bitterness of industrial conflicts and mitigating the intensity of the class struggle."

The statement has attracted a great deal of comment.

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A Great Authority on Asbestos is Also Author and Publisher of a Trade Monthly

SINCE creation's dawn, nature has wrought profound wonders which in different ages have been discovered by or revealed to man who has by intuitive knowledge and marvelous skill been able to convert them to the practical use and benefit of the human race. But probably no other element in all nature is more wonderful or more essential to modern society, than Asbestos.

There is no known substitute for ASBESTOS which is the most important non-metallic mineral known throughout the world. Nature has bestowed the greatest deposits of asbestos upon the Dominion of Canada where probably 90 per cent of the world's supply is confined and in which millions of capital are invested in the mining of this great product for the markets of the world.

It is estimated that 75 per cent of the great output of the Canadian Industry is consumed in the United States, in the great Industrial, mechanical, electrical, commercial and domestic fields.

Probably the best known man throughout the United States and Canada and in foreign countries in connection with the ASBESTOS business is B. Marcuse of 342 Madison Avenue, New York City, who is familiar with the entire enterprise from the quarrying of the virgin rock containing fibre to the marketing of the various grades of finished ASBESTOS fibre at home and abroad. So full is the confidence placed in him by the great firms engaged in this enterprise that he is practically the sole manufacturer's agent or business broker especially in short fibres for the transaction of nearly all available business in this line.

He is not only the leading authority on all important trade features governing market prices, supply and demand but is characterized by such a breath of vision on ASBESTOS in the world situation, that he is able to determine and forecast all important conditions of the industry.

Mr. Marcuse is the author and publisher of ASBESTOLOGY, which is a monthly publication dealing in concise form on the trend of the Canadian Asbestos Mining Industry and containing other items of interest to the Asbestos Trade, which is distributed free to all branches of the trade throughout the Asbestos world.

ASBESTOLOGY is a comprehensive Epitome of everything of interest bearing on the enterprise in relation to its knowledge, progress and extension throughout the world. Mr. Marcuse has built up a great business and enjoys the reputation of sterling honesty and business integrity among his thousands of customers and the National Business Review takes the opportunity to compliment him on the position he occupies in this great and important industry.

WHEN IN NEED OF LABOR of any kind, insist that it be done by a member of the union. You may not think so, but it is strengthening labor unions and making converts to the same.

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"What is Asbestos?"

Reprinted from "Asbestology"

A. H. Owen

PRACTICALLY everyone, particularly the housewife, is familiar with mildew which may be described as a parasitic fungus of a white, downy and fibrous nature which attaches itself to organic substances under certain conditions of temperature and moisture.

"Disregarding the technical details of the phenomena of crystalization of which Asbestos is one, Asbestos might properly be called a *mineralized mildew*. This will probably explain the nature of Asbestos to the layman so that he can immediately visualize the material without having ever seen the fibre in its natural state.

"If the theory as advanced by biologists, namely, 'that all minerals were originally of an organic nature', is correct, it is then fair to assume that Asbestos was formed in the earth's crust in much the same manner, under certain conditions of moisture and temperature which caused the various chemicals or salts of which Asbestos is composed, to assume a crystalline or fibrous form in its particular environment. Asbestos happened to be formed in limestone or serpentine rock, which has been more or less sealed with an overburden of earth or dirt."

Our readers will be interested in the following article that we quote on the subject of Asbestos, which was lately published in the Royal Bank Magazine, by Mr. McKendy, Manager, Thetford Mines, Quebec, where the world's finest Asbestos is produced.

Asbestos is one of the most remarkable minerals known to science. It has been known since the earliest time, for many thousands of years, at least, prior to the dawn of the Christian era, but it was not until almost the beginning of the 20th century that practical workers in Asbestos began to adapt and fashion it to the needs and requirements of modern industrial life.

While asbestos occurs in nearly every country in the world, in some form or other, the commercial form occurs in the serpentine group of minerals and is technically termed "Chrysotile." It is found in distinct veins in masses of serpentine.

The asbestos-producing region of Canada, world-famous because of the quality and quantity of the asbestos it produces, is centred in the Eastern Townships of the Province of Quebec, in a section about 70 miles long lying between the towns of Danville and East Broughton. Within the section there are six producing centres, and in each of these one or more mines are being operated on a considerable scale. This section furnishes about 90 per cent of the world's supply, the balance coming from Siberia, Italy, Australia and Rhodesia, S. A.

During the past ten years asbestos has become a constantly increasing article of importance in the arts and trades and ranks as one of the essential materials of modern times.

One of its best known and most valuable properties is found in its indestructibility, which enables it to resist decay and destruction under almost every condition of heat and moisture. Another one of its most important qualities lies in its being absolutely fireproof; it is also a non-conductor of heat and electricity, as

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we ... practically insoluble in acids. It is now so well known in the electrical, chemical and mechanical arts and is so unique in its fire and acid proof qualities, that it has become of universal application and is almost indispensable.

