THIRTIETH ANNIVERSARY YEAR

THE ASBESTOS WORKER



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Vision of Brotherhood

JOHN GRAY MULLEN

I see men marching.

* * * * *

I see men marching in endless lines onward, ever onward, to the city of their inward dreams.

* * * * *

I see men falling out of line, discouraged, foot-sore, broken.

* * * * *

I see brother hands reached to them, tender, unashamed, helping hands.

* * * * *

I see marauders. I see traitors. I hear spiteful, calumnious tongues. I see spies, agents provocateur, passing in and out of the ranks sowing rancor, bitterness and discord.

* * * * *

I see weaklings, cowards, misanthropes. I see work-worn, back-bending, heart-wrecked old men; I see upright, flushed, eager young men. I see women, proud and strengthful.

* * * * *

I see their lines—broken, scattered, by lies, force, calumny.

* * * * *

I see their ranks flung headlong over the wilderness, across dark muddy streams, dank swamps, into prison and detention camp.

* * * * *

I see disease, pain, death.

* * * * *

But I see—oh, strong men; I see the ranks reform—first a thin line, and then a row deep and strong, moving forward, slow, fast, uncertain, sure, hesitant, then purposeful.

* * * * *

And I see—oh, loyal men. I see the marchers going hand in hand, as brothers, onward, even onward, to the city of their inmost dreams.

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THE

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The Asbestos Worker

VOLUME VII. JANUARY, 1928 NUMBER 1

Report of the General President

GREETINGS: The first jump in the last quarter was the one to St. Louis where the General Executive Board met at the General Office and spent a day examining the new filing system in addition to checking up certain documents it did not wish taken West to the Board Meeting. Then with the Board Members to Denver, where a stop-off was made to attend a meeting of Local 28, at which a long and general Trade discussion was held on conditions pertinent to the Colorado Territory.

Then to Los Angeles and the General Executive Board's regular session, the minutes of which has appeared in our December Journal. Next came the Building Trades Department Convention and later the Convention of the American Federation of Labor, both held in the City of Los Angeles, and at which your President represented the Asbestos Worker. During his stay in the "City of Sunshine" your President found time to attend two meetings of Local 5 and also visit Santa Barbara and San Diego with Business Agent Michener in the interest of our craft, not to mention the bringing together of the Employers and Local 5 Executive Board in the formation of a Joint Trade Board.

After a three weeks' stay at Los Angeles, your President started up the Coast, his first stop being Frisco, where he attended a meeting of Local 16 at which he advised upon future craft procedure. Then came Portland, where your President attended a meeting of Local 73 and indulged in some very plain talk on the subject of craft progress.

Tacoma came next and a conference with the Employers in company with Business Agent Wade and later a meeting of Local 50. This meeting found a committee from Local 7, Seattle in attendance and questions having to do with both Locals received attention. Seattle was next in line, where a conference with Business Agent Tomson was held and later the meeting of Local 7 that was followed by a Joint Session of the Employers' Association and the Local Executive Board. On this occasion, your President listened to some very lame excuses, whereby the Employers attempted to justify their action in refusing to increase our wage-scale notwithstanding the fact that Local 7 had received no increase in three years and various other Seattle crafts had recently received wage increases.

Then on to Vancouver, where your President made a craft survey with

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the thought of reorganizing that city.

The next city in line was Winnipeg, where a meeting of Local 15 was attended and the evening spent in ironing out many wrinkles caused by lack of craft law understanding. Next came Minneapolis, where your President advised a meeting of Local 34 on certain existing conditions brought to his attention. Chicago was the next stop and conference of executive nature with International Vice-President Mulligan.

Then came Pittsburg, where your President represented our International Association at the Miners Strike Conference called by the A. F. of L. Our recent assessment was the direct result of this conference. Your President also held conference with Brother George Henning, President of Local 2, while in the City of Pittsburg.

Then to Wilkesbarre, where your President sat in conference with the committee from Local 38 and Mr. Roche of the Livezy Cork Company that ended a long standing trade scrap by the signing of the International Form of Joint Trade Agreement. Your President and this same committee later visited our craft shops in Wilkesbarre on a certain issue detrimental to the progress of the trade as particularly affecting Wilkesbarre and vicinity.

Then over the line to Toronto and a conference with Business Agent Cullen and later a meeting of Local 20 that took action newly proposed Joint Trade Agreement, including increased wage-demands. Your President granted the request of the Local to the effect that he would return and personally take hold of the situation, should a strike be forced upon the membership.

Then to Montreal as per instructions of the General Executive Board, where President attended the first reorganization meeting that followed the 30 day charter opening. He addressed the new applicants and old membership in a way calculated to quickly further the progress of our craft in Montreal and vicinity or cause the charter to be returned the General Office.

Albany came next, where your President held conference with Business Agent Wickersheim of Local 40 on the subject of "mechanical application of insulating materials." Your President found cause sufficient for him to inform Brother Wickersheim that the International Association has always been found standing firmly behind any local or local officials in an effort to uphold mechanical standards in the application of our materials and that the International would continue to do so no matter what member or members were penalized for sloppy workmanship and evasion of specifications or what shop, if any, stood behind the poor workmanship. It might be well for the readers of this Journal issue to keep this statement in mind.

Next came a conference of New York State Labor Officials at Federation headquarters on the question of "injunction by judges," at which a bill was agreed upon for legislative introduction demanding "injunction by law" as per the understanding reached at the recent A. F. of L. Convention.

Concluding with the wish to the officers and the membership for a Happy and Prosperous New Year, I remain,

Fraternally,

Joseph A. Mullaney

General President

Elmhurst, Long Island
December 15, 1927

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Miners on Strike

SOON after the coal strike became effective on April 1, the Pittsburgh Coal Company served eviction notices on the members of the United Mine Workers of America living in houses owned by the company. These cases were appealed to the courts, the U. M. W. standing bond for their members and agreeing to pay their rent if the courts decided against them. In the lower courts, some cases were decided favorably to the miners, some against them. Unfavorable decisions were appealed to higher courts.[1]

The courts decided that these men and their families could remain.[1] The company then resorted to other measures. They prohibited the "trespass on their territory" of anyone except officials of the company and the men employed to operate their mines (non-union). This included all persons delivering groceries and milk, doctors and medical attendants, relatives and friends. Great hardships was caused by this action; it has been difficult for U. M. W. members to get food and especially milk for young children, of whom there are a considerable number. In some cases inadequate relief might be had from company stores.

