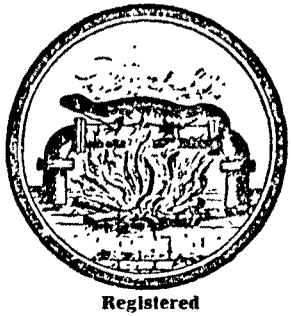
The Asbestos Worker

Volume Six
Number Eleven



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

November
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Build Beautifully, O America!

Arthur Wallace Peach

BUILD beautifully, O America,
With marble that shall chart
The highways of the winds,
With towers that shall know
The majesty of dawns,
The twilight's benediction;
But remember to build thy soul
Beyond the marble,
Beyond the tower,
Into truth.
For dust shall the marble be;
The vision alone outlasts
The stone and steel!

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

VOLUME SIX NOVEMBER, 1927 NUMBER ELEVEN

The Modern Wage Policy of the American Federation of Labor

WILLIAM GREEN
President of the American Federation of Labor

DECLARATION

ONE of the chief tasks of Organized Labor has always been to secure higher wages for workers. The struggle for higher wages now enters its third phase

In the earliest period organized labor struggled for *higher money wages*. Instead of $10 per week, it tried to secure $11 per week, and the next year perhaps $12.

A second period in the wage policy began as organized labor realized that the amount of money is no adequate measure for deciding whether a wage is high or low, and that it is necessary to relate money wages to prices. Then organized labor struggled for *higher real wages*—that is, wages that would buy more.

Very obvious changes in prices induced organized labor to realize the necessity for calculating in real wages.

Very obvious changes in productivity of labor today induce organized labor again to widen its wage policy.

Higher money wages from an economic point of view do not improve the situation of the worker if prices increase more than money wages.

Higher real wages from a social point of view do not improve the situation of the worker if productivity increases more than real wages.

For higher productivity without corresponding increase of real wages means that the additional product has to be bought by others than the wage-earner. This means that the social position of the wage-earner in relation to other consumers becomes worse, because his standard of living will not advance proportionately with those of other groups.

Deteriorating social position, that is, declining purchasing power of the mass of the wage-earners in relation to the national product brings about industrial instability which will develop into industrial crisis.

The American Federation of Labor is the first organization of Labor in the world to realize the importance of the factor productivity in economic society.

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It no longer strives merely for higher money wages; it no longer strives merely for higher real wages; it strives for *higher social wages,* for wages which increase as measured by prices and *productivity.*

This modern wage policy lifts the movement to an absolutely new level. For higher real wages meant only: betterment of the economic position—while higher social wages mean: betterment of the economic and *social* position of the worker. The modern wage policy guarantees an active but stable development of industrial society.

COMMENTS

I. Introduction

One of the chief tasks of organized labor has always been to secure higher wages for workers.

Organized labor tries to secure higher wages for the workers because higher wages mean a better life, because higher wages secure progress toward life worthy of men. And Labor was organized in order to secure for the workers the opportunities which growing civilization offers.

The struggle for higher wages now enters its third phase.

In its struggle for higher wages organized labor broadened its point of view. Better insight into economic things brought new factors into consideration. The modern wage policy is the second enlargement in the point of view.

II. Earlier Points of View

In the earliest period organized labor struggled for higher money wages. Instead of $10 per week it tried to secure $11 per week, and the next year perhaps $12.

In the earliest period of wage struggles and wage negotiations organized labor only considered the figures. If you get $10 you can spend 10 times $1 or two times $5. If you get $11 you can spend, instead of 10 times, 11 times $1 or you can spend two times $5 and you have left one more dollar, while if you get only $10 there is nothing left after you have spent two times $5. And you can spend still more if you get $12 per week. We call these wages—which organized labor in this earliest period tried to increase—money wages, because it looked only for a higher amount of money.

A second period in the wage policy began as organized labor realized that the amount of money is no adequate measure for deciding whether a wage is high or low, and that it is necessary to relate money wages to prices. Then organized labor struggled for higher real wages—that is, wages that would buy more.

After a while organized labor realized that high money wages do not mean always a better living, a more abundant life. And just that organized labor has to secure for the workers. But why did higher money wages not secure better living conditions? Let us assume wages rise by 10 per cent. If prices, at the same time, rise more than 10 per cent, the worker can buy less with his wages than before, although the money amount of the wages is higher.

Example

First year: Weekly earnings, $20; weekly expenses, $20.

Then, in the next year, wages increase by 10 per cent, but prices increase by 20 per cent. The situation is the following now:

Second year: Weekly earnings, $22 (10 per cent higher than in the year before); weekly expenses, $24 (20 per cent increase of the prices of all commodities).

We see: money wages increased but prices increased more. The worker has to go into debt, if he wants to

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buy as many commodities as in the previous year, or he has to restrict his expenses and to buy less; that means, of course, that his standard of living becomes worse, that his economic position becomes worse, although his money wages increased.

Organized labor learned that it had to pay attention to prices, and that wages had to be measured not only by the figure indicating the amount of money but also by prices; organized labor learned to relate wages and prices. Wages which are related to prices we call real wages. They give a real picture of the economic situation of the worker. The real-wage policy of organized labor did not intend to keep wages exactly on the same level with prices. It did not say: if prices go up 10 per cent wages also have to go up 10 per cent; if prices go down 10 per cent wages also have to go down 10 per cent. The significance of the second period of wage policy lies in the fact that prices are a measure for wages. Wages may keep pace with prices, wages may increase more than prices, wages may decrease less than prices; but, always prices are the measure for wages, always wages are related to prices.

