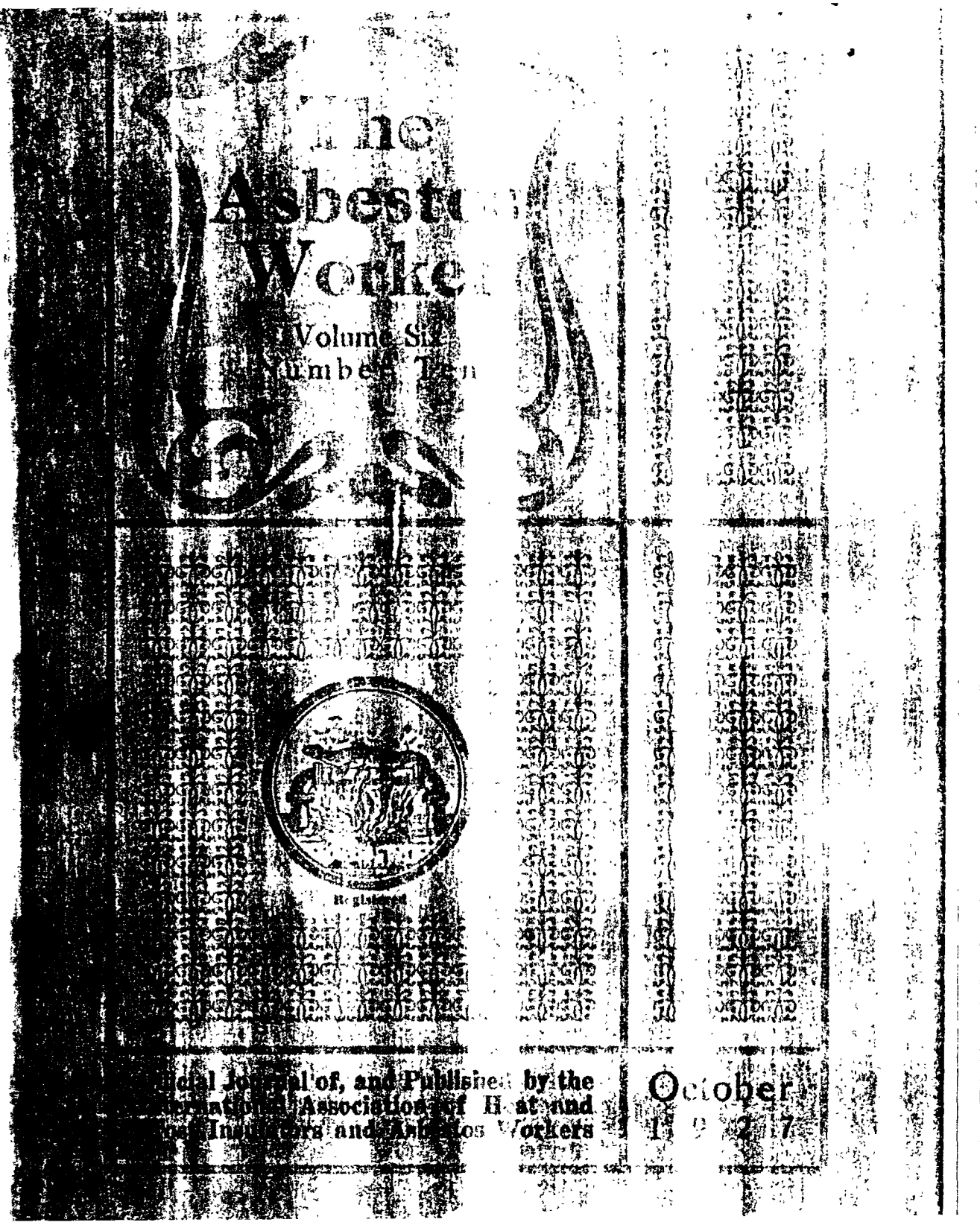
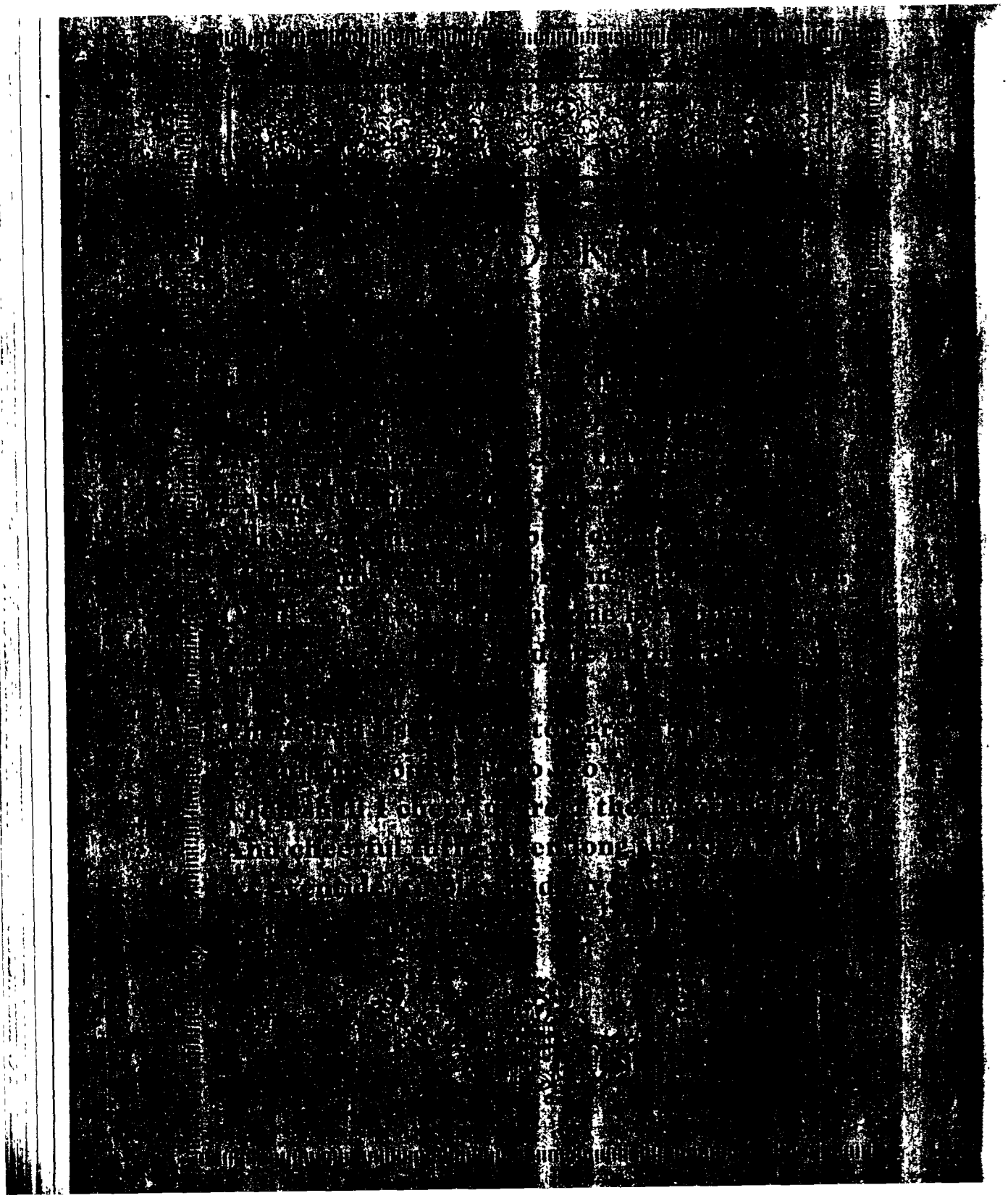