Other companies have followed similar tactics. The Valley Camp Coal Company, owners of the Kinlock mine, near New Kensington, Western Pennsylvania, which they are trying to run non union, has built a stockade of wire around their property, which they guard with coal and iron police. Only non-union miners are permitted to enter. Unnecessary hardships inflicted are illustrated by the following incident: The wife of a miner within the stockade was about to become a mother. Her mother, wishing to give her assistance, was refused admission. When the case was taken to the manager of the mine by the U. M. B. official, he also refused permission.[2]

Finding, however, that these tactics have failed to break the miners' spirit or force them to leave their homes, coal companies have tried other measures. Before waiting for the outcome of the court proceedings, in the Castle Shannon district, the Pittsburgh Terminal Coal Corporation cut off the water supply of U. M. W. members living on their property.[3] In this case the town authorities came forward and allowed the miners to use the fire hydrants. Gas and electricity have also been cut off from homes of miners who refused to leave the company houses. Finally, when U. M. W. members still refused to move out, doors and windows were removed from their houses, and in some cases roofs were torn off.[4] Cases are also reported where U. M. W. members were forcibly evicted by the sheriff, and their goods and furniture set out on the public highway.[5]

From Western Pennsylvania comes the report: Thousands of eviction notices have been served on U. M. W. members;[6] and in Ohio the Clarkson and Loraine Coal Companies alone have served eviction notice on 375 families.[7]

Since it began operating non-union, the Valley Camp Coal Company has returned to the custom of paying its employees in scrip, exchangeable only at the company stores in the form of merchandise. Prices at these stores are "outrageously high"; forcing the men to buy at these stores not only puts them at a disadvantage, but cuts off the trade of local merchants, who are in many cases seriously embarrassed by the situation.[8]

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Coal and Iron Police, and Lawless Conditions

Approximately 4,000 coal and iron police, deputy sheriffs and armed gunmen have been employed by coal companies in the Pittsburgh district. These men receive an average of $10 a day and their expenses. "It is safely estimated that this item alone adds $1.00 per ton to the production cost of coal."[9]

"Coal and iron police" are persons given special license by the governor of the state to act with police authority. Often these men are of a lawless and undesirable character. The control exercised by them, together with the low type of workmen imported to run the mines, has dangerously lowered moral standards in mining communities, increased crime and lawlessness, and in many cases brought on a veritable reign of terror. A resolution, signed by farmers, business and professional men of Bethel Township, Allegheny County, Pennsylvania, appealing to the sheriff for help, gives a picture of the situation. Similar resolutions have been handed to the sheriff of Allegheny County by five other townships and two cities in this county. Extracts are as follows:

Whereas, the Pittsburgh Coal Company and the Pittsburgh Terminal Coal Corporation have imported men of all descriptions, of which many are of a desperate character, armed with deadly weapons, and are a serious menace to the peace and safety of the citizens; bootlegging, prostitution, rape, murder, and crimes of all degrees are going on under the protection of the company's armed guards; children come to school armed with knives, ice picks and other weapons, and

Whereas, sanitary conditions in the mining camps housing these imported people are to our knowledge deplorable and dangerous to the public health; . . . therefore be it

Resolved, that we, the law-abiding citizens of Allegheny County do hereby appeal to the sheriff to assist us, to oust lawlessness from our community."[10]

Another statement gives the following:

"There have been 42 murders in the last 8 months in the 18 mining camps of the Pittsburgh Coal Co."[11]

That such petitions brought little relief is probable, since the state and county authorities in many cases cooperate with the mine owners, and in some instances live in houses furnished by the coal companies. "Even the state police are being used to further the campaign of brutality and intimidation," runs one report.[12]

The very large labor turnover at the mines, and the fact that self-respecting workmen leave very soon after they have discovered conditions in the neighborhood, and that only a poorer type of labor can be induced to stay at mines, indicates the hardships that imported workers are suffering. The Pittsburgh Coal Company has brought into the Pittsburgh district about 74,000 men since it started to operate non-union (2 years), and has had in regular employ only about 5,600. Of the imported men 55,000 were Negroes. The company now has about 3,500 to 4,000 Negroes on its working force.[13]

The U. M. W. officers have been called on repeatedly to give aid to imported workmen who wished to leave the mines after working for a short time, and whose furniture and effects were held by the coal companies.[14]

Tampering with Elections

The following story is told by the Register Assessor for the township in which the Montour mine No. 9 of the Pittsburgh Coal Company is situated. It is the duty of this officer to register all voters within the first three weeks in May.

When he entered the company premises on May 16, 1927, to register the miners living there, the regis-

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ter assessor was taken by the coal and iron police to the superintendent's office. The superintendent refused to allow him to register the men unless accompanied by a policeman, and so arranged matters that he was only permitted to take registrations on two afternoons for an hour each. Thus he was able to register only 33 out of the 250 men living on the company grounds.

In July, according to law, a supplementary registry takes place at the voting place, when persons who have failed to register may appear and fill out certificates. At this time the names of 63 persons were handed to the assessor by the Montour mine clerk. Certificates for the men were brought later, but the men did not appear. Later, after the lists had been turned in, the assessor again had opportunity to see them. He found that 67 voters had each been registered to vote in two different precincts, and that their names had been placed on the lists at the office of the county commissioner without their appearing in person.[15]

1 Convention Proceedings, 1927, p. 357.
2 U. M. W. Journal, Sept. 1, p. 8.
3 U. M. W. Journal, July 15, p. 13.
4 Convention Proceedings, 1927, p. 357.
5 U. M. W. Journal, Oct. 15, p. 8.
6 Anthracite Miner, Aug. 19, p. 1.
7 Illinois Miner, Oct. 22.
8 U. M. W. Journal, Sept. 1, p. 8.
9 Same, Oct. 1, p. 6.
10 U. M. W. Journal, Aug. 15, p. 4.
11 Same, July 1, p. 5.
12 Anthracite Miner, Aug. 19, p. 1.
13 U. M. W. Journal, July 1, p. 5.
14 Anthracite Miner, Aug. 19, p. 1.
15 U. M. W. Journal, Sept. 15, p. 8.