Asbestos occurs in persistent veins of various sizes, as well as being mixed up with serpentine rock, often unnoticeable to the eye; it is found embedded in the whole mass of serpentine rock, so that the ore does not have to be mined, but quarried from open cuttings and pits.

The extraction of asbestos from the hard serpentine which carries it is simple. The rock is blasted and separated into mill rock and dump rock, the latter being rock of not sufficient richness to send to the mill, so it is conveyed to the dump. Before the former is sent to the mill, the best of the veins are first extracted by means of hand hammers and sent to the cobbing sheds to be sorted, dressed and cleaned. This latter product is known as "Crude" and commands the highest prices. The balance of the sorted mill rock goes through the crushers to the rotary dryers, where it is thoroughly dried. It is then recrushed, screened and pulverized to sand. From the pulverizer it passes over shaking screens, from which the asbestos, which is now well opened out is sucked up by vacuum fans and discharged into dusting machines. From there it passes over grading screens into bags and is then ready for market. The sand is carried off on conveyors to the dump. The percentage of marketable asbestos from the mill rock will average about 8 to 10 per cent, of which not over 2/7% will be crude.

The uses of asbestos have increased enormously of late years. The short fibres are used in the manufacturing of pipe and boiler coverings, as well as for plaster, cement, etc.; the long fibres are used for spinning, weaving and braiding into thread and cloth; the medium fibres are used for the manufacture of insulating materials. The thread is used in making rope, chiefly used by fire departments, this rope being strengthened by interwoven wires. The cloth is used for theatre curtains, firemen's and electricians gloves and garments, partition walls, and for the isolation and insulation of certain parts of the buildings or steamships. Another large use for asbestos fibre in recent years has been found in the weaving of textile tapes for use in lining the brake bands of automobiles. There are also many other uses for it.

The production of asbestos in the Province of Quebec for the year 1925 amounted to 274,525 tons, valued at $8,982,507.00.

THE old bookkeeper, a quiet, efficient, mouse-like person, had worked for the concern for twenty-seven years. One of the new clerks complained: "I've been here three months now, and it's time I had a raise."

"Keep your shirt on," said the old bookkeeper, "I was here three years before I got my first raise. By the way, what is your salary, anyhow?"

"A measly $25," said the clerk.

"Holy smoke!" shouted the bookkeeper. "Mine's only $23!"

All of which is supposed to be funny. But that is material out of which labor troubles are made.

There are few things in an organization of greater importance than wage schedules. Profits and harmony both depend upon right wages being paid in the right way to the right people.

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Amazing Story of a 1500-Year Old Building Trades Agreement

TRADE UNIONISM, the association of men employed in the same craft or industry, is recognized today as a natural instead of an artificial form of organization. If this were not so trade unionism would have passed away long ago. This being so the records of the distant past should give us ample evidence of trade union organization, for the same motives which influence men today would have influenced them in the same manner in the past.

The student of history knows that the ancient workmen were well organized and federated, and furthermore that at one time the workers of ancient Rome and Asia Minor were even more thoroughly organized than the wage earners are at the present time. Two conditions, however, have made it impossible for us to learn much concerning them, for the ancient workmen left no written records of that period behind them, and the historians and writers of that period looked upon manual labor with more or less contempt, referring to labor only incidentally, and when some great strike for a long time affected the public.

Aside from the occasional references made to trade union activities by the writers of antiquity, the only records in existence are the inscriptions found upon stone slabs, erected either by the trade unions themselves or by the authorities. Few and fragmentary as these are, they serve to indicate a most widespread trade union activity, and furthermore indicate that some of the very problems which confront the trade union movement of today were similar in principle and application to those which the trade unions of antiquity were forced to deal with.

We can even find the forerunner of the modern injunction in some of the edicts issued by Roman proconsuls. A stone slab in the museum at Constantinople indicates that the Roman proconsul at Ephesus about the year 200 A. D., issued an injunction against striking bakers, the translation of the inscription, reading in part:

"I, therefore, order the Bakers' Union not to hold any meetings as a faction, nor to be leaders in recklessness, but strictly to obey the regulations made for the general welfare, and to supply the city unfailingly with the labor essential for bread making.

"When from this time forward any one of them shall be caught in the act of attending a meeting contrary to orders, or of starting new tumult or riot, he shall be arrested and shall undergo the fitting penalty. And should any one plotting against the city dare to hide himself, he shall in addition have decuria marked on his foot, and the receiver of such a man shall be liable to the same penalty."

This language is quite similar in its purpose to that found in the modern labor injunction. The striking bakers were ordered to return to work and furnish bread. If any one of them disobeyed these orders, he was to be arrested; and if any citizen should hide one of these men for the purpose of preventing his arrest, both the striker and the citizen were to be punished by being branded on the foot.

While architects were examining

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the foundation of that majestic cathedral, Notre Dame de Paris, some years ago, to discover whether the foundation remained sufficiently secure to support its beautiful Gothic superstructure, they found a temple to Jupiter had occupied the site, and that the ruins of this ancient temple had been used partly to build in the foundation, and also to fill in the trench which had been dug by the foundation builders.