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The Asbestos Worker

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

VOLUME SIX OCTOBER, 1927 NUMBER TEN

The Quarterly Report of the General President

GREETING: The activities of your President during the last quarter began with a trip to Norfolk and attendance at a meeting of Local 9, where certain Local issues were advised upon. On the occasion of this visit your President also held a conference with the manager of the K & M shop. This Norfolk trip convinced your President that there is much room for improvement in the every-day working methods of certain of the Local 9 membership.

Then came Richmond, where your President made a short trade survey preliminary to the organizing of that city. Your President has delegated Brother Hughes of Norfolk to further this organizing movement.

Next came a trip of executive nature that had to do with the preventing of the officials of a certain Local facing court proceedings and damage suits caused by the damphool instructions of the Local Union Executive Board as blindly carried out by the Business Agent. Some of our locals seem to succeed even in spite of the efforts of their officers.

Then came the bon voyage dinner tendered President John Coefield of the "U. A." on the eve of his departure for Europe as the delegate of the American Federation of Labor to the sessions of the British Trades and Labor Convention. Next came the Joint Meeting of the New York and New Jersey Employers and the Executive Boards of Locals 12 and 32 at New York City.

Then came the outing of Local 32 of New Jersey, at which everybody threw away their worries and cares and "became boys again just for a day." This outing, which proved to be successful both socially and financially, redounded to the credit of the officers and membership of Local 32 and more particularly to its hustling Business Agent, Brother Louis Reise and his Committee on Arrangements.

New Haven came next and a conference with Business Agent Sickels of Local 33 on the Daly Shop issue.

Then to Boston and a conference with Vice-President Johnson and Business Agent Palm of Local 6. Then to Portland, Me., where your President presided at the quarterly session of the New England Joint Conference.

Then to Montreal and certain work in connection with the interests of Local 23. The next stop was Cleveland and a conference with Business Agent Dalton, as also visits to the J-M and Carey Company shops.

Later came a meeting of Local 3. Akron was the next stop and a meeting of the newly organized Local 84, that listened to some very plain and

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badly needed advice on future procedure that must be very much different from the last try if the Local is to survive. Vice-President Oliver as also Business Agent Dalton and Executive Board member Arnold of Local 3 were in attendance at this meeting.

Youngstown was next in line, where your President heard and decided an appeal and advised on certain other issues brought to his attention, at a meeting of Local 35.

Detroit came next where Vice-President Mulligan and your President held a short conference with Business Agent McElroy of Local 25 and later attended to certain other International issues of Executive nature.

Then came Syracuse and attendance at the convention of the New York State Federation of Labor, where your President represented the State interests of our craft and spent a busy week as Chairman of the Resolutions Committee.

Then came Plattsburg, where as a member of Labor's Prison Work Committee, your President attended to our interests at the sessions of the Prison Labor Committee. The foregoing activities together with numerous decisions, opinions, advice, etc., through the medium of correspondence, constituted the labors of your President during the quarter now ended. Your President should be addressed through General Office until November 10.

Fraternally,

Joseph A. Mullaney

General President

THE following is printed for the benefit of those who have responsibility for leadership in different organizations:

"A recent chairman of the meeting, with whom we are somewhat familiar, pleaded for more kindly criticism of those who work for us in the meeting. He has since had the following sent to him under the head of 'The Unfortunate Secretary,' which we think is worth printing:

"'If he writes a letter, it is too long; if he sends a post card it is too short; if he goes to a committee meeting, he's butting in; if he stays away, he's a shirker; if the crowd is thin at a meeting, he should have called the members up; if he calls them up, he's a pest; if he duns a member for his dues, he's insulting; if he does not collect them, he's lazy; if a meeting is a howling success, the committee is praised; if it's a failure, the secretary is to blame; if he asks for suggestions, he's incompetent; if he doesn't, he's pig-headed. If he is thoroughly conversant with all the rules and regulations, "he knows too much"; if he isn't, he should not hold office. If he arranges an agenda, the business is all "cut and dried beforehand"; if he doesn't, he's losing interest. If he always wears his badge of office, he is "showing off"; if he doesn't, it is waste of money to buy him one. When he makes a speech, he becomes officious; if he's silent, he must be "speechless"; if he praises his chairman, he is "back-scratching"; if he doesn't, he isn't loyal. If he wears a flower in his buttonhole, he must be a "fop"; if he does not, he must live in "some dirty little flat." He need not give advice to new members; wise men don't need it, and fools won't take it.'

"Isn't this priceless? And isn't it also true!"—*The Ilford Men's Meeting Magazine.*

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A Sound Basis for Wages

JOHN P. FELA

SHOULD wages be increased? It is quite probable that employers were never at a loss to give reasons, logical and otherwise, for refusing to give their employees higher wages. But when Adam Smith, the father of modern economics, gave to the world his law of supply and demand, he supplied the employers of his generation with what seemed to them a conclusive argument. From the day that the wealth of nations was published, employers began to speak by the book, and with more assurance. The law of supply and demand as expounded by Adam Smith, became the foundation stone of their resistance to wage demands. They told their employees that there existed an irresistible law of supply and demand which made it impossible for industry to pay higher wages than it was then paying.

Adam Smith believed that natural laws determined all activities and results in the fields of commerce and industry, in the same irresistible manner that natural laws determine all physical phenomena. He set himself to discover these basic natural laws. One result was his economic law of supply and demand. He emphatically held that the law of supply and demand which regulated prices and wages, could no more be interfered with or overcome than the natural laws in physics and mathematics.