WE may bark at the employer, but it does not mean anything. We may denounce the avarice, greed and brutal oppression of non-union manufacturers. But it will require more than talk to accomplish our objective, the protection and advancement of the best interests of the workers. Petty bickering among ourselves won't get us anything except disappointment.

We need organization. We need harmony and united action in unions. Our salvation lies in our own hands and in the hands of those yet unorganized. Organize them! No power on earth can deny justice or long withhold it from the workers if they will organize and properly and wisely use their united power and strength. This is vitally important.

A power misused reacts with injurious effect. We must work out our destiny through our organization and in our own way. The paramount need and urgent necessity now is to organize and use the power gained through organization for good and always on the principle of justice to all and malice toward none. No organization, fraternal, commercial or otherwise, however strong, can long endure unless predicated upon the principle of justice and fair dealing, the more intelligently and skillfully conducted the greater the results.

No cause is more just than the trade union cause. No other movement is more necessary to success and the protection of the masses than the trade union movement. No man or woman has a right to stand in the way of organization. He who does stands in his own best light, and is a stumbling block to the best interests of the toiling masses.

The following was the verdict by an Iowa jury in a suit against a railroad company:

"If the train had run as it should have run; if the bell had rung as it should have rang; if the whistle had blowed as it should have blew, both of which it did neither—the cow would not have been injured when she was killed."

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The Edgar Station—Boston's Great Power Plant

THOUSANDS of New Englanders, as well as visitors from other parts of the country, have marvelled at the huge Edison power station at Weymouth, as they motor by on their way to or from the South Shore. Few of them realize however, the vast size of the project as represented by the interior installation of electricity producing units.

With the completion of a new 63,000 kilowatt unit a few weeks ago, it may be well to summarize the features of this great plant. And in translating technicalities into information that the layman can understand, J. H. Shuman, in the "Edison Life," has produced an interesting article that deserves quoting.

"If one of the turbine driven generators, which have a capacity of 30,000 kilowatts each, was to supply only 75 watt lamps it would take care of 400,000 of them. With 100 watt lamps spaced 100 feet apart for White Way illumination this generator could supply nearly 6,000 miles of roadway or two complete transcontinental highways.

"If the equator was a White Way around the earth and the completed Edgar Station used for this sort of lighting alone, less than half its capacity would light the way entirely around the world. If the energy was all to be used for one class of appliances at a time over 60,000 electric ranges doing full duty could be cared for by the completed station. Two million vacuum cleaners could be used at one time or six hundred thousand electric flatirons and on Monday morning one and a third million washing machines could be supplied in the home.

"Between nine and ten o'clock in the evening the average householder is consuming about one and a quarter kilowatts of energy and the completed Edgar Station could care for over 300,000 such homes, or with five persons per family a population of a million and a half.

"Of course, the electricity generated is not nearly all used in residences, but great blocks of power are consumed in various manufacturing activities.

"The main turbines are driven by steam at 375 pounds, per square inch, pressure and the number of electric motors required to operate pumps for condensing steam, supplying feed water to the boilers, operating draft fans and handling coal and ashes will number over five hundred and range in horse power from two to three hundred and fifty. For auxiliary power alone there will be about one hundred and sixty-five transformers, ranging in size from one kilowatt to two thousand kilowatts each.

"Besides all this equipment which represents the best of its kind anywhere, there is an auxiliary high pressure turbine unit which is the first of its kind to be used in any power plant. This turbine drives a thirty-one hundred kilowatt generator and is supplied by a separate boiler generating steam at 1,200 pounds pressure, over five times the usual pressure of 225 pounds used in steam locomotives.

"The completed coal storage of the plant will accommodate over 400,000 tons of coal, equal to about eight thousand carloads or one hundred and sixty freight trains of fifty cars each; enough coal to last all the Edison employees, over three thousand, if each was an average household consumer

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of ten tons a year, for five years, with enough left over to run the Twentieth Century Limited a distance equal to that from Boston to the moon and return.

"The coal supply can be unloaded from ships carrying 12,000 ton loads at the rate of four hundred tons an hour. A long incline conveyor carries this coal at the speed of four hundred feet a minute under the highway and up to the coal bunkers where it is supplied to the boiler fires by gravity.

"In building the Edgar Station its designers have looked well into the future. The parts are arranged and spaced to give great flexibility for making extensions, so full advantage may be taken of future developments in power station design. This means that the initial high efficiency can be maintained if not bettered, safeguarding the initial investment and assuring continued excellence of the power and light service of the district. The Station is now operating under normal pressure at one pound of coal per kilowatt hour and with the high pressure unit in service, this record will be substantially bettered.

"The Edgar Station was built by Stone & Webster, Inc., from designs made by them under supervision of I. E. Moultrop of The Edison Electric Illuminating Company of Boston."

Three covering concerns were employed on the job, the major portion of the work was performed by The Lotz Asbestos Co. of Hartford, Connecticut, employing members of Boston Local No. 6, with a minimum of eleven men on the job at all times. A special covering was used on high pressure lines as follows; 1st. Layer of Johns-Manville Super X Insulation. 2nd. Layer of 85% Magnesia. 3rd. ½" Plastic Cement in two coats. The low pressure lines were covered with 85% magnesia.

THE experimental work on the use of asbestos waste as a soil corrective has been steadily going on, but recent experiments have developed little of interest or value.

A series of pot experiments on Canada peas has been conducted by the Agronomy Department of MacDonald College, some pots receiving no treatment, others treatment with ground limestone, fine asbestos waste and coarse asbestos waste respectively, in quantities corresponding to one-half the lime requirement as given by the Jones Method, full requirement and twice the requirement. The peas were grown in a greenhouse, the dry weights determined and the results analyzed by statistical methods.

The results show that the limestone gave a distinct increase of yield, but that the asbestos both in the fine and coarser condition gave no increase that is statistically significant. Even with the double application of the fine waste, the increase over the check pots is very much below the standard measure of significance. With the coarse waste (asbestos sand) the average yields obtained with one-half and full applications were actually lower than those in the check pots and not sufficiently different to have any significance as indications of injurious effect. As far as these experiments show, the effect of the asbestos waste would appear to be quite indifferent.