III. How Did Such Changes in the Wage Policy Come About?

Very obvious changes in prices induced organized labor to realize the necessity for calculating in real wages. Very obvious changes in productivity of labor today induce organized labor again to widen its wage policy.

One is usually concerned only with things which have become obvious. If every day you see a green street car you don't notice it. But if suddenly the street car is black you are astonished and wonder what it means. Just so it was with organized labor. As long as prices did not change very much organized labor did not care about prices. But as prices rose quite a bit, organized labor paid attention, organized labor began to study the problem, and finally started a new wage policy, the real-wage policy. Nowadays a new factor in economic life becomes very obvious—productivity. In the recent past productivity of labor increased very much. Organized labor began to pay attention, organized labor began to study the problem, and, finally, today organized labor starts a broader wage policy.

IV. The Economic Point of View and the Social Point of View

Higher money wages from an economic point of view do not improve the situation of the worker if prices increase more than money wages.

We saw that if you get higher money wages that does not mean that your economic position improves. Because the economic position is very much determined by the amount of commodities which you can buy for yourself and your family. Higher money wages, however, do not buy more commodities, if the prices of the commodities increase more than the money wages. Thus organized labor strove for higher real wages, which are money wages related to prices, in order to improve the economic situation of the worker.

Higher real wages from a social point of view do not improve the situation of the worker if productivity increases more than real wages.

The worker lives in a society. In this society everybody tries to improve his economic situation. Now it can happen that those who are not wage-earners improve their economic situation more than the wage-earners improve theirs. Then the economic situation of the wage-earners improves, since they can buy more commodities than before, but their social situation, their position in society, becomes worse because those who are not wage-earners can buy proportionately more than they can buy. This happens, e. g., if productivity increases more than real wages increases.

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Therefore, the Modern Wage Policy no longer pays attention merely to prices or to real wages, it tries no longer to secure merely a better economic situation for the wage-earner, but it watches, in addition, the wage-earners' social position, his position in society; watches also that his share in the progress of civilization does not become smaller. Thus, as organized labor in the second period paid attention to the development of prices in order to secure a satisfying economic position for the wage earner, it starts now its third phase of its wage policy --watching the development of productivity in order to secure a satisfying social position for the worker.

V. Productivity, Real Wages, Social Position of the Worker and Industrial Stability

For, higher productivity without corresponding increase of real wages means that the additional product has to be bought by others than the wage-earner. This means that the social position of the wage-earner in relation to other consumers becomes worse, because his standard of living will not advance proportionately with those of other groups.

How does increasing productivity bring about such changes in the social position of the worker?

Let us assume: all American workers produce in one hour 100,000 commodities. The price of each commodity is $1. The value of all commodities together is then $100,000. All the workers together get as wages for their work $50,000. With their wages they can buy 50,000 commodities, or just half of their product. The other half, also 50,000 commodities, will be bought by other consumers who are not wage-earners. In the next year the productivity increases by 10 per cent, that means that all American workers together, in one hour, produce 10 per cent more commodities than in the year before. They produce then, instead of 100,000 commodities, 110,000 commodities. Let us assume that the price of the single commodity does not change. It remains $1 for the single commodity. Let us assume that the wages of the wage-earners do not change. Then they can buy just as many commodities as in the year before. They get together $50,000 as wages, and can buy with their wages, as in the year before, 50,000 commodities. Their real wages remain on the same level, they neither decrease nor increase. On the other side, in the year before, there were 50,000 commodities for other consumers. In this year, after the increase of the productivity of the worker, there are 60,000 commodities left. The additional product of 10,000 commodities has to be bought by those other consumers. So the consumers who are not wage-earners buy 20 per cent more commodities than in the year before. Their economic position has improved, while that of the workers remained unchanged. That means that the social position of the wage-earner became worse, he is worse off compared with the other consumers, because he did not have a share in the additional product produced by his increasing productivity. So increasing productivity to which he contributed made the social position of the worker worse. It did not permit him to share together with all others the benefits of human progress.

Deteriorating social position, that is, declining purchasing power of the mass of the wage-earners in relation to the national product, brings about industrial instability which will develop into industrial crisis.

If the social position of the wage-earner deteriorates, if the share of the wage-earner in the national product declines, the product added by increasing productivity has to be bought by other consumers. In the long run, however, those other consumers—either those in the country itself or those abroad—can not absorb

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the total additional product. Stocks accumulate. They grow and grow. Industrial instability arises, industrial instability turns to depression and depression to crisis. Allowing the wage-earner a proportionate share in the products of increasing productivity, therefore, means from the point of view of social economics: taking measures to prevent industrial instability, industrial depression and industrial crisis.

VI. The American Federation of Labor and the Policy of Social Wages

The American Federation of Labor is the first organization of Labor in the world to realize the importance of the factor productivity in economic society.

All over the world organized labor has realized the necessity to turn from a wage policy which provides only higher money wages to a wage policy which provides also higher real wages.

The American Federation of Labor, however, is the first of all trade unions or trade union federations to *realize the importance of the factor* productivity in economic society; the first to provide increasing benefits in progressing civilization for the worker.

It no longer strives merely for higher money wages; it no longer strives merely for higher real wages; it strives for higher social wages, for wages which increase as measured by prices and productivity.

Striving for higher money wages means striving for a higher amount of money as wage. Striving for higher real wages means striving for wages which increase in relation to prices and secure a better economic situation for the worker. Striving for higher social wages means striving for wages which increase in relation to prices and productivity, and secure a better economic and social position for the worker. We call these wages social wages because they are significant for the position of the worker in society.