Modern industry was beginning to show its capacity for development in Adam Smith's day, and as it began to effect society more and more, other economists as confident of their theories and conclusions, announced other irresistible economic laws. Among these economists with positive theories were Malthus and Ricardo, who formulated a law governing wages, a law which later on was given more definite form and statement by John Stewart Mill. It was known as the iron law of wages. It was an irresistible iron law, Mill held. Neither employers nor wage earners could escape its influence.

Employers fortified by these economic theories, informed their employees that it was impossible to give them the increased wages they were demanding. They endeavored to convince them, from the pages of economists' books, that to advance their wages would be to destroy the very industry which made their living possible. The question of whether they were entitled to higher wages had nothing to do with the matter. The necessity for a higher standard of living could not be considered, for it was a natural economic law which could not be overcome, a thoroughly demonstrated iron law of wages, which could not be ignored or set aside, any more than the law of gravitation could be suspended.

The employers, after all, were governed by selfish motives as much as by the degree of faith they placed in the economists' conclusions. That Adam Smith, Malthus, Ricardo and Mill, and the economists of their schools were wrong time has amply demonstrated.

Smarting under the lash of industrial injustice, spurred on by the conviction that they were entitled to better rewards for their labor, conscious that the results of their toil were heaping up enormous fortunes, wage earners continued to demand and to secure higher wages, and instead of industry being throttled, industry and its

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power to produce increased by leaps and bounds.

The Fallacy of Economic Theories

The practical experience of early trade unionists demonstrated that the positive conclusions of the early economists were unsound. These economists had not been able to study all of the factors which entered into the economics of industry and commerce. They had been unable to fully understand the relations established between employers and employees under modern industry. The slowly growing conviction that the early economists were mistaken did not make employers any more willing to give better terms of employment. But the workmen, as a result of their experiences, discovered that collective action enabled them to secure higher wages, regardless of the employers' objections or the so-called positive economic laws which the economists had evolved.

Fortunately, the early trade unionists had but little if any knowledge of the economics taught in their day, or if they did, that they refused to accept the economists' dictum. It is almost needless to say that there is ample evidence that the economists of that period had but scant information or understanding of all of the factors which are connected with industry and commerce. The trade unionists found themselves overwhelmed by a huge and rapidly growing industrial system, which apparently, was unconcerned, with their welfare as individuals.

These early trade unionists had but one purpose—a determination created by sheer necessity, to improve their condition as wage earners as much as they could, through the militant strength of these organizations. It is most natural that as a result of their continual struggle to secure a larger measure of the wages to which they were entitled, that they began to reach some conclusions as to wages and what these represented, and to develop sound reasons why they were entitled to more.

As the classical school of economists had repeatedly pointed out that trade unionism could not be effective in permanently increasing wages, trade unionists did not study economics to any extent. Instead they forged ahead as best they could, regardless of the economists' theories and the employers' objections. They made the best possible bargain with their employers, while at the same time planning to secure a still better bargain in the days to come.

But as trade unionism grew, as its leaders began better to understand the problems which faced the toilers, the question of wages was more carefully studied. It was given a much more thorough discussion by trade unionists and their employers. Gradually the trade union movement formulated certain statements or principles which explained their wage philosophy, or the reasons which justified them in their demands.

Wage Statements

The present generation of trade unionists have stated their wage position in more than one way. They have based their claims for higher wages upon different grounds. Labor has demanded a fair day's pay for a fair day's work; a living wage; a saving wage; a full return for the value of the workers' contribution to society. But none of these wage statements have been satisfactory. The moment that they are analyzed carefully, they fall to pieces.

Who is there competent to definitely determine what is a fair day's work, or the fair day's wage to be paid?

What is a living wage? Is it sufficient to permit a mechanic to live in an industrial center where all of the necessaries of life are high, or is it an amount which will enable the wage earners, wherever they may be located, to maintain their existing standard of living? If the standard of living is to determine the wage rate, whose

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standard of living will be adopted as a rule?

A saving wage is equally unsatisfactory as a rule or guide to determine the wage rate. A wage rate which would enable a workman in a small town or village, with a vegetable garden in the rear of the cottage where he lives, to save money, might be a wage insufficient to enable the same workman in a large industrial center to maintain his previous standard of living. For that matter, if it is an accepted rule that the manufacturer shall be free to locate his plant where land is cheap and taxes low, is there any reason why the workmen in his employ should receive a lower wage than is paid by employers where land and taxes are higher?

Some workmen during the last generation advanced a more elaborate wage theory. They held that the worker is entitled to a full return for the value which his labor creates. Experience has shown this basis for wages to be equally uncertain, unsatisfactory and unsound. Modern industry, the result of recent inventions, has worked such a revolution in industry's power to produce, that if the worker is to be paid only for the amount of value which his craft's skill and manual labor add to production, industry and commerce would be seriously injured instead of being benefited.

The Results of Low Purchasing Power

There is a recognized danger in discussing a philosophy or sound basis for wages, for there are many factors in commerce and industry which play a part, and which are as yet but vaguely understood. Modern industry is continually developing elements and forces which were not recognized, and which, for that matter, did not exist at all, or which existed to a much smaller degree only a few years ago.

Before considering some of the remarkable changes which have taken place in the relationship of wage earners to industry, commerce and society, it may be well to examine into some conditions surrounding the workers in Eastern and Western countries today.

There is one type of workman of whom we know something. Let us consider him for a moment. He wears a pair of cotton trousers, a cotton shirt, while straw provides a covering for his head, and sandals for his feet. In cold weather a piece of burlap or a coarse shawl covers his shoulders. The home he lives in is a hut with three or four simple pieces of furniture. He lives largely upon rice and dried fish. He is the Oriental coolie.

His number is millions, and his wages are but a few cents a day. His body is far more important than his mind so far as the product of his labor is concerned. The amount of wealth he creates is an exceedingly small item. Because of his small producing power, and his necessarily low wage, he and his unfortunate fellow workmen are wholly unable to maintain a large shoe, hat, or garment making industry. His type of home supports no prosperous building trades. No forests are cut down and the wood run through furniture factories to make his home more comfortable. He and his type support no piano, phonograph, radio or automobile industries.

The countries where he lives are comparatively poor, comparatively non-progressive, comparatively low in their average degree of civilization and human justice. The coolie's hand labor produces but little wealth, his wages could not be appreciably increased unless there was an appreciable increase in the value or wealth which his labor creates.

It is true that the nations where coolie labor flourishes today are beginning to install modern industrial methods, but they are still immeasurably behind the modern industrial countries in their ability to create wealth, and to produce those articles which men want in almost unlimited quantities.