Experiments on farms last summer have not yet been reported upon.

A prominent politician once said that, "What this country needs is a good five cent cigar." We add to that, "and asbestos sheets and pillow cases, so that we may smoke in bed."

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War is Sometimes Necessary to Labor Peace

THE relation of capital to labor has reached a place where it is being given its share of public attention and concern, which is exactly as it should be. The adjustment of differences between the employer and the employe has changed in very many instances from the former settlement methods based on might vs. right and co-operative bargaining with opportunity for discussion, consideration and understanding pretty generally has taken its place.

The principal reason for labor organization is found in the inability of the individual to secure equal opportunity with his employer for fair and reasonable adjustments of wages and service conditions. The necessity for the employe to join his associates in common endeavor to gain that opportunity was too apparent always to be ignored. Left to himself the employe was without power effectively to protest impositions practical against him by the employer. The need for labor organizations was voiced by ex-President Taft to the Harrisburg Convention of the Brotherhood of Railroad Trainmen in these words:

"It seems hardly necessary for me to reiterate why I approve of trades unions. They are associations of working men made necessary to enable working men to stand on an equality with their employers in securing and fixing proper terms of employment in the natural and necessary contest of interests between laboring men, who seek to better their condition, and the employer who seeks to keep down his labor cost. The law and public policy permit the associations to use the combination of all to quit at once, that is, the strike, in order to force the employer by reason of the inconvenience of the strike to yield better terms. * * *

"Conservative trades unions like yours have come to believe that even the strike is only a last resort, and ought to be used only when everything else fails, because it entails a heavy loss upon the user as well as the person at whom it is aimed. Still, the legality of its use no one in these days denies."

There have been more elaborate explanations of the reason for labor organization and its right to exercise its power to enforce its demands, but none of them has described more forcefully, than did President Taft, the situation as we view it in these later days.

A later expression on this same subject was voiced by Mr. Haley Fiske, President, Metropolitan Life Insurance Company, who in an address to Canadian agents of his concern, referred to the friendly societies of England and their relation to the trade unions, which with their hard fighting are responsible for wages and service conditions of the present.

A press report gives us the following:

"I believe in unions and strikes," he said. "No doubt they are sometimes wrong. But it is a fight, and when you are in a fight, the combatants are not to be separated by saying some are sheep and some are goats."

President Fiske recalled that prior to the rise of manufacturing wages of agriculture workers in England were eight shillings and six pence a week. Manufacturing began largely in the form of the "putting out system," but the conditions of labor grew worse. The agricultural workers' wage was

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reduced by as much as wife and children could make in the new manufactures. The law enforced hard labor and thrift. A family with a child over six years who could not knit, was not entitled to poor law relief when the head of the family was ill or out of work.

The common law imposed savage penalties against combinations of labor. But the workers formed informal friendly societies or box clubs. At taverns where they congregated they kept a box, into which they dropped pinnies, to take care of their sick. The ruling caste began to encourage these sick insurance societies, but when they found out the workers were beginning to talk about their rights, or rather wrongs, "the employers were clamorous for the subjugation of men who dared to talk about bettering their conditions."

In 1824 an investigation commission found that these friendly societies nominally for insurance, had become trade unions. Whether because the politicians feared their power or because the conscience of the nation was stirred by the revelation of the deplorable conditions of the workers, the laws against combinations were repealed. About this time the master class of England seems to have discovered that the human work animal might be a creature with a "soul."

At any rate, the rise of modern trades unions began in 1824, and they are still fighting and need to fight, said Mr. Fiske.

Man is born with his fists doubled up, only when he leaves it can he afford to relax them. The world may love a lover of peace, but it has a more healthy respect for the other fellow who loves peace enough to fight for it.

The employe by himself could not accomplish anything except through the favor of his employer. He realized the helplessness of his position and believing there was advantage in employe co-operation adopted that means to serve his ends. It was no easy matter to overturn the practices and traditions of the relations between master and man, particularly when like efforts of centuries were marked by their failures.

As far back as we can trace the history of civilization there are records of labor associations of some kind; revolutions, successes and failures, all of them dependent upon force, with the stronger side always gaining advantage and holding it until such time as indifference or changing strength upset labor's advantages and restored the power of the employer, (which usually was due to concentration of effort on the part of the former employer and division of authority and strength on the part of those in charge of the labor association is the story of labor's fight for right living. Twenty centuries ago there were guilds and other like organizations, which were the forerunners of the labor organizations of the present, each one of which was founded on the injustices against slaves and workmen by the employing classes, which went so far at one time as to deny that workmen of the lower class possessed souls, and forbade their participation in religious rites of those who had souls by virtue of wealth and position. These lower classes fought for their right to a soul and eventually won their demand for participation in the rites practised by those who possessed souls.

The date of the earliest labor organization is in doubt, but according to Plutarch one Menestheus rose against the aristocrats at Athens to demand for the people the right to be identified into the Eleusinian mysteries. This was to permit the common people to enjoy the ownership of their souls. This revolution occurred in 1180 B. C. About 600 B. C., according to Solon, trade unions were common and the Roman law of the Twelve Tables specified the manner of organization of working men, which was declared by Solon to be a paraphrase of a still more ancient law of

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Egypt. There is a pretty well founded tradition that the building of King Solomon's temple was carried on by union labor. Down to 58 B. C. the right of working men to organize in Rome was unquestioned. We find in the records of organizations coming to us from ancient Greece that there were organizations and combinations of religiouse societies, burial societies, drinking and friendly societies, each of which had dues, benefits and a patron god, and as nearly as we can determine were operated on pretty much the same basic principles as our organizations of today, even including participation in politics. From a record centuries old carved on stone, this translation has been made: "The members of the Fishermen's Union nominate Popedius Rufus for member of the Board of Public Works." A number of other names for other nominations followed. There were organizations of slaves particularly in Southern Italy, and slave revolts in Greece as early as 1055 B. C. In 413 B. C. there was a strike of Athenian slaves in the number of 20,000 who went over to the enemy. Another great slave rising took place in Sicily in 104 B. C. Spartacus at Capua in 74 B. C. led 200 of his fellow gladiators in revolt, which ultimately gathered an army of 300,000 men and was finally defeated in a battle in which 60,000 workmen were killed and 6,000 crucified by the Romans along the road from Capua to Rome. There is no doubt but that the medieval guild found its origin in the ancient labor unions.