In what degree should social wages increase? Differently in different industries. The social wage policy of the American Federation of Labor does not intend to keep wages exactly on the same level with prices and productivity. It does not say, if prices and productivity (combined) go up 10 per cent wages also have to go up 10 per cent, if prices and productivity (combined) go down 10 per cent wages also have to go down 10 per cent. The significance of the Modern Wage Policy lies in the fact that no longer prices alone, but prices and productivity are a measure for wages. Wages may keep pace with prices and productivity, wages may increase more, wages may decrease less—but always both prices and productivity are the measure for wages, always wages are related to prices and productivity.

ADOPTION of a pension system for members over 65 years of age was a feature of the biennial convention of the Brotherhood of Electrical Workers. An eligible member must have a good standing membership of 20 continuous years. The pension is $40 a month. No pensioner can work at his trade.

Plans were approved to organize the radio industry, and a fact-finding department will be established at the national headquarters in Washington.

Mayor John W. Smith ignored the strong anti-union sentiment in this city when he welcomed the delegates. "I was elected mayor by the labor movement and I took pleasure in signing an agreement with the Street Car Men's Union because the lines are municipally owned," the mayor said.

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Strengthen the Union

HENRY C. BARBRIDGE

UNION workers all want to see their union grow in numbers and strength, for a strong union is an insurance against a low standard of working conditions, low wages and long hours. The more powerful a union is, the less danger there is of strikes, for it is a well-known fact that a weak organization is a standing invitation to the employers to break it up and destroy it.

In every "open shop" drive made by the employers they have been inspired and encouraged by the fact that there were millions of non-union workers in this country, who have been indifferent to or hostile to the labor movement; while on the other hand there were others who wanted to see the unions grow in power, but who were too cowardly to identify themselves with the movement..

The "open shop" movement has a two-fold purpose. It seeks to weaken and tear down the organizations of the workers and at the same time discourage and mislead the unorganized, so that they will either lose faith in the unions or become convinced that it is a waste of time to have anything to do with them.

The first step in building up and strengthening a union is for that union and its members to set a good example.

Attendance at meetings is of the utmost importance. A well-attended meeting gives encouragement to all those present and makes the officers feel that the rank and file are really taking an interest in the affairs of the organization. Poorly attended meetings make those who do come lose heart and make the officers feel their efforts are not appreciated, and that no one cares much what they do.

Members who stay at home on meeting nights get out of touch with the things that are being done by their organization and then they either oppose the action of their union or fail to cooperate with it.

There are always to be found a few members in every union who seem to think it is their duty to oppose everything that is done and find fault with their union, its officers and active members.

Yet when these members are offered a chance to get into the harness and do some work, they respectfully decline, or if they are by some chance elected to some important office they seldom, if ever, are able to show as good results as those whom they have found fault with.

The reason for this is that they are not constructive workers. They are fault-finders and knockers. They can always see mistakes after they have been made, but they lack the constructive ability to formulate plans and carry them out. They have done so much fault-finding that they are afraid to start anything for fear that they will have to take a dose of their own medicine, so they sit tight and do nothing.

He who never does anything is not very liable to make a mistake.

Never say anything against your union or its officers. Do not allow yourself to be a fault-finder, either knowingly or unknowingly. If you are not satisfied with the way your union does things go to your meetings and advance some logical, practical, common-sense idea, that is an improvement over the way things are

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being done. You may not succeed in getting your idea adopted at first, but that need not sour you, for if it was a good idea it will only be a matter of time when others will see that they may have made a mistake in failing to adopt your plan. Then when you come forward with something else it will be given more thoughtful consideration.

If officers are not satisfactory, nominate and elect others and try to pick out members who have shown concrete evidence of constructive ability.

Those who are always finding fault give your union a black eye among the workers who do not as yet belong to your union, and they soon come to the conclusion that if members in the union are not satisfied with it, that it is a good union to stay out of.

A union is something like a family. Every family has its little family misunderstanding and quarrels or disagreements, so does every union, and every union makes mistakes, but the member who takes the soiled linen of the organization and hangs it up on the public street and in the highways and byways, is no credit to any union.

Make your union meetings attractive, help preserve order by always keeping in order yourself. If you must differ with a fellow member do so politely and no matter how much you may differ with another, try to give them credit for at least having good motives.

Many members serve on committees and in other ways that means the sacrifice of many evenings of their time. Try and show that you appreciate their efforts. If your officers do good work, don't forget to let them know that it has been noticed; if they make mistakes, try to help them avoid future blunders by showing your willingness to co-operate with them.

The business of a union should not take up more than two hours at the most, so get to the meetings on time and make it possible for your chairman to call the meeting promptly. Then avoid a lot of petty hair-splitting over things that have no direct bearing upon the activities of your union.

A union that conducts its business with quickness and dispatch; a union that has members who always speak a good word for it at all times; a union that is composed of broadminded, tolerant men and women, who all pull together and co-operate with each other, a union that gives the cold shoulder to the fault-finder and knocker, is a union that will continually gain in numbers, financial strength and power.

Like charity, the upbuilding of a union begins at home.

If you want to see your union fall, just stay home on meeting nights, find fault with everything that is done, criticize the officers all the time, shake hands with every knocker that you meet and encourage him to keep it up, break every rule of the union possible, drag the meetings out until midnight, and it will not be long before your union will be so weak that the bosses will decide that it is time to knock you off and put you out of your misery.

IN passes of the lonely hills,
Or ridged on many a plain,
What land so poor that may not own
Its graves of heroes slain!
Nor less have heroes graced the earth,
Chained under dungeon-bars,
Or, free in air-built towers, by night,
Conversing with the stars.