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If coolie labor was to suddenly replace the American wage earner, and his wage rate was to remain the same as in the Orient, American industry would come to a practical standstill. There would be no one to buy the products of American industry, unless these could be sold in the countries where the mass of the people had capacity to buy because the purchasing power of their wages enabled them to do so.

There was a time in Western Europe, and, for that matter, in North America, when wealth was created almost wholly as a result of hand labor, when the growth of population was determined very largely by the amount of food which could be produced and the wealth which could be created through industry. Evidently because the wealth created by hand labor was barely sufficient to keep the mass of the people alive, the world, for countless ages, passed through a period of comparative want. There was never sufficient food or manufactured goods for the needs of the mass of the people.

The Industrial Revolution

With the development of the steam engine and the invention of machinery, a very rapid increase in national wealth took place. This increased power of production in all probability had much to do with the rapid increase in population in the countries of Northwestern Europe during the past hundred years. Some of these countries doubled, tripled and quadrupled their population during this period.

As compared with all the ages which have gone before, the last century, owing to the wealth created by modern industrial methods, has been an age of comparative plenty. It is true that there have been large numbers suffering acutely for the barest necessities of life. But there has been a consumption of foods, and a production of manufactured articles, tremendously greater than ever before. There seems to be good reason to believe that in the industrial countries this period of comparative plenty is rapidly passing into one where there is the possibility of a superabundance of the things which men want and require.

Today men have harnessed the powers of nature. The falling waters of a thousand streams pass through huge turbines, and develop more power to operate machinery each day, than could be supplied by the backs and muscles of a billion workmen. This power is transferred to those huge manufacturing establishments equipped with the automatic and semi-automatic machinery which has been invented during the present generation.

Today a machine placed in front of a tank sucks up the molten glass, conveys it to a mold, expands it with compressed air, and the finished bottle or jar is then automatically conveyed to an annealing oven. No workman operates the machine. A man stands by to stop it if something goes wrong, but this is the extent of his contribution to production. The manless machine operating twenty-four hours a day turns out more bottles than could have been produced before its invention by long rows of bottle blowers. Later on in other industries another machine washes these bottles, while still another automatically fills them, inserts the cork, pastes on the label, and places them in the container in which they are to be shipped to the four corners of the earth without the use of hand labor except as it may supply the machine with material.

The power from a hydroelectric plant operates the huge scoops which remove the cargo from an ore ship with a speed which an army of longshoremen could not equal.

Another industrial equipment takes four coal cars, clamps them to a revolving table, and dumps them into the hold of a ship, doing the work more rapidly than hundreds of coal shovelers could have done in the days gone by.

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Machinery operated by power has entered into practically every industry. A steel shaft covered with teeth cuts beneath the coal seam in the mine, displacing the old time miner with his pick ax. An automatic loading machine takes the place of the helpers who formerly picked up the coal and threw it or shoveled it into the coal cars.

A few years ago the farmer harvested his grain with a hand-swung cradle. Today a huge machine cuts the grain in a twenty-foot swath, separates the grain from the chaff and the straw, and dumps it into bags ready to be carried to the grain elevator. A tractor draws a six or eight shared plow over the field, doing with one man the work which formerly required several teams of horses and a number of plowmen.

Production has also been greatly increased through more intelligent management, the elimination of unnecessary labor, the mechanical assistance given to the workers, the more intelligent planning, so that the raw material travels the shortest route through the plant on its way to the freight car which carries the finished product away.

Modern industry during the last generation and particularly within the last ten years has created conditions under which it is prepared to supply much greater quantities of manufactured goods than the people have been able to use and consume, yet we are apparently only at the beginning, rather than the end, of industrial development, for every day sees new machinery and more effective methods of production placed into operation.

Modern industrial production and transportation have created new causes of unemployment, and these have a vital bearing upon the question of wages. We are informed that there are too many miners, that if one half of all the miners in the United States were given steady work seven hours a day, five days a week, that they would produce more coal than we could consume in our homes, and in our industries, or that we could find a market for in other countries.

The thoughtless economists tell us that this unnecessary fifty per cent should secure employment in other industries. But where are these other industries to be found?

We are informed that our shoe factories with their present equipment, if operated sixty per cent of the time would produce more shoes than the people of our country could wear out. With their present equipment, and this is being continually improved our shoe factories working steadily would not only produce a sufficient quantity for home use, but they could also provide footwear for all the people of some of the European countries.

This same condition holds true even to a greater extent in our garment manufacturing plants, and it holds equally true of a majority of our other industries.

What is true of the marvelous development in man's powers of production through the use of modern machinery and of giant power, holds largely true of transportation. The freight train made up of ten or twelve hand-braked cars has been superseded by a train made up of a hundred sixty-ton gondolas. The sailing clipper has had to give way to the huge steel freighter. The automobile trucks traveling over modern hard surface roads convey more merchandise from city to city than was carried by all our freight trains half a century ago.

Changes in the World Markets

But little over a generation ago the manufacturing countries accumulated great wealth in the hands of a few, by selling their manufactured goods to other countries, or to their colonial possessions. But so wonderful has been the development of modern industry, that more than one colony today is prepared to ship manufactured goods to the mother country.

The weaving looms in India, China and Japan are taking the place of those

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which, but a few years ago, in the United States, England and France, were producing fabrics for the world's markets. Great iron and steel industries, depending upon native raw material, are springing up in lands which, a few years ago, depended almost wholly upon other countries to produce the metal and the articles manufactured from it which they desired. More and more nations are being compelled to maintain their industries upon their own capacity for internal consumption.

Nature has not equally blessed every country with a variety of natural resources required for manufacturing purposes, and for this reason many countries must depend upon others for some of their raw material. For this reason many countries will have a certain, and, perhaps, important volume of export trade.

Even though every nation was entirely self-supplying for all of its raw material, there would still be a large volume of international commerce because the products of one country will always find favor with the inhabitants of another. The inventive genius, the creative faculty, the art instincts of men will continually produce materials which will be desired by others. But just as the great uncultivated plains of America in time became filled with settlers, so the markets of the world are today being supplied more and more by native production.

The period of enormous industries and fabulous fortunes created by the exploitation of a backward people through the sale of manufactured goods, is coming to a close. Every country must be more and more prepared to consume the bulk of its own products or suffer. But how are these producers to consume? Goods are manufactured for profit. The only exchange is money, and the only money which the mass of the people in every country secure comes to them in the form of wages or salaries.