Great Britain gives us the most complete history of labor organizations, its persecutions and prosecutions and its later accomplishments in defending and protecting its working people. The revolutionary progress of labor until it reached a place in the sun is a matter of record.

Dr. W. D. P. Bliss, in his references to strikes and lockouts, said:

"Strikes are as old as labor itself. In Germany we hear of a strike in Breslau among the journeymen girdlemakers as early as 1329, and in France among the tanners in 1349. There was a trade union among the serving men of the cordwainers in London in 1387. In France in the next century they seem to have been common. In 1538 in England, according to Webb's history of trade unionism, we find. 'The Bishop of Ely reports to Cromwell that 21 journeyman shoemakers of Wisbech have assembled on a hill without the town and sent three of their number to summon all the master shoemakers to meet them, in order to assist upon an advance in their wages threatening that there shall none go into the town to serve for that wages within a twelve-month and a day, but we wool have an harme or legge of hym, except they woll take an othe as we have doon'."

The early history of labor organization in the United States is one of persecution, prosecution, revolution, protest against prejudiced administration of law and unfair advantage taken by the employer, which resulted in the formation of American labor organizations and their final change from revolutionary to co-operative bargaining organizations, which have brought about a better understanding between the employer and the employe and a clearer realization of their relation to the public and each other.

The records show that the first strike in the United States was probably among the New York City bakers in 1741, while in Philadelphia the journeymen shoemakers conducted a series of strikes from 1796 to 1799. The third annual report of the United States Bureau of Labor, 1887, records 1491 strikes down to 1881, 1089 of which related solely to wages; of this number 583 failed entirely.

To change a revolutionary to an evolutionary movement in which every working man and woman was concerned was no small accomplishment. It reflects the progress of fair thinking, better education and improved standards of living due to the mili-

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tant organizations of labor, which unquestionably had to fight in some way or another to secure relief from labor conditions that did not assure reasonable living standards.

Changed living conditions tell the story of the progressive labor movement. American labor could not consent to a wage level that at best insured a bare living, a wage minimum that meant suffering with the loss of a day's pay; therefore, it tried to get away from it with the usual result of organization, namely: strikes, court interference, and the established "right of the employer to hire whom he pleased at whatever wage he pleased," which meant everything in his favor and everything against the employe; but the labor movement in this country, while revolutionary in character, confined its activities strictly against the employer and at no time can it be charged that it was disloyal to the Government. Literally speaking, it fought the employer and it won its efforts for a fairer share of what it earned for him. The ultimate aim of the labor movement is to insure a comfortable living wage that will provide a family budget from which a decent American standard of living may be met. The American standard as such necessarily must be based on ideas differing from the majority of workers who have come into industry from other countries where wages are lower and living based on cheap standard of food, clothes, housing, recreation, education and social conditions generally. Be it understood that the majority of other countries of the world are not "free" for the working people.

We digress from the main subject to say:

"One great problem has been to define what is meant by American standard of living; there are so many different standards, all of them 'American' from one point of view or another, that it is something of a problem to get together on a common understanding of the term. What is a fair living for one American is comparative luxury for another, and downright privation for still another; all depend pretty largely upon how each was 'brought up' and what additional ideas have been established

"We cannot make all of our people think alike, which applies particularly to our habits of living. What we are used to either by inheritance or acquirement, or both, usually fixes our standards and with the desire of the labor movement to bring the level of the lowest to the level of the highest we stand for a wage that will insure comfortable living, an opportunity for education, the head of the family able to provide for it from his own wage and the wife and mother free to care for her household duties and her family without having to contribute to the family purse; in short, we stand for a wage that will guarantee to the family right living from strictly the American point of view, which does not include supplementary wages to those earned by the head of the household although there is no denying that contributions to the family purse play a most important part in the family budget.

"Contributions to the family purse from other sources than that of the head of the household have a decided effect upon the wages of certain classes of employes that demand like financial assistance in other homes if living standards by comparison are to be maintained, 'keeping up with the neighbors' assured, or at least undertaken; thanks to the installment plan of mortgaging one's future. These 'extras' are by-products of the demand for better living standards and have had their effect upon wage demands that have in mind the assurance of having as necessities what once were regarded as luxuries. Another effect on wages that cannot very well be controlled by organization is the number of employes who are not altogether dependent upon their own efforts who will not insist on a living wage and whose willingness to work for a low wage rate has its effect upon those

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who are forced to work in like employments."

The relation of the labor organization to wages and living standards is unquestioned. It is true that a very small percentage of employes in this country are affiliated with labor organizations, but it is also true that the wages fixed by this comparatively small number of our wage earning population has a direct relation to wages paid all other employes; it is to the credit of the militant labor organizations that today we have changed the revolutionary labor movement to an evolutionary, progressive one that permits consideration of every interest concerned with a resultant better understanding by the public, the employer and the employe.

Labor had to fight its way from under insufficient wages and cheap living to a fairer wage level with a better living, and it has not yet reached the place where it can call it a day and quit. The fact that labor subscribes to peaceful adjustments of its controversies must not be taken to mean that organized labor has become so good that it is no good as a militant force. Without determination to lend its full force to an issue it believes is right would be to agree to any terms offered, which, briefly stated, would back track the labor movement in this country to where it was in 1741 when the bakers took the field because "they need the dough."

Everything in the world lives at the expense of something else; men are included in this statement; everywhere it is a struggle of the weak against the strong. We are saying nothing new in this; wherever men are weak they are the victims of their stronger neighbors, which applies to nations as well as individuals; knowing that we cannot neglect our labor defenses or subscribe to any white flag theory or practice for the sake of dishonorable labor peace, we cannot abandon the militant character of our labor organizations. We are, however, thankful that evolution has taken the place of revolution in the adjustment of relations with the employer. It pays both of us far better than when the employer did as he pleased, to whom he pleased, and the employe struck at the drop of the hat; under the old rule of striking first and reasoning afterward the winner lost and the loser had his economic bruises for his reward. "Let us reason together" carries more assurance of labor peace, public advantage and general satisfaction to the employer and the employe than the old program, "let us fight it out." But as has been said, if we reach the place where the employer insists upon his right to hire and fire and the employe insists upon his right to work or quit, there does not seem to be much of anything left except to let nature take her course.