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The Mercury Turbine

THE installation of a second unit of the Emmet Mercury Boiler and Turbine at Hartford, and the satisfactory operating records of the first unit, gives assurance that this type of equipment will operate economically, reliably, and with the flexibility necessary in central station work. The technical suitability, at least, has been amply demonstrated. The development of this process will affect indirectly several others industries.

One result will be a severe drain on mercury supplies of this country, if not of the world. Since 1916 we have been importing more and more of our mercury supplies, as indicated in the table below. This has been mainly due to the conditions of exchange and wages in European countries, but partly also to the depletion of our more profitable ores. Although in the turbine the mercury is used over and over again, with practically no loss, the first cost of the mercury represents a considerable item in the total investment and might be of the order of from 3 to 10 per cent of the total cost of the plant.

SUPPLY OF MERCURY IN THE UNITED STATES

(in Flasks of 75 pounds)

Year	Production	Imports	Exports	Consumption	Price
1907	21,554	221	5,132	16,643	$40.10
1910	20,601	9	1,923	18,687	46.45
1913	20,213	2,289	1,140	21,362	39.54
1916	29,932	5,659	8,880	26,711	125.49
1919	21,415	10,635	9,107	22,943	92.15
1922	6,375	16,920	291	23,004	58.95
1925	9,174	20,855	204	29,825	83.13

The mercury-steam unit, such as is used at Hartford, generates one-third of its power with mercury and two-thirds with steam. The mercury portion has a charge of about 15 pounds of mercury per kw. capacity. Assuming 2,000,000 kw. of new generating capacity to be required each year in this country, there will be required 670,000 kw. of mercury turbines requiring about 10,000,000 pounds of mercury to supply one year's increased growth. The present annual use of mercury in this country is about 25,000 flasks of 75 pounds each, or slightly less than 2,000,000 pounds. A careful study of the effect of price on production and the use of mercury indicates that if the price were to rise to $150 per flask, the probable increase in production and decrease in other uses would make available about 25,000 flasks for use in the mercury turbine. In other words, about one-fifth of the new generating capacity could be made up of the Emmet units, at a capital cost of not over $30 per kw. for the mercury required.

The mercury boiler and turbine are very compact and the whole design lends itself admirably to a vertical arrangement of equipment, which it is necessary to employ in power plants in the largest cities, where land is extremely valuable. It is here also that the high fuel economy of the mercury turbine will show up to the best advantage.

The above figures show that although the Emmet turbine will fill an important place in future central station design, it can never entirely satisfy the demand on account of the limited supply of mercury. This opens up a most promising field for some liquid of great chemical stability and high boiling point, which will be suitable as a substitute for mercury in equipment of this type. For this purpose diphenyl oxide has been pro-

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posed, and its application will be awaited with interest.

Fuel Economy

The importance of the so-called two-fluid cycle on which the mercury turbine operates can perhaps best be brought out by comparing the saving in fuel with the cost of mercury at the assumed high price of $2 per pound. The average fuel consumption of central stations is around 2 pounds of coal per kw. hour. That of the mercury turbine unit can probably be reduced in large sizes to 0.8 of a pound. With an average price for coal of $4 per ton and an average annual load of 220 kw. hours per kw. capacity, an investment in 15 pounds of mercury will save 2640 pounds of coal per year, giving a return of about 17 per cent on the mercury investment.

The advent of the mercury turbine thus opens up new fields for chemical development in finding substitutes for mercury, first, in the many fields in which mercury is now used in the arts; and second, in the field of substitutes for mercury in the high temperature turbine itself. Somewhere between the extremes of very high pressure steam requiring heavy equipment and difficult to handle, and of mercury, which, although technically ideal, is expensive and limited in supply, there may be found a chemical which will prove well suited for use in the high temperature turbine.

Boycotting is a Chinese Art

THE Chinese can not be beaten because they "understand the art of the boycott," said Sir Arthur Willert, of the British Foreign Office, in a lecture before the Institute of Politics at Williamstown, Mass., recently.

The Britain ridiculed the idea that China can be conquered by force. Even if the plan succeeded, trade would be lost, he said.

"We realize that the time is long past when a repetition of the wars by which we imposed ourselves upon China in the last century is either possible or desirable," he said.

"The one application of force which could conceivably be effective in these days would be a great crusade of all the western nations against China, and can anyone imagine such a crusade? Apart from ethical considerations, would the voters in Great Britain or the United States or any other country consent to go into another war, to embark upon an unthinkably expensive venture which would run counter to all the best instincts of the age, which would inflame the whole East and would lead to all sorts of complications and, which, even if successful, would not get us what we want?

"Suppose we beat China to her knees and established strong points all over her vast territory, and kept open lines of communication between these points, and so on. How would that help us? How much trade would it bring us with a people who are essentially self-supporting and have shown us they understand the art of the boycott?

"The idea is so fantastic that I almost feel that I ought to apologize for obtruding it upon you."

Sir Arthur's reference to the Chinese and their power to boycott comes from first-hand knowledge. The business men have horror and fear of this weapon. The recent boycott of British goods by Hong Kong Chinese cost these business men more than $1,000,000 a day.

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Integrity of Agreements

CHESTER BRADFORD CLEMENT

THAT agreements between men should be respected by the makers of them is too widely accepted to need argument. When two men make a contract and one of them refuses to carry out its terms, if it be left to a disinterested third party the decision will surely be against the breaker of the agreement.