While complete and absolute statistics which indicate the producer's real wage and his increasing powers of production are not available, because they do not exist, sufficient statistical information has been secured to indicate the rapid difference which is developing between the two. Our Federal statistics indicate that the increasing productiveness in our industries between 1919-1923 was nine per cent. Other Federal statistics show that during the same period there were three per cent less workers employed in industry. Recent statistics indicate that the per capita production in our industries has increased approximately forty per cent since 1899, while the real wage during the same period has increased approximately four per cent.

If this signifies anything, it proves that the wage earners are less able to buy back what they produce today than they were twenty-five years ago. One result of this condition is idleness, the passing of dividends, and bankruptcy proceedings, though these are not only reasons for depressions in industry and business failures.

The Wage Principle Adopted

It was with some of these facts in mind that the recent convention of the American Federation of Labor adopted a principle which should be the basis for wage determination. As introduced by the editor of the International Molders' Journal, the principle was stated in the following form:

"Social inequality, industrial instability and injustice must increase unless the workers' real wage, the purchasing power of their wages is increased in proportion to man's increasing powers of production."

This basis for an industrially and economically sound wage principle was submitted as an addition to the Committee on Resolutions' report on wages. Upon the committee's suggestion the convention referred the subject back to the committee, and when the committee made its report the following day it had incorporated in the wage statement the subject of a shorter work day.

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In a measure this was unfortunate and confusing, for while it is evident that modern industry will fail to justify its existence to civilization if it fails to give the mass of the people greater opportunity for leisure, and the enjoyment of the worth while things of life, the question of a sound basis for wages is not one which should be predicated or joined upon the subject of a shorter work day. A basis for wages, if it is sound, must stand upon its own feet.

The effect upon modern industry and commerce of the wage earner's power to consume and use what he produces, has recently received the attention of some of the world's leading students in economics. The problem has been most ably discussed by William Trufant Foster and Wadell Catchings in their book, "Profits," which left the press since the Atlantic City Convention adjourned. The groundwork of their position is found in a portion of their conclusions, which reads:

"Progress toward greater total production is retarded because consumer buying does not keep pace with production. Consumer buying lags behind for two reasons: First, because industry does not disburse to consumers enough money to buy the goods produced: second, because consumers under the necessity of saving can not spend even as much money as they receive. There is not an even flow of money from producer to consumer, and from consumer back to producer."

In England Mr. H. Abbati has just published a book dealing with this subject which has met with much approval by the students of economics in Europe.

The National City Bank of New York, in its Monthly Letter to its clients for November, discussed the action of the Atlantic City Convention upon the principle of a sound wage rate at considerable length. In part this most conservative bank said to it clients:

"The idea of connecting up the working man's advance with increasing production is all to the good. It is not only true that his real gains must come through industrial progress, but that industrial progress will utterly fail of results and actually choke down for want of an expanding market, unless there is the widest possible distribution of benefits. All plans for increasing production necessarily contemplate a corresponding increase of consumption, and the only way that consumption con be obtained is through a constant increase in the buying power of the masses. Broadly speaking, everything produced in all of the industries must be sold back to the people engaged in the industries, for there is no other way of disposing of the output."

It is not to be expected that the most scientifically sound basis for the determining of the wage rate would immediately convince industry that its welfare demanded that wages should be increased to that the worker's power to produce would be balanced by his capacity to use and consume. But the wage declaration of the Atlantic City Convention has introduced a new element into the discussion of the wage rate between employers and employed. The wage earner has been given a clearer conception of the basic factor which should determine the amount of wages he receives. The groundwork has been laid which will, in time, convince industry that its own welfare depends, not only upon its capacity to produce, but in the payment of a wage rate which will enable the workers to purchase industry's products.

The crowd is not always right.
You've got to keep whistling if you want things to keep humming.

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Low Earnings of Unskilled Labor in United States

UNITED STATES BUREAU OF LABOR STATISTICS

THE relatively high level of wages now existing in the United States has been the subject of frequent comment both by American and foreign observers. Reiteration of this comment, however, should not blind us to the fact that there exist in this country large numbers of common laborers whose earnings, under the best of conditions, are far below the requirements of healthful living and good citizenship.

This fact has been given forceful expression in recent statements by the President of the United States and by the Secretary of Labor. Speaking at Hammond, Ind., on June 14, President Coolidge said: "While we have reached the highest point in material prosperity ever achieved, there is a considerable class of unskilled workers who have not come into full participation in the wealth of the Nation." Secretary Davis, in an address at Washington, on June 22, estimated that there are several millions of unskilled laborers in the United States whose wages are so low as to constitute a moral and economic misfortune:

If these underpaid workers were few in number, and existed only in scattered instances, the inequality would be less great. But if we count them up, if we think of those in all our industries who may lack mechanical skill but who nevertheless shoulder the heavy weights and do the roughest work, we find a great part of American industry shot through with these unfortunates. It is not an exaggeration to say that we have some millions of these hard-worked but underpaid Americans. Taken together with their families and their dependents, I would venture to say we have among us from ten to fifteen millions of people who do not share as they should in the prosperity enjoyed by the rest of us. Morally, economically, and on the grounds of simple humanity, this inequality should not be allowed to exist in this richest nation of history.

No complete data exist regarding the actual earnings of unskilled labor of all classes. For certain industries, however, studies by the Bureau of Labor Statistics and other authoritative agencies give a reasonably accurate picture of the earning capacity of their unskilled employees. These data are summarized in the table below. Except in the case of coal mining and railroads, the earnings are expressed in terms of full-time weekly earnings, that is to say, the amount the average laborer would earn in a week if his employing establishment was operating full time and he lost no time at all through unemployment, sickness, accident, or other causes. The figures, therefore, may be taken as extremely conservative, representing maximum possible earnings and thus being in excess of the actual amount which the average worker receives and must live upon. In the case of coal mining and the railroads the information is reported only in the form of actual earnings.

The data given relate solely to males, and, while age classification is not available, it is known that common labor work is almost invariably of a type to demand an adult's strength. Moreover, the term "common labor" or "unskilled labor" is rather elastic. In general, it implies work requiring

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little or no previous training, but very often the work does demand considerable intelligence and often involves a high degree of responsibility. Not infrequently, indeed, the term "common labor" means nothing more than the lowest-paid labor in the particular establishment or industry.

Of the industries for which data can be given, railroad laborers have the lowest earnings, the average for 1926 being only $17 per week. This is a large group of employees, numbering well over 200,000. The lumber industry ranks next lowest, average weekly earnings for all districts being only $17.77, and for the lowest-paid district only $10.48. In bituminous coal mining, owing to the irregularity of operation, over which the individual worker has no control, weekly earnings for all districts averaged only $22.78 for inside laborers and $23.58 for outside laborers, and in the lowest district were only $10.34.