Among the evidences of ancient Roman occupation which the architects found were several votive altars which had been placed in the temple by trade unions. One of these had been erected by the Boatman's Union of the River Seine, an offshot of the parent organization, the Boatman's Union of the River Tiber, which had jurisdiction over the water transportation between the city of Rome and the sea. This altar was examined with great interest by the writer when he first saw it, and a photograph which was secured some time afterwards from the French government, is introduced because of its significance. In its multilated condition it still carried the following inscription:

"Tibero Caesari Aug. Jovi Optimo Maximo Monumentum Nautae Parisiac Publice Posuerunt."

S. Osborne Ward's translation of the inscription is:

"The Boatman's Union of Paris publicly establishes and dedicates this monument of their temple to the August Tiberius Caesad, the great and best under Jupiter protecting God of Rome."

This altar had been purchased by the Boatman's Union, and erected in the temple so that the members of the union could have a special altar of their own upon which to place their sacrifices.

From the stone inscriptions listed by Orilli it is evident that the Roman metal workers, particularly those making war munitions, had a metal trades federation in connection with their craft organizations, this federation being composed of the sword makers, dart and javeline makers, spear makers, and knife makers' unions. Trade union organization was apparently as extensive in the Roman colonies and provinces as in Italy itself, and as the Romans were great builders it is but natural to expect that the building trades were also thoroughly organized.

Evidences of such organization have not been difficult to discover, but it has remained for an American archaeologist, Mr. W. H. Buckler, to discover a building trades agreement, which, in the light it throws upon ancient trade unions, is as valuable and remarkable a discovery to the student of industrial problems as the discovery of Tutankhamen's tomb was to the world in general.

The most remarkable archaeological find in recent years was the discovery of Tutankhamen's tomb. The burial chamber, with its rich evidences of art and civilization, gave to the world a fuller understanding of the splendors and artistic development of ancient Egypt.

To the trade union world, however, the discoveries of W. H. Buckler, the American archaeologist, are more interesting, for he has brought to light a building trades of Sardis, Asia Minor, and the building trade contractors of that city acting under the supervision of the chief authorities.

This agreement was found upon a block of bluish marble, lying in a field within the area occupied by the city of Sardis in Roman days. The substance of the agreement gives evidence of the thorough organization which existed in the building trades at the time it was entered into, and furthermore indicates that agreements in the building trades had been in existence for many years.

This particular agreement was considered of such importance that it was carved upon marble, and erected in a public place so that every one could read it. The first paragraph of the agreement is of particular interest, be-

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cause the union agrees to complete all pieces of work given its members by any of the building trade contractors, provided that the contractor was prompt in paying the wages which had been mutually agreed upon. Mr. Buckler's translation of this agreement is as follows:

"Declarations under Oath by the Builders and Artisans of the Most Distinguished Metropolis of the Sardians.

"In the consulship of the most distinguished Flavius Patricius and of the consul who shall have been proclaimed on the fifth before the Calends of May, in the most distinguished metropolis of the Sardians twice honored with an emperor's temple, in the twelfth most happy indiction and on the fourth of the month Daesius, we give to the most excellent Aurelaius, devoted commissioner and defender of the said renowned metropolis, our assent to the things thereinafter set forth:

"Whereas your excellency has received divers accusations against divers persons practising our craft, to the effect that they take in hand pieces of building work, leave these unfinished and obstruct the employers, deeming it important to abolish an injustice so detrimental to the employers, you have requested from us this agreement and declaration under oath in the following terms:

"'We do agree and make oath by the holy and life-giving Trinity and by the safe preservation and victory of the Lord of the inhabited earth, Flavius Leo, everlasting Augustus and Emperor.

"'(1) That we will complete all pieces of work given out to us by any one of the employers, providing the employer is prompt in paying to us the wages mutually agreed upon:

"'(2) Should the man undertaking the work save any plea on which he declines it for some reason of his own either private or public, another artisan from among us shall take his place and shall entirely complete the work under construction, on the distinct understanding that the man declining it or the man who shall have taken his place, is one of ourselves and that no reason of our own stands in the way of the work.

"'(3) Should the man undertaking the work once hinder the employer in any way while it is, as we said, under construction, if he who either began it or shall have taken the place of the artisan is one of ourselves, we shall for such hindrance pay indemnities according to the actual contract between the employer and the artisan:

"'(4) Should the employer show indulgence, if he be for seven days hindered from working, the work shall be left to the artisan undertaking it;

"'(5) Should the artisan fall ill, the employer shall wait twenty days, and if after such indulgence for twenty days the man should get well, but show no disposition to work at that time, another shall take his place on the terms stipulated by us as to the man who declined;

"'(6) If, when the man undertaking the work declines it, some one of us be found neither doing anything nor performing work in accordance with the provisions herein written, we bind ourselves to pay * * (sum) as a fine to be used for the city's public works, while the artisan shall be compelled to pay eight pieces of gold, and shall further be liable, even after exaction of the fine, to prosecution under the divine edicts on the charge of injustice: *the present agreement remaining firm and unbroken and undisturbed in perpetuity, and being irrevocably carried out in strict conformity with all things above determined and promised by us;*

"'(7) And for the full discharge of the fine we pledge, under a lien both general and individual, all our property present and future of every kind and sort."