We hope an end to that practice has been reached, but in the event we have to defend a principle, let it not be discovered we have forgotten how.—*The Railroad Trainman.*

THE secessionist, the man who preaches division in the ranks of labor, does not believe in the rule of the majority. He is influenced by other principles or considerations. Where his activities succeed his influence is more disastrous to labor than that of all the strike-breakers and anti-trade-union employers combined, because he has driven the wedge of division into the ranks of organized labor, and divided, instead of uniting their strength.

"Triplets," announced the nurse to the proud father.
"Really?" he said. "I can hardly believe my own census."

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Dwelling Construction Cost Per Family

THE Bureau of Labor Statistics presents in the Monthly Labor Review for November data concerning the cost of dwellings per family in the United States, as represented by 257 identical cities, for the years 1921 to 1926, inclusive. Such data are also shown separately for each of the 14 cities of the United States which have a population of 500,000 or over.

The figures show that the average expenditure in erecting a one-family dwelling in these 257 cities was $3,972 in 1921. By 1926, however, this average expenditure had risen 19 per cent to $4,725. The average cost per family of apartment houses on the other hand was only 1.9 per cent higher in 1926 than in 1921. In 1921 the average cost, per family accommodated, of apartment houses was $4,019. A peak of $4,418 was reached in 1924. The 1926 cost was $4,095 per family.

The costs shown in this article were compiled from estimated costs given by the prospective builder when filing his application for a permit to build. There is a great difference in the average costs in the different cities. These costs may be over or under estimated—probably more often under estimated. They may be more under estimated in one city than in another city. Also, one city may erect houses of a generally higher quality than another city. The costs shown apply to the building only. The cost of the land is not included.

In comparing the fourteen cities having a population of 500,000 or over the lowest average cost for one family dwellings was shown in St. Louis where the cost per family for all new one family dwellings built during the first half of 1927 was only $3,540. This contrasts with $6,440 in Chicago. While Chicago showed the highest expenditure per dwelling for one family dwellings of any city taken, as a whole, it was surpassed by three boroughs of New York City. The average cost of one family dwellings in New York (all boroughs) was $6,184. Washington and Baltimore are but 40 miles apart, yet the average expenditure for the one family dwellings built in Baltimore in the first half of 1927 was $3,942, while the average expenditure for those built in Washington during the same period was $6,337. The average expenditure for the 34,735 one family dwellings for which permits were issued in these 14 cities was $5,306.

The cost per family of two family dwellings in the first half of 1927 ranged from $3,078 in Buffalo to $7,125 in the Borough of Manhattan. There were 18,416 families planned for in two family dwellings in these 14 cities, and the average cost per family of these dwellings was $4,793.

The cost per family for dwelling accommodations in apartment houses in the same period reached the high level of $7,464 in the Borough of Manhattan. The next most expensive unit cost in this class of structure was in Chicago where 17,690 families were accommodated at a cost of $5,253 per family. The lowest per family cost for multi-family dwellings was in Los Angeles, where only $2,143 was spent per family provided for. In the 14 cities having a population of 500,000 or over 79,324 families were provided for in apartment houses. The average cost of these multi-family dwellings per family accommodated was $4,185.

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All classes of dwellings in these cities provided for 132,475 families during this six month period, and the amount expended per family was $4,563. There were 4,312 families housed during this period on Manhattan Island, and it cost $7,478 per family to house them. The next most expensive housing was provided in Pittsburgh where 1,425 families were provided with dwelling places at a cost of $5,808 per family. It cost only $2,991 per family to house the 2,700 families provided for in St. Louis, but it cost $4,962 per family to house the 2,583 families accommodated in Washington. In New York (all boroughs) 59,203 families were provided with residences in new buildings at a cost of $4,723 per family.

MUCH has been said by soft coal operators, who repudiated their working agreement with the United Mine Workers, on the subject of a competitive wage, meaning, in the last analysis, a wage based on the starvation wage paid non-union miners in West Virginia and Kentucky.

Northern operators—many of them—say they cannot pay the Jacksonville scale and compete. Officials of the miners have shown time and time again that this argument is sophistry—an excuse to enter the wedge to break the union.

The labor cost of bituminous coal averages less than $1 a ton. Consumers pay from $5 to $8 per ton, and even more, for this coal in the retail markets. The miner gets less than a dollar for producing this ton. Who gets the difference?

This is the answer to the competitive wage theory. The argument is trite, but it is undisputed. A change in the wage structure would not benefit union or non-union workers nor operators. It would merely transfer the wage base to a lower level and further enslave the workers.

Any wage theory that permits the employer to dictate what the worker shall eat, wear and use, and whether he shall educate his children, is morally wrong. The United Mine Workers are constitutionally opposed to such a plan, and will resist it to the utmost. That is why the competitive wage theory, talked of so blithely by the operators, will never be a fundamental of the organized coal industry.—*United Mine Workers' Journal.*

IN MEMORIAM

BROTHER ROBERT E. EAGAN

MEMBER LOCAL NO. 31
PROVIDENCE, R. I.

DIED DECEMBER 11, 1927

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Takes Union Wages, But Doesn't Bear the Load

I MET a non-union mechanic the other day. He was all swelled up with his own importance. He boasted loudly of his ability as a craftsman and the fact that he earned as much wages as the members of the union.

"I don't have to belong to a union," he said. "I get the union scale without having to pay dues to support a loafing business agent.

"If you are as good a workman as you claim to be," I said, "I should think you would get better wages than the minimum scale."

That seemed to floor him for a spell, but soon came back rather evasively with: "Oh, I don't need the union, anyway."

"Supposing the union of your trade was better organized here than it is, and the union wage scale was boosted from 95 cents to $1.25 an hour, as it is in Chicago, would that not also boost your wages?" I asked.

"Sure," he said, "the more wages the union men get the more I get. If they want the union that's their business, but I don't need it," he repeated.

"You remind me of the Arkansas farmer with the leaky roof over his house," I suggested.

"A traveler sought shelter with this farmer for the night. It rained heavily and the roof leaked so badly that the stranger asked the owner why he did not shingle the shanty.

"It's raining, and I can't," the farmer replied.