Only in the case of anthracite coal mining, foundries, and motor-vehicle manufacture did the weekly earnings for all districts average more than $25 per week, and even in the second and third of these three industries the average earnings in the lowest-paid districts were well below $25, being indeed as low as $14.37 in the case of foundries. Moreover, it is to be emphasized that in the case of all the manufacturing industries listed, the earnings reported are full-time earnings and thus in excess of the actual earnings. Full-time earnings can only be obtained by those who are so fortunate as to be working for an establishment which operates full time and who lose no time from sickness, accident, or other misfortunes.

The figures here presented indicate clearly that there are groups of laborers in many industries who are receiving very inadequate wages. This is evident even though the difficulty is recognized of determining just what is an adequate living wage. Anyone with experience of life and of the present-day cost of living must recognize that many, and probably most, of the men included in the surveys here referred to were not receiving sufficient for the maintenance of a family at a wholesome standard of living.

TO preach, marry people and collect the salary, fees and perquisites of the pulpit, you must belong to the Ministers' Union, the clergy, and carry a license card.

To practice law you must belong to the Lawyers' Union, the bar, and carry a paid-up license card.

To practice medicine you must belong to the Doctors' Union and carry a diploma card.

If you own stock and bonds, can you go on the floor of the Exchange and sell them? Not unless you belong to the Stock Gamblers' Union, the Stock Exchange.

Do you see farmers on the floor of the Produce Exchange selling their grain and cotton? Not much. They do not belong to the Produce Gamblers' Union.

Do drovers sell their cattle and hogs on the floor of the Live Stock Exchange? The nearest they get to it is the office of Skinem, Bilkem & Shark, live stock commission merchants, who are members in good standing of the Live Stock Gamblers' Union.

The "open shop" is a beautiful institution only when applied to plain and simple work.

About the only lawful thing you may do, and not belong to a union, is to work like a dog or starve.

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The Monthly Coal Saving in Dollars and Cents By Use of 85 Per Cent Magnesia

Standard Thickness, per 100 Lineal Feet of Steam-Pipes.

Compiled by the Mellen Institute of Industrial Research, University of Pittsburgh.
Presented by the Magnesia Association of America.

Size of Pipe Inches	5 Lbs. Steam-Pressure	10 Lbs. Steam-Pressure	50 Lbs. Steam-Pressure	100 Lbs. Steam-Pressure	150 Lbs. Steam-Pressure	200 Lbs. Steam-Pressure	200 Lbs. Steam-Pressure 100° Sup.-Heat
½	$1.44	$1.58	$2.20	$3.28	$3.66	$4.11	$6.80
¾	1.72	1.89	2.87	3.70	4.26	4.89	8.03
1	2.11	2.30	3.56	4.80	5.35	6.04	10.00
1¼	2.52	2.74	4.22	5.52	6.50	7.25	12.20
1½	2.86	3.10	4.73	6.14	7.29	8.17	13.70
2	3.53	3.74	5.86	7.63	8.93	10.11	16.80
2½	4.25	4.39	6.95	9.07	10.55	11.90	19.90
3	5.00	5.33	8.30	10.90	12.60	14.30	23.82
3½	5.72	6.22	9.60	12.40	14.40	16.32	27.23
4	6.50	7.06	10.60	14.05	16.40	18.40	30.85
4½	7.30	7.69	11.80	15.35	17.92	20.25	34.00
5	7.97	8.64	13.16	17.20	20.00	22.72	38.00
6	9.36	10.15	15.60	20.38	23.82	26.88	44.90
7	10.90	11.70	18.38	23.68	27.60	30.80	52.00
8	12.26	13.22	20.40	26.60	31.20	34.90	58.55
9	13.80	14.70	22.70	29.00	34.52	38.61	64.80
10	15.08	16.33	25.00	32.70	38.40	43.08	72.40
100 sq. ft. 1¼" thick Flat Surface	5.26	5.67	8.80	11.50	13.48	15.12	25.44

These savings are based on pipes carrying steam for 24 hours per day and 30 days per month (which is normal condition, as in most plants the steam is present in the pipes and radiation losses go on no matter whether the plant is running or not).

Coal is figured at $5.00 per ton, delivered, with 14,000 B. T. U. per pound. Boiler efficiency is calculated at 70 per cent.

GROUP insurance has had a remarkable development since its start in 1911. It has been estimated that at the end of 1926 approximately $5,600,000,000 of this form of insurance was in force. A recent survey by the Bureau of Labor Statistics covering the personnel activities of 430 firms showed that 186 of these companies had a group insurance plan in effect. Although group insurance as first written covered only straight life insurance, and was paid for usually entirely by the employers, the present tendency is to include sickness, accident, and even endowment features which are paid for in part by the employees.

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The Richest Man in the World

IN an old copy of Printers' Ink we clipped the following portion of a letter that we believe should be read by every reader of *The Asbestos Worker*.

"When Edward J. Meyers, a blacksmith out in Pierce, Neb., wrote a letter to the Norfolk Daily News in which he declared himself to be the richest man in the world, he did not know that in his humble way he was starting a nation-wide advertising campaign in behalf of patriotism. Yet this is exactly what he did.

Blacksmith Meyers saw in the newspaper an editorial which inspired him to write to that paper this letter:

"I wonder if you knew that one of the richest men in the world was fourteen miles north of Norfolk, right here in Pierce, Neb.? That man is the writer. I am just a common 'Plug Blacksmith,' but, oh, how rich! I go to my labors each morning, work until noon, go to dinner, return at 1 P. M. and work till 6 o'clock. I enjoy the greatest of all blessings, good health. Rockefeller would give all he possesses in money or holdings for my stomach, but he can't have it.

"Each day sees something accomplished and every job of work I turn out I feel that I have done my customer a service 'worthy of my hire.'

"I have a most wonderful little wife. She has stuck to me 22 years now, so I know she must be a dandy to accomplish that. I have a little home, a beautiful daughter, a son grown to maturity and now in life's game for himself. Rich? Why, man alive, who can possibly be richer? Then, to add to all the above riches, I take down my old shotgun in season and ramble through fields, woods and tangle in search of the elusive cottontail, teal and mallard with my faithful old pointer at 'heel' (now past 11 years old), and he is as happy as I when on the hunt. Then, when I get back, oh, how good everything does taste. Then, when night has spread its mantle over this good old universe I settle down in a good old easy chair, enjoy a smoke and then roll into bed to be embraced by Morpheus and never hear a sound until the beautiful break of another day. Rich, did you say? Well, I guess. $'s, no—not many. You inquired about riches, not material wealth.