"And when as to all things above written the question was put to us by your excellency, we gave our assent to this agreement under oath on the day

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and in the consulship above written."

It will be seen that this is a purely union shop agreement, for while the union binds itself to provide that its members will finish a job once they have begun it, it also provides that the work will be done exclusively by members of the union who are to furnish the men who do the work.

From the substance of this agreement it would seem that there had been numerous strikes in the building trades, and that individual building tradesmen had quit one job to go to another so frequently as to seriously interrupt building operations. The agreement evidently was entered into for the purpose of preventing interruptions, the building contractors agreeing to pay the union scale promptly, and to employ none but members of the union, the members of the union in turn agreeing to complete all jobs once they were undertaken.

Evidently some building trades problems and conditions 1,500 years ago were not much different from what they are today. As a result of Mr. Buckler's work as an archaeologist, trade unionists have had the curtain which hides the past lifted sufficiently to see a condition 1,500 years ago where building trades were not thoroughly organized, but established their terms of wage earners to employer through trade agreements.

JUDGE MORTON of the Suffolk Superior Court has approved a report by a master in chancery that the Milk Wagon Drivers' Union pay $63,000 damages to the milk firm of Alden Brothers for boycott damages and an "illegal" strike.

The case revolves around broken promises and double dealing by this milk concern that has maintained relations with the union for 15 years.

The contract expired April 1. Prior to that date the union asked for a conference and the company suggested that the contract be continued until a settlement was reached with Whiting & Sons, one of the largest milk concerns in New England, and which was in conference with the union for a 1927 contract. Alden Brothers promised to accept terms agreed to between the union and the Whiting company. The latter raised wages $1 a week, and the union called on Alden Brothers to live up to their agreement. The firm postponed an answer. Later it was announced that this concern, together with Childs Brothers and the Noble Company—both anti-union—had been taken over by financial interests and a merger perfected. Spokesmen for the merger informed the union that the anti-union shop would be enforced. When the unionists refused to accept these conditions they were confronted with a small army of strikebreakers who had been quietly assembled.

The union proceeded to inform its friends of conditions, paying especial attention to Alden customers. That firm secured a temporary injunction against what they termed an "illegal strike." The case was referred to a master in chancery, who upheld the Alden claim of an "illegal strike to enforce the closed shop." The union was assessed $73,000. This finding, excepting $10,000 for police and detective hire, has been sustained by Judge Morton.

This is the first time an attempt has been made in Massachusetts to levy on the homes of workers because of an industrial dispute. The trade union movement will assist the milk drivers in opposing this State application of the Danbury hatters' decision.

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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 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

Twenty Reasons Why a Man Should Belong to a Labor Union

1. Because it tends to raise wages. This is proven by all sorts of evidence.

2. Because it prevents a reduction in wages; reductions rarely come to well-organized labor.

3. Because it aids in getting shorter hours. Ask the Union men who are working eight hours; they can prove it. They can show a union card also.

4. Because in union there is strength. This is as true of wage earners as of States.

5. Because it makes labor respected. Power wins respect from employers as from all men.

6. Because it gives men self-reliance.

7. Because it develops fraternity. Craftsmen are all too jealous of and suspicious of one another even at best.

8. Because it is a good investment. No other investment gives back so large a return for expenditure of time and money.

9. Because it makes thinkers. Men need to rub intellects together in matters of common concern.

10. Because it enlarges acquaintances. The world is too restricted for wage earners.

11. Because it teaches co-operation. When laborers co-operate they will own the earth.

12. Because it curbs selfishness; the grab-all is toned down by the fear of the opinion of his fellows.

13. Because it makes the job a better place to work. The bully foreman can't bully the union card.

14. Because it helps the family: more money comforts, and a better opportunity to improve your social conditions.

15. Because it helps the state.

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Unorganized and discontented labor is the parent of the mob. The trade unions stand as a rock between the government and anarchy.

16. Because it is universal. The trade union is co-existent with civilization.

17. Because it pays you benefits when sick or disabled.

18. Because it pays death benefits of $100 and upwards.

19. Because it stands for conciliation of all differences between employer and employee.

20. Because a union man's card is treated with respect and consideration by all union men, and the bearer of a card is never without friends, and can always get assistance if in needy circumstances.—*Houston Labor Journal.*

A DISGRUNTLED member of a trade union must resort to every relief in his organization before appealing to the court, rules the St. Louis Court of Appeals in dismissing an injunction plea of a member of organized labor who was disciplined by his union.

The defendants were President Morrin and associate officials of the International Association of Bridge, Structural and Ornamental Iron Workers. The plaintiff, F. D. Hall, had been found guilty of irregularities in the union. He was fined and debarred from holding office or attending meetings for a certain period.