In addition to being convicted, in the eyes of his fellows, of violating his signed word or pledge, the breaker of the agreement loses reputation as to any future agreement he may wish to make. He is a poor sport and a poor future contract risk. Most people will fight shy of doing business with him, because of his poor reputation, and will only do so, if at all, upon extra profitable conditions and unusual assurances of security.

In commercial transactions there is apt to be some property security involved in the contract and liable to claim for damages due to the broken agreement, but, in spite of this element of recoverable damages, the business man who breaks his agreements in his business suffers a loss of confidence that makes his success well nigh impossible. He is outlawed by the code of honorable business ethics.

And still such things do happen among business men—men, who, being in a degree trained in business ethics, should know better. In fact they do know better but they do not live up to their knowledge.

When such occurrences happen frequently in business life it is not strange that once in a while there is a similar happening among organized workers with reference to agreements with employers. In the heat of the moment, wage earners who are badly advised or unwisely led, may break their agreements with employers.

In such an act the workers suffer the same loss of confidence as happens to the business man who breaks or repudiates his agreement. The only incentive for an employer to make an agreement with labor is that he may regard his labor issues as settled; that he may know his labor cost; that production may go on; and that he will be sure to fill his orders.

When labor breaks that agreement all those elements of assurance are removed, and the employer finds all reasons for making such an agreement with such contract breaking workers or their contract breaking leaders have vanished.

Because some business men break their contracts does not justify organized wage earners for breaking theirs. On the contrary, labor unions and members thereof should be extra zealous in keeping all agreements they make with employers, to the end of the contract, so that their good faith may be known of all men and offered as a commendable reason why other employers should make agreements of similar character.

The labor side suffers exceptional loss of reputation when it breaks its agreements because its agreements for peace are all it can give and there is no way by which it can square itself for the loss of production caused when men quit work in violation of signed union agreements.

The participants in such organized repudiation of working agreements may seek to change the name of their faction and then seek new agreements,

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forgetting that "the rose by any other name would smell as sweet."

In a recent case a group of workers repudiated their agreement to work, struck, seceded, formed a dual faction and then sent an attorney to confer with the employers with a view of making a new agreement. The employers refused to meet the attorney. It did not appeal to them that those who had just repudiated one agreement could be trustworthy in another.

Even though some employers may violate their agreements with labor, or may be dilatory in conforming to the terms of such agreements, this does not justify labor to repudiate its agreements. Two wrongs can never make a right. Whatever the record of some employers may be the record of labor, as to contract keeping, must be straight.

Labor must keep its agreements, not only because it is right, square and honest, but also because it is strictly in the interest of labor in the long run.

The broad foundation of the success of labor is in the right, the opportunity and the consistent practice of making a collective bargain. Reliance upon the collective bargain must be possible or there can be no incentive for the employer to make it.

Integrity of agreements must be the corner stone of collective bargaining for labor. Any organized workers who depart from this principle are doing grievous injury to the present and future of their own cause. Wherever repudiation of labor agreements shows its head let loyal members and loyal leaders stamp it out of existence.

CHAMPIONS of labor throughout the world accepted California's hand of greeting and received the assurance that the American Federation of Labor was "in the cause of humanity" as the 47th and probably most important convention of the Federation got under way October 3, 1927.

That the court injunction as used against labor would be one of the principal topics discussed was made certain by the keynote address of President William Green. The Federation's executive said labor did not presume to be above the law, but would insist that it was not below the law. Measures of relief from the injunction, he said, will be recommended to Congress at its next session.

The Boulder Canyon Dam project for development of the Colorado River was placed before the delegates numbering 378 and representing every State in the Union, Canada, Mexico and several European countries, by Governor C. C. Young of California. In the principal address of welcome, the State executive declared that labor might be seriously affected if the growth of Southern California were interrupted through lack of water.

President Green said the Federation still was fighting for better wages, better hours and better conditions of employment. "The Federation always will continue to advocate higher wages and exercise its economic power to obtain them," he said.

He said the convention, which was on the threshold of important sessions, would have before it many political and economic problems.

In Brussels recently a burglar stole several hats and three pet rabbits from a tradesman's house. The police are now looking for anyone who shows signs of setting up in business as a conjurer.

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Advertising is Scientific Agitation

PROGRESSIVE business men advertise to impress their ideas on others. Trade unionists agitate for the same purpose.

The business man reaches the crowd through the printed word and pictures. The trade unionist is in daily contact with the crowd.

Ideas are not "sold," as is a commodity. Acceptance or rejection of an idea is a mental process.

When a business man's idea is accepted, his goods are purchased. When a trade unionist's idea is accepted, a larger support is given his cause.

Approval of the idea is the objective of both.

The successful advertiser is skilled in the power of suggestion. He understands mass psychology. He knows the value of repetition and the need for presenting his story in various forms, lest it become tiresome. But never does he lose sight of his objective.

He knows every art and wile to catch the popular imagination and how to associate his commodity with "atmosphere," charm and exclusiveness that is possessed by no other commodity. Women can be convinced that silk made out of lumber is the genuine article, while men believe their alfalfa cigarette is Virginia tobacco.

By repetition, through the spoken word and pictures, these ideas unconsciously come to one's mind when a purchase is to be made — and the science of advertising is again vindicated.

The trade union agitator has something the advertiser does not possess. His principles are in accord with social development and with every humane impulse.

But too often the trade unionist becomes discouraged at his seemingly slow progress. He overlooks the value of repetition and often does not know how to "put over" his story. And here again he differs from the business man, who employs skilled advertisers. The trade unionist can not do this because few advertising men know the trade union story. They can not cope with the worker in defending collective bargaining; in opposing the labor injunction. Neither do they understand the trials, the hopes and aspirations of workers.