"The height of my ambition is to so live that I may have no regrets for having lived, when the times comes for me to shuffle off this mortal coil, and I hope by that time to have accumulated just enough $'s, that myself and mine may not be objects of charity.

"This, then, is my idea of a rich man. If any one enjoys life more than I do, he is to be envied for his riches."

THE Seattle Chapter of the A. G. C. together with eight other business and trade organizations of that city, among them the Seattle Chamber of Commerce, Building Owners and Managers Association and the Associated industries of Seattle have gone on record as opposed to the five day week for the building trades of that city. A resolution passed at a meeting of representatives of the organizations stated that the union demands were unsound in principle and urged contractors to resist the demands so as not to impair the city's building program, which is the most extensive in its history.

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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

SOME MEMBERS of organized labor display very little interest in spending their earnings, and it is to this lack of interest the unorganized owe their ability to flood the stores with non-union products.

It is because of this lack of interest that trades unionists are sometimes clothed from head to foot in the products of non-union shops.

Stop and consider this and give serious thought to the fact that every time any member of organized labor spends any of his earnings for the products of the non-union shop he helps to retard our progress.

Every trades unionist must realize that he must help the union shop and thereby the members of organized labor by intelligent purchasing, if we are ever to see the fulfillment of the vision of a better day for those who toil.

You will be surprised what rapid strides will be made toward that goal if when you spend money you will demand the union label, shop card, and working button.

No one can impede our progress but ourselves. Conditions will not change until we ourselves change them. Stop wishing and hoping for better conditions and start an enthusiastic campaign for the union label. Wishing amounts to nothing unless accompanied by a firm resolution to make the wish come true.

We shall become invincible just as soon as we fully realize the strength we possess in our

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power of purchase. Our battle will be won when we give thought to the spending of our earnings.

There is an overwhelming power in a number of persons all doing their utmost to accomplish the same result. Nothing can deter such a tremendous force from attaining success.

With this thought as an inspiration, let us all determine to help each other and ourselves by at all times demanding the union label, shop card, and working button.

"WHY should one drink without thirst?" queried Dr. J. C. Tobin, the Electrical Worker chiropractor: "Is this more sensible than eating without desire? Certainly it is necessary to discriminate between a normal thirst and an abnormal desire for fluid or water drinking.

"Where there is no overeating, or improper mixing of foods, or an excessive use of condiments, there will not be much, if any, thirst. Active exercise in hot weather, or work in super-heated workshops—such as glass factories, machine shops, smelters, foundries, etc., drives those thus engaged to drink. Even in overheated places workmen should use much self-control and learn to eat in such a way as not to build an abnormal desire for liquids.

"Those who suffer from the heat of summer are invariably those who eat and drink too much. Those working in superheated workshops, and who give way to thirst, soon build a water-logging habit. Of course, disease and a general breakdown must follow. Those working in moderate, as out of doors in hot weather, will not desire an excess of water, unless they overheat, or eat too much condiments with their food.

"When thirst follows a dinner, it should not be indulged. If it is not, it will prove to be a demand, which, if not satisfied from without, by water drinking, will be met in full from within, by the gastri-intestinal secretory glands pouring into the canal all the fluid necessary; and along with the fluid will be enough enzymic ferment to finish the digestion perfectly."

TO enrich life and make it more enjoyable is everybody's problem. Happiness and a reasonable degree of contentment and a full degree of righteous satisfaction is one of the world's great assets.

The outstanding problem is how to secure these worthwhile things. Chief among the agencies are greater knowledge and a better understanding—individually and collectively—and the co-operation, mutual confidence and respect by all parties at interest.

Economics both industrial and agricultural are the basic means to life and happiness. Both can function best and more effectively through organized effort. The first great step in the direction to a richer life and a greater happiness is organization. The paramount duty of labor is to organize in the modern trade union movement and coöperate with the organized manufacturers. The only sure way to acquire a full and effective knowledge of our immediate economic condition is in our unions, and once in possession of such knowledge the way to utilize it to our mutual advantage is through the power and strength of our unions.—*Cigar Makers' Journal.*

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From the Local Unions and Other Correspondence

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. 6, Boston, Massachusetts

Dear Sir and Brother:

Because of recent letters printed in "*The Asbestos Worker*" considerable discussion has resulted in our Local as to the advantage of our members knowing how to read blue prints and drawings in connection with our work, and it was decided to act on this matter as a special order of business meeting held Wednesday, Sept. 7th, and it was found that the majority of our members were in favor of setting aside one meeting a month during the winter for instructions in reading blue prints and drawings. Our employers have volunteered to furnish us the instructors, so we are now prepared to go to school, and we feel that much good will come of our action. We will let you know of our progress. Would it not be a good plan to also publish in "*The Asbestos Worker*" study courses and instructive lessons in reading of blue prints and drawings.

Yours fraternally,

O. W. PALM, *Corresponding Secretary*

Local No. 19, Milwaukee, Wisconsin

Dear Sir and Brother:

This is to notify you that Local No. 19 had some trouble on the Hotel Schroeder job, in the City of Milwaukee.

The Building Trades Council ordered Local No. 19 to quit work on said job, which under prevailing conditions we refused to do, and referred this matter to our International President, Bro. J. A. Mullaney. In response, members of Local No. 19 had the pleasure to meet our new Vice-President, Bro. Hugh Mulligan. Bro. Mulligan, in his brief stay with Local No. 19, went over the entire situation, and then decided that Local No. 19 stay on the Hotel Schroeder job until further notice from him.

Bro. Mulligan also spoke on several subjects pertaining to the Union, which was very interesting, and his good advice to members of Local No. 19 will long be remembered, also his promise to attend a regular meeting of Local No. 19 in the near future, which is anxiously looked forward to by all of us. Don't forget, Hugh, and good luck. Best wishes to all.

Yours fraternally,

E. J. GOTTSACKER, *Secretary*

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Southwest Tri State Conference

Dear Sir and Brother:

Realizing that the betterment of the trade in the Southwest would be vastly improved and the Locals should be better acquainted with each other, and know existing conditions in each territory controlled by that particular Local, the Locals in the sticks composed of Local No. 64, Tulsa, Okla.; Local No. 21, Dallas, Tex.; Local No. 22, Houston, Tex., and Local No. 10, New Orleans, La., held their first meeting in Dallas, Tex., on Tuesday, August 9th, 1927.

Existing conditions were thoroughly discussed at the conference and plans were laid out to improve conditions wherever possible to the satisfaction and for the benefit of those Locals represented.