Jones appealed for an injunction against enforcing the decision. He was defeated in the St. Louis Circuit Court and met the same fate in the Court of Appeals. He claimed that the general executive board of the international union was incompetent to try him. In answer to this the Court of Appeals said:

"If this were true, it is manifest that he could not have been tried at all, and he might, as suggested by defendants, have committed any offense with impunity, no matter how derogatory to the interests of the association, so long as he was careful at the same time, to include some slander against the members or the general executive board. Or, if the argument is carried to its logical conclusion and plaintiff's theory adopted that the tribunal could never be composed of persons having a possible interest in the subject matter, in the event that a member of an organization should slander the entire membership of his association, no one competent to try him could be found and the association would be thus rendered utterly helpless to defend itself against such member's attacks, no matter how vicious or unwarranted they might have been.

"There are many instances that occur to us in which the members of the tribunal before which the hearing is had are either directly or indirectly affected by the offenses alleged to have been committed. Courts cite and try persons for contempt. Directors of boards of trade and stock exchanges try members for offenses which have injured the very directors sitting in judgment, and similar practice is to be found in the case of police boards, medical societies, bar associations, clubs and other social organizations.

"We conclude, therefore, that inasmuch as the manner of plaintiff's trial was governed by the contract existing between him and the international association, and inasmuch as the hearing appears to have been conducted in substantial conformity with the laws and rules of practice provided in the constitution by which he had agreed to be bound, his objections to the validity of his trial and conviction are not well taken."

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The British Trade Unions Bill

THE introduction into Parliament by the British government of a bill to restrict or make illegal trade union activities which are sanctioned by the Acts of 1871, 1875, and 1906 opens possibilities for the political future of the nation which are difficult to predict.

The Provisions of the Bill

The bill makes a strike illegal if it is for any purpose other than to further a trade dispute within the industry in which the strikers are employed and if it is designed "to coerce the government or to intimidate the community or any substantial portion of it." It is also illegal to give financial support to such strikes, and offenders may be punished by two years' imprisonment.

Picketing is unlawful, if it intimidates other workers, obstructs approach or "threatens" a breach of the peace. And "intimidation" includes exposure to "hatred, ridicule, or contempt" and apprehension of a boycott.

Under a previous law any trade unionist who did not wish to be taxed to support the Labor party could be relieved by making arrangements for that purpose with his union. This was supposed to protect him in his right to belong to the political party of his choice. The bill now before Parliament would make it necessary for every trade unionist who wished to support the Labor party to fill out a prescribed form and send it to his union. As the British say, in the former instance he had to "contract out" and now he must "contract in."

Under the proposed bill employes of the government can belong only to unions composed solely of civil servants and they must not affiliate with outside bodies such as the Trades Union Congress or the Labor party.

Employes of local governments or other public authorities are to be subject to penalties if they strike in breach of contract; or if their action is such as to hinder the carrying out of governmental functions.

Finally it will be unlawful for a local or other public authority to require civil servants to belong to a trade union as a condition of obtaining employment. This is aimed at the action of Labor majorities in local governments.

The Effect on the Trade Unionists and the Labor Party

Critics of the bill, both conservative and liberal, agree that the chief effect of the bill will be "to reunite the scattered factions of the Labor party." As pointed out by the *Spectator*, "if the general strike had succeeded, or had very nearly succeeded, there would have been every reason from the point of view of both justice and expediency for making another general strike impossible. But the principal lesson of the strike was that it was a depressing failure." According to the *Spectator* the Tories should have acted upon Melbourne's sage question, "Why not let it alone?" or if they undertook "fresh trade union legislation it should be carried out as far as possible by agreement with the trade unions." Conservative employers hold similar views.

The Liberal Parliamentary party believes it unwise for the government to bring in such a bill just when trade conditions and the relations between employers and employes are beginning to improve. The result will be to "bring the Labor party into power

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enforce the action." They conclude that the bill is to be explained by the fact that the extremists of the cabinet have swept Mr. Baldwin and the moderates of the party away as they have done on previous occasions. The *Manchester Guardian* characterizes the decision of the Tories "to legislate on their own initiative in order to reform union law to the disadvantage of the trade unions" as the "gravest political event since Mr. Baldwin took office."

Specific Criticism of the Bill

Critics, both conservative and liberal, point to the ambiguity of the phraseology of the bill and to the fact that "vague words are full of danger" and subject to an interpretation which may stretch them beyond the intent of the bill.

The attempt to handicap the Labor party in raising funds meets with serious disapprobation. "The Labor party," says the *Manchester Guardian*, "might well point out that if a trade union has decided on a political levy by a majority vote under the safeguards embodied in the existing act, the normal member of the union is the member who agrees with that policy, and the exceptional member is the one who dissents. In the case for vaccination the nation declares for vaccination as a public policy, and then allows objectors to obtain exemption. It does not call upon the people who wish to be vaccinated to declare themselves. But, in any case, the proposal to alter the law to the detriment of the Labor party *at this moment*, and at the instance of a party which is rich in political funds and depends upon rich men, can only create the worst impression. Nobody can pretend that experience has shown that such amendment is urgently needed." Although reforms may be needed in the trade union world, "the best way to prevent reform is to throw down a challenge to trade unions, and to compel the trade unionists, many of whom have been turning to constructive ideas and to plans for improving the spirit of the world of industry, to think of nothing but defending their threatened rights."