Business men spend millions of dollars to catch the popular fancy. Every faculty of man is appealed to. The trade unionist, too often, depends upon a single resolution or a mass meeting to secure converts. He is not alert to the irresistible power of repetition.

The business man is patient; many trade unionists are not. One knows that crowds are slow to accept new viewpoints. The other wonders why crowds can not quickly grasp a point that is plain to him.

Modern advertising is one of the social marvels. Its base is repetition, confidence and enthusiasm. It is artistic, scientific and profitable to those who know its power and how to use that power.

The trade union movement is entwined in every activity of life. It is an ever-ending story of injustice and wrong, of sympathy and triumph.

The trade union agitator can profit by the advertiser's certainty that he can win his crowd and by his optimism that vibrates through every appeal to accept his idea.

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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

RESEARCH THE KEY

RESEARCH is the key to progress. Every industry that is moving ahead has a research department commissioned to find the next steps. The freer such departments are from commercial control, the more effective they are.

From the workers in industrial research and the scientists engaged in pure research come the discoveries that revolutionize technical procedure and industrial organization. The field from which we may expect much in the immediate future is that of synthetic chemistry. Already it has given us an amazing number of fabrics that rival leather, cotton and silk. Recent developments with violet rays indicate that synthetic foods may make us less dependent upon the fortunes of agriculture, and the factory may replace the farm.

It is the business of the research department to find the next step in industry. The union, therefore, ought to watch for the news from the more important research centers for its industry. To know these moves in advance is to be able to meet them. It is useless to oppose technical progress, and, in addition, technical progress has brought higher material standards of living. The union's problem is to see to it that technical changes do not bring hardships to workers. Unless there is an agency competent to speak for the workers, progress may be very ruthless.

Alert union officials can do valuable constructive work by keeping informed on what research projects are in their industry. Such interest on our part should be welcomed, for we seek human welfare. — William Green, President of the American Federation of Labor.

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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. 43, Springfield, Massachusetts

Dear Sir and Brother:

After reading a letter in the Journal some time ago from Thos. Stone (one of our employers) in regard to the ability of the asbestos worker and what he should be able to do, we would like to say a few words to back the asbestos worker throughout.

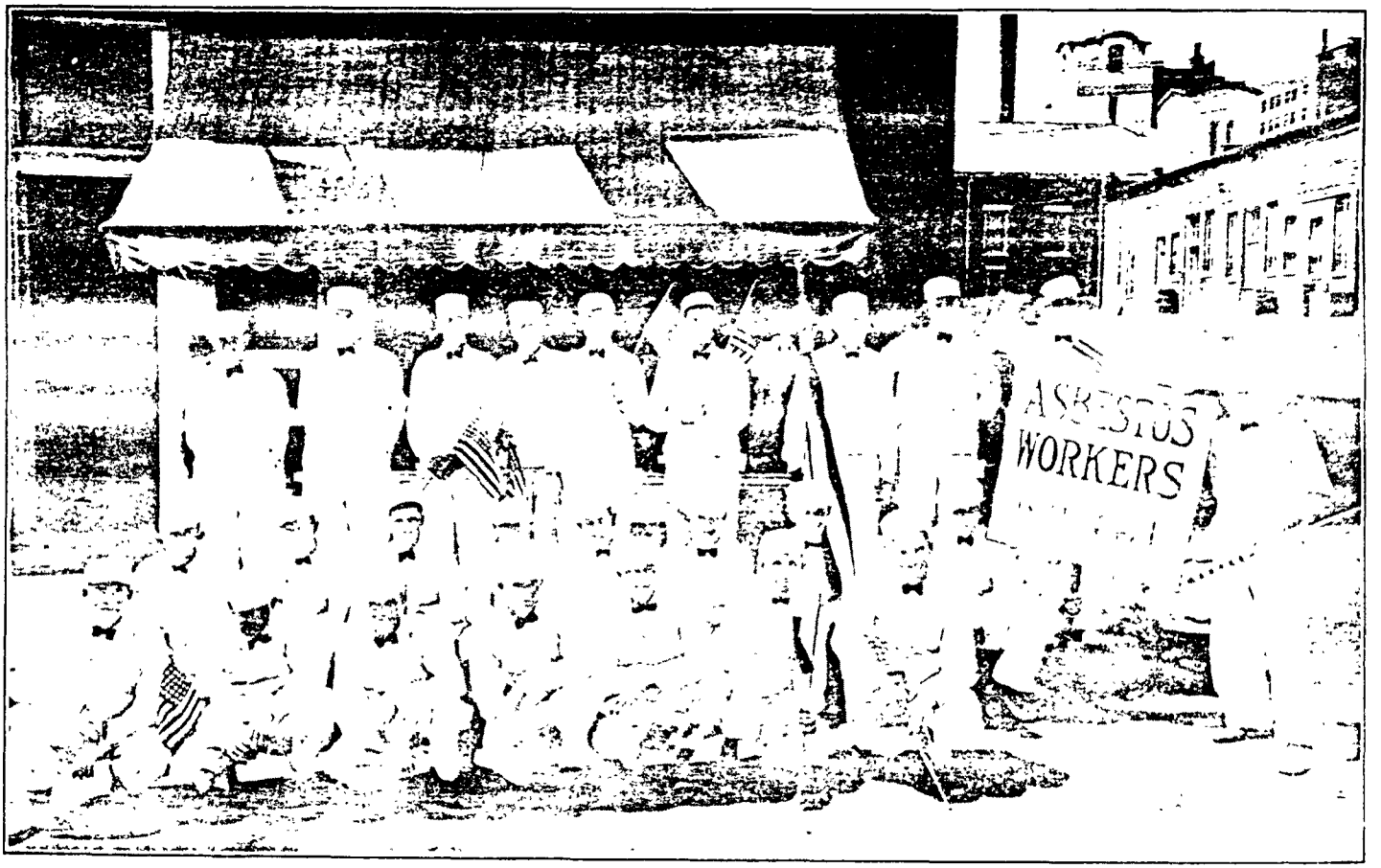
In the first place we are doing our utmost to build up as good a class of building tradesmen as can be gotten. And with as much education as can be induced into the building trades line, or in other words our line and for the best benefit to the master felter as well as to the asbestos worker.