The following officers were elected at the conference:

T. B. Reed of Local No. 22, President; S. J. Essary of Local No. 21, Vice-President; M. Blodgett of Local No. 64, Treasurer; E. B. McGinnis of Local No. 10, Secretary. Houston, Texas, was selected as the next conference city, the conference to be held on Wednesday, December 14th, 1927.

After the Conference adjourned the visiting delegates attended the regular meeting of Local No. 21, where they were given a rousing reception that almost equalled the generous and courteous treatment extended to them by Bros. Reed and Essary acting for the Local.

Yours fraternally,

E. B. McGINNIS, *Secretary*

New England Joint Conference

Dear Sir and Brother:

Meeting of New England Joint Conference of Asbestos Workers was held in Falmouth Hotel, Portland, Maine, Sunday, July 24th, 1927, convening at 9:15 A. M. Delegates in attendance were O. W. Palm, Local No. 6; Fred Johnson, Local No. 43; Carl Larson, Local No. 31; C. W. Sickels, Local No. 33; Alfred Hayes, Local No. 73; also International Officers, President Jos. A. Mullaney and Vice-President E. A. Johnson.

Many communications were received and acted upon, several complaints were recorded as entered by affiliated Local Unions and referred to agents and officers to adjust.

Reports were made by each delegate on the conditions existing in their respective territory, the most outstanding being, Business Agent Carl Larson reporting Local 31 as having signed up Benson Covering Co. of Providence, R. I.; Business Agent Palm of Local No. 6 reported Perry Oven Co., doing work in Boston territory employing union coverers, but had stated they were running open shop in other territory, this matter was referred to President Mullaney; Business Agent C. W. Sickels reported M. J. Daly plumbing and heating shop conferences and activities in connection with effort to unionize this shop for our craft.

A general discussion was held as to advisability of continuing the City of Worcester, Mass., as free territory for all New England Locals and the Conference recommended that "the City of Worcester shall be considered an open city to the three local unions involved and that the membership of these Locals be privileged to work in Worcester." The recommendation of the Conference was referred to the Local Unions for vote.

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The next regular meeting of the Conference will be held in Hotel Highland, Springfield, Mass., last Sunday in October.

Meeting adjourned at 2:00 P. M., following which the delegates were the guests of Local No 73 at dinner.

Yours fraternally,

C. W. SICKELS, *Secretary*

The Final Chapter of a Struggle

To the Members:

The M. J. Daly Shop, general steamfitting and ventilating contractors of Waterbury, Conn., is operating on a union basis and has been declared "fair" for the members of Local 33, Connecticut, as well as our International Association. The Daly Shop Asbestos Workers now carry Local 33 cards and the Shop has agreed to go along in accordance with International Trade Law. Thus is written the final chapter of the successful struggle made by Local 33 in a territory that furnishes the Building Trades little to boast of and where the sympathetic strike action is indeed a rare occurence. The Daly Shop is now unionized as a direct result of the initiative of Business Agent Sickels of Local 33, plus the cooperation of the New England Locals in conjunction with our Locals at New York City and Newark, all of which refused to man Daly Shop contracts for our subcontracting Employers until such time as the Daly Shop "came clean." While this shop settlement furnishes glory enough to go all around the circle of participants, the one man who contributed towards it most during the twenty months of our strike action was Business Agent Sickels of Local 33, who both patiently and skillfully hurdled all the obstacles placed in his path by the calamity howlers among our membership and the Employers, whose lack of labor understanding made them believe as they said, that "the Daly Shop can NEVER be organized." In recording this settlement it is the duty of your President to call to the attention of the rank and file the splendid manner in which it was handled by Business Agent Sickels.

Joseph A. Mullaney

General President

FAMILIES of nearly 27,000 American workmen will receive $50,000,000 in benefits derived under group insurance, it was estimated by the Travelers Insurance Company today. In 1926 group insurance disbursements totalled $37,081,002. At the end of 1926, 15 years after this type of insurance originated in its modern form, seven leading companies had in force group insurance of $5,250,000,000, covering the families of approximately 5,000,000 workers, it was said.

Few employees carry insurance other than a small burial benefit and for business reasons, 30 per cent could not get insurance if they wanted it, insurance officials declared.

Disbursements this year, estimated on the basis of those made in 1926, it was announced, will include payment of $38,500,000 on account of death by disease of 18,800 employees; $4,990,000 as a result of death by accident of 2700 wage earners; $5,374,000 because of permanent total disability to 2900, and $4,260,000 as a result of miscellaneous causes involving 2300 employees.

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Official Section

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66 Walker Street, West Roxbury, Massachusetts
HENRY J. OLIVER, Vice-President
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. C. G. Rice, 318 Potomac Avenue. Buffalo, N. Y.

No. 5—LOS ANGELES, CALIF.—Meets First and Third Wednesdays at Labor Temple, 540 Maple Avenue. A. N. Borgquist, 5951 South Raymond Avenue.

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, 3111 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. Harry A. Flynn, 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. C. V. Conway, 7107 South Park 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, 826 Omar 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 Typographical Temple, 423 G 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, 3410 Grand River Avenue, Room 200.

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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. George Ryder, 925 Glenwood Avenue, R. F. D. No. 1, Box 787, Fairmount, Mo.

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 First Saturday at 71 Richmond Street. Prescott Jentzel, 64 Anthony Street, East Providence. Carl Larson, Business Representative, 38 Vine Street, East Providence.

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. C. W. Sickels, Business Representative and Secretary, 404 Shelton Avenue, New Haven.

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, 159 Madison 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.

No. 45—TOLEDO, OHIO—Meets First and Third Wednesdays at Labor Temple, Volney Hall, 2529 Erie Street. Al. Baumgartner, 2328 Avondale Avenue.

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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 Wednesdays at Labor Temple, 315 South Michigan Street. Glenn Ranns, 716 36th Street.

No. 77—CHARLOTTE, NORTH CAROLINA—Clyde W. McCoy, 216 Morris Street, Durham, North Carolina.

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. Clarence Briley, 1542 Germantown Street.

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

No. 81—CEDAR RAPIDS, IA. J. C. Le Mon, 1219 4th Avenue E.

No. 82—SPOKANE, WASH. L. W. Curtiss, 2003 E. 1st Avenue.

No. 83—ATLANTA, GA. L. C. Davis, 112 Trinity Avenue, Atlanta, Ga.

No. 84—AKRON, OHIO. R. E. Woods, 317½ Berg Street. R. Elmore, Business Agent, 18 Aqueduct Street.

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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