The attitude of the Labor party toward the bill may be characterized by the brief statement on it made by Ramsay MacDonald:

"The bill is one of the most dangerous expressions of class war that I ever have known. It is a handicap to labor in so far as it treats of admitted difficulties which might be the subject of an exchange of views. It deals with them only in so far as they are shown in labor action and the corresponding misdemeanors done by employers are left as legal as they are now.

"The clause dealing with the political levy I can only characterize as an enactment of partisan advantage. The Liberals and Tories require no machinery for collecting millions of pennies. They get their party income in ways which the public know perfectly well and which will have to be exposed during the debate on this bill. That part of the bill is an attempt by the Tory party to cripple the Labor party. Several of the clauses are mere verbiage without any definite meaning but with a potentiality of application which is most unjust to organized labor."

"THE hold of fundamental individual rights upon the imagination of the people has waned," said Frank H. Sommer, dean of the School of Law of New York University, in an address to the New York Bar Association.

Dean Sommer declared that free government in the United States is waning because the ideals of the nation's founders no longer dominated to protect the rights of individuals.

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It's the Little Streams That Count as We Pass Thru Life

H. T. KEATING

SOME days ago two men were riding in a street car when one asked the other where he was working and for whom. The reply came that he was employed on the construction of a city building and the first then asked of it was a "union job." The second man said it was, when a discussion as to the virtues of unionism started. The first man suggested that the membership in a union in this city was without real worth because of the fact that none of the local unions were strong or had anything like one hundred per cent affiliation.

The second hesitated just a moment, turned full around to face the first man and said, "If we didn't have any little streams to feed the divers we wouldn't have any oceans."

The argument ended right there. The first man was stopped by a fact that was apparently so impressive and true as to defy discussion and if every other man in the country, in the world, would only concentrate on that sentence of real wisdom, distress, despair, greed, intolerance, covetousness and personal selfishness would pass from the face of the earth.

It is the little streams that count as we pass through life. We are all prone to forget the importance of the mountain spring, of the tiny rivulet that bears down the mountain side to join the larger run at the foot of the hill and to think only of the great river that wends its way through the valley to the great sea miles beyond.

We have not learned to apply the lessons that nature has set up before us to our own lives. We have accepted the most impressive truths with a carelessness that is appalling. We have utterly failed to gather the wisdom of nature in its wonderful applications to man.

Without the little stream there should be no vegetation on the hillside. Without the little stream the runs would not survive the first hot spell, for evaporation would absorb the supply of water and death to all living things would ensue.

Apply to live as we live it, we are too anxious to get into the big pond to note the potential value of the tiny spring.

The man who was a member of a small union realized the imperative need of that infintesimal body to the furtherance of life in the large body, of which it was a life-giving branch. He knew that he had but a small factor in the continuance of the greater organization; he knew that his dropping out would cause a leakage of life-blood that would not be assuaged by the coming of another shot from the main stem. He knew that as he wanted to live and prosper so too must he give of his life and loyalty that the larger body might continue in health and growth.

He was not a "card" man. He was of the faithful few who knew his worth, not to himself, but to his fellow creatures, and his was a sacrifice, a loyalty of love and duty.

How plain he made his lesson seem. How positive was he of the grounds on which he based his faith. How certain was he of his real worth to all who would follow when he was gone?

What difference if he was a union man. What difference if he was a member of some lay organization

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What difference if he was affiliated with the bar association, with the medical fraternity, with the bankers and manufacturers' organization? The whole thing in his mind was that sincerity, belief in his organization and fealty to its ambitions and purposes were demanded if he would succeed through its progress and prosperity.

We all must face and know this same condition of mind. We cannot succeed if we would center all our hopes and aspirations upon our own selfish ambitions. We must remember that we are but mighty small factors in the race for better things and that we must give unquestioned loyalty to those to whom we look for leadership and counsel.

The one reason that bankers hold the control of the world in the hollow of their hands is that they have a set program and follow it. They may differ in certain thoughts and they may vary in opinions, but in action they are a unit, a fighting force of imperious soldiers who look only to the winning of the battle and pay no heed to the voice that would bid them falter.

The National Association of Commerce would never have succeeded to its present position of economic power but for the fact that the men who comprise this great organization have manifested unqualified interest in their work and have given of their best thought to make their ambitions realizations.

The National Manufacturers' Association would never have secured such complete control of industry had it not planned its campaign and then gone out as a single unit to carry it through.

And so, too, must labor determine to wage its fight for liberty, justice and success.

It is not enough to merely "belong to the union." It is not sufficient to simply pay dues and leave the conduct of the organization in the hands of the few, and then lay bitter criticism against the elected leaders.