We certainly do not like our employer to come back at us with some technical point that we have never had to come in contact with, the blue print.

And as far as the present asbestos worker not being able to read specifications that are supplied to him, these asbestos workers are very few if any at the present time. There may be a case some years back when the restrictions in getting into our trade were not as hard a task as it is today. And we want our employers to feel that we are building up our organization in every effort to their advantage as well as ours.

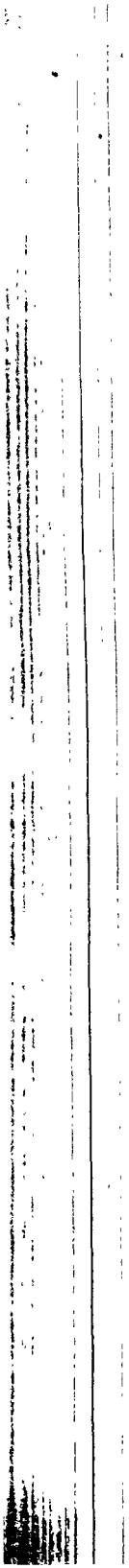
We also wish to say that when our employer sends his salesman out to copy specifications on how and what is to be done on the job, that man should make sure to get all that the specification contains and not read between the lines and make short-cut specifications out in order to make a short job for himself and a hard job for us. This should be considered an important factor for our employers, for the specifications that we get for our work are practically the only direct outline that we have to follow and these should be copied exactly as the architects' specifications and nothing left out unless it has been omitted, and

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Members of Local No. 64, Tulsa, Who Participated in the Labor Day Parade

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then it should be so stated, because on only very few jobs do we have our employers down to give us an outline on the work, particularly on out-of town jobs.

Mr. Stone also speaks of the asbestos worker not being up to the average skilled mechanic regarding ability to read blue prints. Well it is a hard thing to do something that you have never had to come in contact with and very seldom even see. The members of this local so far have only had two sets of plans furnished some of its members during its existence.

Another thing, when the employer gets through with these plans he has generally got to send them back either to the architect or the steam fitter, or whoever he gets them from, and by the time that the asbestos worker gets on the job, the blue print and the steam fitter are both gone. If we were able to read blue prints we would also have to be able to put up good arguments because there are few jobs that are put in according to plans, but we are certainly willing to learn if it will benefit any one.

As long as the opportunity knocks at our door we will accept Mr. Stone's offer of one of his engineers to teach us to read blue prints and this local will have their representative call on Mr. Stone in the near future and arrange that at least a half hour before our regular meeting starts, any one that cannot read blue prints shall have an opportunity to learn to do so and thus better himself.

Yours fraternally,

By LOCAL NO. 43, Springfield, Mass.

Local No. 64, Tulsa, Oklahoma

Dear Sir and Brother:

I fully expected to read some labor day reports from the various locals in the late *Asbestos Worker*, but failed to see any, so will give you a brief report of our labor day activities in Tulsa, Oklahoma, in which Local No. 64 took an active part. Although some of the boys were a long ways from home they turned out nearly 100%. Every craft in the city was represented in the parade, making over ten thousand marchers, something that Tulsa has never before witnessed on a labor day. After the parade we proceeded to the fair grounds where we were entertained by the Tulsa Trades and Labor Council with horse racing, and automobile racing, speeches and, best of all, 15,000 pounds of Oklahoma Barbecued beef, and an abundance of home grown watermelons.

I am mailing you picture of our entire membership taken just after the parade.

I wish to state that we are more than proud of our organization. At this time every member is doing his utmost to further our cause. We are now 100%

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in Tulsa. We have recently inaugurated a monthly educational meeting between our members and shop salesmen. We are meeting with very much success in bringing about a closer relationship between members and shops.

Anxiously awaiting the next copy of the *Asbestos Worker*, we are,

Yours fraternally,

FRED E. FRASER, *Secretary*.

Local No. 77, Charlotte, North Carolina

Dear Sir and Brother:

Meeting of September 6, we elected new officers as follows: B. G. Jones, President; H. A. Petrie, Vice-President; C. R. Prim, Financial and Corresponding Secretary; Howard Alexander, Recording Secretary, and are hoping to do great work.

Fraternally yours,

HOWARD ALEXANDER, *Secretary*

Local No. 84, Akron, Ohio

Dear Sir and Brother:

This letter is to inform you that Local 84 has signed agreement for $1.12½ per hour until March 1, 1928.

Everything is coming along nicely for Local 84. We are not overflowing with work, at present, but our future looks bright.

Fraternally yours,

R. E. WOODS, *Secretary and Treasurer*

IS Henry Ford ignorant concerning several unpleasant conditions existing in his plants?

Several of the many Ford employes who have complained bitterly express the view that Mr. Ford personally is unaware of what goes on. They can not believe he would sanction certain of the harsh tactics used by men holding responsible positions, especially foremen.