"Well, why don't you shingle it when it isn't raining?" the traveler queried.

"When it isn't raining it doesn't need it," the indolent owner retorted.

"That's your case," I said to the non-union man. "You as much as the average workman need organization all the time.

"Your sun is shining now. When the rainy day comes and wages are cut you'll get all wet with the rest of the workers. Better get your roof in order," I advised.

"Humph," he said as he walked away. "You're too deep for me. I can't get you."

And it is just such self-centered morons that are responsible for most of the stumbling stones in the pathway of the labor movement.—By the Crepe Hanger in *"The Labor World."*

THE tremendous strength which has been acquired by the American Federation of Labor is due principally to two factors—the just and practical character of its policy, and the fact that it acts unitedly; once a policy has been adopted, the leaders and the membership unite in the effort to carry the policy into effect.

Division in our ranks today with the problems which lie ahead of us during the reconstruction period, would be as disastrous to the welfare of the wage earners of America as the secession movement of Granicus and Castus was to the fight for liberty being made by the Roman workmen under Spartacus.

Labor may not always have the most perfect program. Labor may occasionally make mistakes, but, so long as labor remains united, it need fear no problem, because as a united body it can overcome its mistakes if any are committed, whereas, if it divides its forces it not only will fail to overcome its problems, but will so weaken itself that it is no longer capable of maintaining its position.

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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 St., West Roxbury, Mass.

Editorial

A GREAT deal has been said and done about apprentice training, employers have charged labor unions with attempting to curtail the supply of craftsmen. The charges of employers have been proven unfounded. In every International craft union Constitution can be found adequate provisions for the training of apprentices, and a survey by the Government resulted in finding that in very few industries did the employer desire to obligate himself to the proper training of apprentices.

Little has been done and said however about the other extreme, the employment of mechanics who are of advanced age, and we find an ever increasing tendency to discriminate against men, who are graying at the temples and have developed a sag at the shoulders as a result of arduous toil and honest service. Some corporations will not employ men who are fifty years of age, and at a lesser age force compulsory physical examination upon all applicants, with a penalty imposed upon the unfortunate victim if a physical ailment is discovered.

The foregoing eventually will result in provisions being inserted in trade agreements, protecting men against unscrupulous practises and providing proper remuneration for men who have advanced in years, on the principle that to employ such men is a just charge upon the industry that has used them.

Another thought for the protection of the worker is to open new avenues of employment, that is give an opportunity to men who are ripe in experience but have slowed down because of

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their years spent doing work at top speed, employment as maintenance men, in large plants that are continuously doing repair and alteration work. The writer knows of a large corporation employing several hundred craftsmen at a rate of wage ten cents an hour less than the prevailing union rate of wage for building tradesmen in the same locality. Steady employment is given these men, and while they are paid less per hour than their building trades brothers, they earn a larger yearly wage. The corporation gains by having in their employ men who are proficient and well rounded mechanics, the workmen gain by steady employment and release from the competitive market.

Old age is coming to us all and it should come as a blessing, not as a curse. It is an indictment of Big Business that allows old age to develop into pauperism and throws a worker upon the scrap heap, treating him as a by product of energy used up.

THE EDITOR.

IT has long been known that when magnesium chloride and properly calcined magnesia in suitable proportions are mixed with water a quick setting cement is formed, possessing properties which fit it for many special structural purposes. It is now coming into extended use for external stucco and as the binder for interior wall plasters, and it has proved to be an especially desirable material for composition floorings in offices, public buildings, hospitals, and railway passenger cars. It combines the advantages of comparative lightness, elasticity, high insulating property, and resistance to fire with attractive appearance and sanitary character. It readily lends itself to pleasing color effects, of which good use is being made in stucco, floor coverings, and wall plasters. One of its most successful applications is in the production of a close imitation of Caen stone, which finds much favor in vestibule and other walls and flooring.

These magnesia cements are readily cast, and since, like plaster of Paris, they expand somewhat in setting, they reproduce the finest detail of the mold. Now that they have established themselves in the favor of architects and builders, it is probable that their use will rapidly extend.

Nothing has done more to weaken labor when a crisis is reached than division in the ranks.

Again and again strong organizations have failed when the crucial test was reached, because of divided counsels and secession movements.

The pages of industrial history supply too many instances where ultimate success was made impossible because unity of action and unity of purpose had been destroyed through division in the movement.

Father—So you wish to marry my daughter, eh? So you believe, young man, that you could support a family?

Suitor—Well—er—that is—you see, sir, I was only figuring on Ellen, but I suppose if it's necessary I can take care of the rest of you, too.

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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. 24, Washington, D. C.

Dear Sir and Brother:

Kindly change meeting nights of Local 24 to second and fourth Fridays instead of Mondays as heretofore.

Can report that our employers signed 1928 agreements for a period of one year as follows: Mechanics $1.30 per hour, Improvers .80 and .90 cents per hour, all over time at double the regular rates.

Fraternally yours,

W. E. GRANT, *Secretary.*

Local No. 31, Providence, Rhode Island

Dear Sir and Brother:

Kindly enter the following in our next journal:

IN MEMORIAM

ROBERT E. EAGAN, Member Local 31, Providence, R. I.
Died December 11, 1927.

The members of Local 31 extend their sincere sympathy to the wife, relatives and friends of our late Brother Eagan.

He is gone but not forgotten, by the ones he left behind.
And his character and loyalty, we shall ever have in mind.

Fraternally yours,

PRESCOTT A. JENTZEL, *Recording Secretary.*

Local No. 36, Portland, Oregon

Dear Sir and Brother:

Touching on and appertaining to the visit of our International President to the various Locals on this coast after the convention of the A. F. of L. at

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Los Angeles last month and in particular his visit to this Local when he informed us of his efforts to establish a much needed Coast Council, a project that will have the hearty co-operation of this Local, as we feel it will bring splendid results.

As to what success he had at the other Locals we have no information and are anxiously awaiting some encouragement before taking the matter up with them when we will endeavor to consummate his desire.

President Mullaney attended our regular meeting and gave us a lengthy talk. His words of wisdom after so many years' experience, on the job every minute, were inspiring to us, they have sunk in and are bringing results and will long be remembered.