Every man who toils for wages is eligible to some one of the many craft organizations affiliated with the parent labor body. Every woman who must needs supply the wants of the home by her daily toil can find a labor body in which she can take membership. Every boy who starts out to learn a trade can soon discover in just what manner he may become a factor in the welfare of every other man and boy following the same line of effort.

Possibly it may happen that you live in a community where the unions haven't a great deal of strength. You may consider it useless to join a weak organization. But isn't it true, that if you add your membership and your spirit to this weak organization that it gains that much more strength and power? Isn't it true that remaining away from the organization while working at the trade but weakens the organization by just one needed unit? How can there be strength in any body unless all of its members, branches, stems, shoots and little streams are honestly desirous of adding their best to the main body.

It is a homely thought yet it is full of good meat. The little stream is needed to foster the growth of the vast ocean. The drippings of the spring are needed by the little stream to enable it to reach the larger run and the many little streams are absolutely essential to the progress of the larger branches before they reach the river.

Just apply the thought to yourself in your relation to your union organization and forget the selfish appeal the organization may make to you and give your time, your effort and your thought to make it all it should be if you are loyal and sincere and regard it as but a "little stream."

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Judge Brandeis Arms Court Opponents

JUSTICE BRANDEIS of the United States Supreme Court has armed free men in their fight against the court's opinion in the stone cutters' case.

Justice Brandeis' dissenting view includes this scathing denunciation of a slave decision:

> *"If, on the undisputed facts of this case, refusal to work can be enjoined, Congress created by the Sherman law and the Clayton act an instrument for imposing restraints upon labor which reminds of involuntary servitude."*

Here is a member of the highest court in our country objecting to a decision that means serfdom—a condition wherein free men must labor under conditions obnoxious to them, but which they must accept because interstate commerce may be affected.

The right of workers to withhold their labor power—the difference between free men and slaves—is wiped out.

Justice Brandeis has said the last word in his reproach to an institution that is supposed to guard the liberties of citizens, but which, according to one of its own members, would enslave workers.

The majority opinion again emphasized the solicitude this court shows for combinations of capital which are accused under the Sherman anti-trust law and the rigidity with which it applies this act, and ignores the Clayton amendments thereto, when labor is involved.

To permit combinations of capital to escape, the court invented the term "rule of reason." Or, in other words, the court says, "We must use reason in applying the law." In the steel trust case, handed down March 1, 1920, the court said that if this trust were dissolved "we see * * * a material disturbance of, and, it may be serious detriment to, the foreign trade." Rarely has this court so openly declared that law must be enforced with an eye to business.

In the stone cutters' case the court ignored the Clayton amendment to the anti-trust law which exempts trade unions. The court persists in classifying labor organizations with corporations, though one is composed of human beings while the other is a thing created by the state.

Under the stone cutters' decision workers can not refuse to work for any reason or no reason. There was no boycotting, no pleading with non-unionists to join with them or other action that courts refer to as "coercion" and "intimidation." The stone cutters simply refused to work on the non-union product, as Justice Brandeis clearly shows. He points out that the majority decision breaks new paths in judicial history and differs from every other so-called "labor case," such as Danbury Hatters, Bucks Stove and Duplex.

The majority opinion declares that the stone cutters must handle this stone and reverses two lower courts who refused to issue injunctions to that effect.

It is beside the question to say that the court can not jail the organized population of the country. This will not be attempted. The decision will be used only to the extent of breaking the workers' part through fear of in-

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involvement with courts. With the spirit of workers broken, it is hoped they will then serve as strikebreakers against their fellows.

Justice Brandeis warns workers what is in store for them. He says it will enslave them; that it will take from them the right to elect under what conditions they will labor.

Free institutions and a respect for our judiciary can not exist under such methods.

ORGANIZED workers are often reproached because they refuse to identify themselves with a political party.

"Why don't you do as British workers," is the stereotyped advice workers receive whenever they meet reverses.

Less will be heard of this advice since the British workers are forced to fight for their trade union life.

The British Labor party is strong and influential. It recently controlled the government for nine months. During the past year it has won practically every contest for seats in the House of Commons. The workers have supplanted the Liberal Party as "His Majesty's Opposition," and many of them predict that they will control the government at the next general election in 1929.

Under these circumstances it could fairly be assumed that the Conservatives, now in control of the government, would consider it politically unwise to propose drastic anti-union legislation that is opposed by every fair-minded British citizen. But the Tories have done this and trade unionism is resisting the hardest blow aimed at it in 100 years.

American trade unions face stealthy attacks by courts of law. In Britain the attacks are open. Both attacks, however, are impelled by the same motive. In one case the workers, have a Labor Party. In the other, political non-partisanship is favored.

The incident across the water emphasizes that workers of different countries use methods that conform to their social, economic and political backgrounds. The ideals of all groups of workers are identical, but their backgrounds differ.

Policies that ignore backgrounds can not be transplanted to an alien soil.