It was hard to accept any such assumption before Mr. Ford's confession that he didn't know until "recently" anything about the long series of vicious anti-Jewish articles appearing in his own publication. The possibility that he is equally unfamiliar with the treatment accorded many of his own workers must now, however, be recognized.

Having conducted housecleaning in his role of publisher, will Mr. Ford now please investigate personally the complaints coming from his own workers and set conditions right?

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Official Section

GENERAL OFFICERS

JOSEPH A. MULLANEY, President
15 Benham Street, Elmhurst, Long Island, New York
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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. G. A. 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, 44 Maple Street, Mittineague.

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. Albert Merrill, 1109½ So. Michigan Street.

No. 77—CHARLOTTE, NORTH CAROLINA — Howard Alexander, 1728 W. Trade Street, Charlotte, N. C.

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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THE ASBESTOS WORKER

THE LABOR ORGAN OF TODAY

Your Assurance of Proper Presentation

¶ ADVERTISING must stir before it can sell. It must warm the sympathy before it can persuade the reason. What the product is, what it does, what it costs might seem to complete an advertising presentation. But word-facts, by themselves have little penetrating power. They lie on the mind, cold and unassimilated. It takes the life-giving impulse from a quickened emotion to sort them into their respective mental pigeon-holes, from which they surge forth at the opportune time to influence our ambitions, our longings and our habits.

¶ THE "ASBESTOS WORKER", with a country-wide circulation, from Maine to California, will keep your name and product before the public, in an irreproachable presentation. Let us lay before you suggestions for business-building advertising.

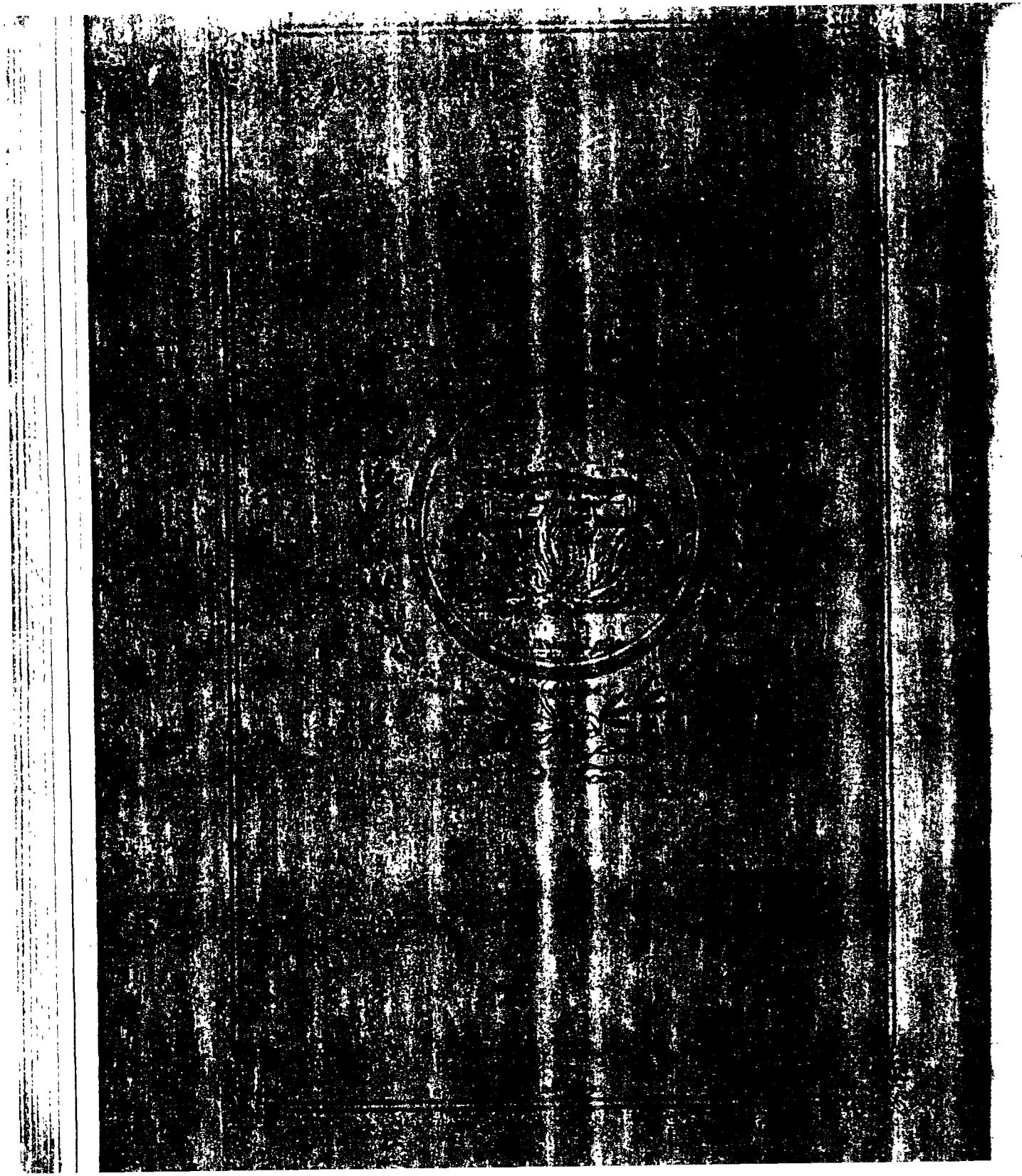
BY THE MONTH THE
COST IS SMALL FOR
THE RESULTS ACHIEVED

FOR ADVERTISING RATES, WRITE TO

E. A. Johnson

66 Walker Street, West Roxbury, Mass.

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