Although the writer did not always in the past agree with President Mullaney he was glad to shake hands with him in friendship and good fellowship when he escorted him to the railroad depot, where he entrained for the next Local at Tacoma, Washington, and to wish him a safe journey and success in his good work.

Fraternally yours,

E. McELLIGOTT, *Business Agent*

Local No. 38, Wilkesbarre, Pennsylvania

Dear Sir and Brother:

Please get this item in the next publication of the Journal.

President Jos. A. Mullaney paid us a visit on the 15th of November and gave us a general talk on trade conditions. He also straightened out some local trouble with J. R. Livezey Co., and everything is running smoothly now.

Local trade conditions are good with prospects of a good year. Our Local Union President, Mr. H. C. Pressler, and myself spent the whole day with President Mullaney and I am sure the good advice and general talk he gave us will do our local a great deal of good in the future.

Fraternally yours,

S. G. ZIEGLER, *Secretary*

New England Joint Conference

Minutes of regular meeting of the N. E. J. Conference held at Hotel Highland, Springfield, Mass., Sunday the 6th.

Meeting called to order at 9:30 A. M. by President O. W. Palm.

Delegates in attendance: Boston, Local No. 6, O. W. Palm; Springfield, Local No. 43, Fred Johnson; Connecticut, Local No. 33, Carl Sickels; Portland, Me., Local No. 73, reports presence at this meeting impossible; Providence, Local No. 31, not represented.

International Vice-President E. A. Johnson in attendance.

Communications accepted as read and placed on file.

Bills ordered paid as read.

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Business Agent O. W. Palm of Boston, Mass., reports grievance against the L. Mundets & Sons, Inc., who have recently established a branch office at Portland, Me., and through same have been operating with non-union Pipe-Coverers.

Inasmuch as this is in violation of the existing agreement between the Mundet Co. and the N. E. J. Conference, Secretary Sickels is instructed to communicate with the Mundet Co. at New York at once that we may be advised of any change of policy on their part and so guided in the future.

Report of Delegates.

Springfield reports business good, all men working, prospects uncertain.

Boston reports business good, all men working, prospects good.

Connecticut reports business good, all men working, prospects good.

Next came a discussion re: the City of Worcester as reported in the minutes of last regular meeting of the Conference together with recommendations to Local Unions for action.

International Vice-President E. A. Johnson advises that this subject was taken into consideration at the last regular meeting of our International Executive Board, who instructed Vice-President Johnson to investigate same with full power to adjust same in such manner as his judgment finds to the best interest of our trade.

Vice-President Johnson reports that in view of his investigation he concurs with the majority vote of the affiliated locals of the conference, his decision being "That the status of the City of Worcester remain *as is* until such future time as conditions may warrant a change."

Delegates reported on their local sentiment as effects new agreements, all reports being un-official.

International Vice-President Johnson reports on the action of the Building Trades Department of the A. F. of Labor in withdrawing from the National Board of Jurisdictional Claims.

Vice-President Johnson gave a detailed review of the work of this board together with several suggestions to the delegates which will no doubt prove their value to the delegates present in the disputes which will be with us more than ever now that there is no semblance of an authority to protect the rights of the different trades.

The next regular meeting of the N. E. J. Conference will be held in New Haven, Connecticut, the last Sunday in January, 1928.

Meeting adjourned at 12:15 P. M.

Attest: C. W. SICKELS, *Secretary-Treasurer*

Increase for Kansas City Local

Dear Sir and Brother:

Upon my recent visit to Kansas City, relative to increase in wages, I received

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a proposition from the Employers of 15 cents per hour increase, and left this matter to the Local for decision, with the recommendation that they accept same. Have received a communication from J. H. Thompson, under date of December 8th, stating that the Local had decided to accept same. This leaves the wages of the Kansas City Local $1.15 per hour starting the first of the year.

Fraternally yours,

Thomas J. McNamara
Secretary-Treasurer

Fortieth Anniversary Observance

Greetings:

The General Executive Board has accepted the invitation of Local No. 12, New York, to participate with them in the observance of the Fortieth Anniversary of President Mullaney as a trade unionist and Asbestos Worker. Local 12, has appointed a committee on arrangements to observe this event, which will be held the second week in March, 1928, New York City, at the same time our craft will observe its Thirtieth Anniversary, which will therefore make the occasion a double anniversary of particular interest and moment to our craft.

The Anniversary Committee representing the International Association is Hugh Mulligan, Chairman; E. A. Johnson, Secretary; Thos. J. McNamara, Treasurer, and Henry J. Oliver, which committee will co-operate with the Local No. 12 committee on arrangements.

A circular letter addressed to our affiliated local unions and membership thereof, will be issued requesting contributions and subscriptions to a testimonial of appreciation to be tendered our brother President. Already we have been informed that several local unions have signified their intentions of subscribing liberally to this testimonial.

We ask the co-operation and support of the entire International Union membership.

Yours fraternally,

HUGH MULLIGAN, *Chairman*
E. A. JOHNSON, *Secretary*
THOS. J. McNAMARA, *Treasurer*
HENRY J. OLIVER
International Association Anniversary Committee.

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Official Directory

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15 Benham Street, Elmhurst, Long Island, New York

E. A. JOHNSON — Vice-President
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, 128 Hanover Street. Office, 128 Hanover Street.

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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.

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, 1720 South Randolph Street.

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.

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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, 417 Byrne 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 Fridays at Typographical Temple, 423 G Street, N. W. W. E. Grant, 908 Girrard Street, N. E.

No. 25—DETROIT, MICH.—Meets Second and Fourth Fridays at 3410 Grand River Avenue, Room 200. Frank McElroy, 2641 Brush Street.

No. 26—ROCHESTER, N. Y.—Meets Second and Fourth Wednesdays at Carpenter's Hall, 113 W. Fitzhugh Street. T. G. Sullivan, 1541 South Avenue.

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.

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.

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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, 444 West Academy Street.

No. 39—OMAHA, NEB.—Meets Second and Fourth Wednesdays at Labor Temple, 19th and Davenport Streets. W. R. Ford, 4401 Davenport Street.

No. 40—ALBANY and TROY, N. Y.—Meets First 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. Carl Drager, 211 Hanover Street.

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.

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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. L. C. Hostetter, 437 Montgomery 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 Street, West Roxbury, Mass.

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