AFTER some fourteen years of effort on the part of its supporters a forty-eight hour law for women workers has been adopted by the state of New York. The new law applies to female workers over 16. It provides that they may not be employed in factories or mercantile employments more than 8 hours per day or 48 hours per week. Allowance is made, however, for a 49½ hour week if a weekly half-holiday is given.

Overtime of not more than 78 hours per year is allowed, but the industrial commissioner must be notified of such overtime. Night work also is forbidden for women in stores or factories.

The Consumers' League of New York says that the new law is a step forward. It accepts the idea of some provision for overtime. But it points out that "the better way to provide for overtime is to permit it during a limited number of weeks in the calendar year not to exceed 54 hours in any one week rather than to permit the same number of hours distributed throughout the year. The distribution of these hours throughout the year makes possible a regular working week of 51 hours, thus greatly modifying the beneficial effects of the 48-hour week as a general principle."

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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 27, KANSAS CITY

Dear Sir and Brother:

Local No. 27 of Kansas City was pleased to have President Mullaney with us May 5th and 6th. While here President Mullaney signed the first International form of agreement this Local has had with our shops. This agreement gives us a closed shop radius of 130 miles average, which means more work and better conditions owing to circumstances which came up a few days before President Mullaney's arrival and which he knew nothing of until about one hour before going into conference. Will say our President had a very hard and delicate situation to handle. However, he came out with all the honors, and those who have never met with him in conference don't know what they have missed.

Local No. 27 appreciates and understands the work he did for them here and will always be glad to see our President and hope he comes our way again soon.

Fraternally yours,

J. H. THOMPSON, *Secretary*

LOCAL NO. 79, DAYTON

Dear Sir and Brother:

I wish to announce through the columns of *The Asbestos Worker* the very enjoyable visit of our International President, Mr. Joseph Mullaney, on Sunday afternoon, May 1st.

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We had a very good meeting with all members present except one. All enjoyed the talk given by Mr. Mullaney and all invite him back again.

Fraternally yours,

CHAS. RILEY, *Secretary*

THE United States is the only industrially developed country which does not have some form of modern old age provision, according to the recent report of the Pennsylvania Commission on Old Age Pensions (Harrisburg). Thirty-seven foreign countries and states have adopted some form of pensions or insurance for aged workers. Of these, 25 have a contributing system, 10 have straight state pensions, 2 have purely voluntary insurance systems. The pensionable age is from 60 to 65 in 19 countries, 70 in 6 countries and 75 in one.

While the legislatures of eight states of the United States have passed old age pension bills, only four states—Montana, Nevada, Wisconsin and Kentucky—and the Territory of Alaska, have such laws on their statute books. In Montana the administration and financing of the fund are entirely in the hands of the county authorities, who can decide for themselves whether to accept this system or keep their almshouses. In 1926, reports indicated that only 2.6 persons per 1,000 had applied for pensions during the three years the law has been in operation. A comparison of the cost of pensions in Montana and of the cost of maintaining almshouses shows that the cost of maintenance in almshouses is about three and a half times as much as the cost of pensions. It is stated that the aged poor in Montana prefer to accept the pensions (of not more than $25 per month) rather than go to the poor farm. Very little has been done under the laws of the other three states.

This report gives a very valuable summary of the attempts to establish old age pensions in the United States through the federal and state governments, of the studies made in different states, of the old age pension laws in foreign countries, etc.

ON one occasion a non-union man entered a butcher shop to purchase a calf's head. As the butcher was about to wrap it up for him the customer noticed the union shop card.

"Say, is this a union calf's head?"

"Yes, sir," answered the butcher.

"Well, I am not a union man and I don't want union meat," said the customer.

"I can make it non-union," said the meat man, picking it up and retiring to the back room. He returned in a few minutes and laid the head on the counter with the remark, "It's all right now."

"What did you do to make it non-union?" ask the prospective buyer.

"I simply took the brains out of it," replied the butcher.

—*Santa Clara Union Journal.*

"THE UNION MAN with whom I like to associate, is the fellow who practises the principles of unionism quietly, and does not brag about the fact that he is a 'good union man,' when he is only benefitting himself by being a good union man."
Chester Bradford Clement.

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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. Roe, 3815 West Myrtle Street. Send all mail to Labor Temple.

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

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No. 9—NORFOLK and PORTSMOUTH, VA.—Meets First and Third Tuesdays at Eagles Home, 703 Const Street, Portsmouth, Va. L. C. Green, 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 Second and Fourth Tuesdays at Building Trades Temple, Fourteenth and Guerrero Streets. 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, 908 Girard Street, N. E.

No. 25—DETROIT, MICH.—Meets Second and Fourth Fridays at 3410 Grand River Avenue, Room 200. 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 H. Soelch, 19 Bishop Street, New Haven, Conn. C. W. Sickels, Business Representative, 180 Portersea 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 Wednesday at Labor Temple, Albany, N. Y. John Wickersheim, 20 Maple Avenue, Albany, N. Y.

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. N. Cardwell, 531 East Broadway.

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—Meets First and Third Thursdays at Plumbers Hall, Corner Main and Washington Streets. 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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