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IN MEMORIAM



BROTHER THOMAS KENNEDY
First President of the International Association

BROTHER Thomas Kennedy has gone to the great beyond from which no travelling card or transfer is issued. Brother Kennedy was the first President of our International Association and also served as President and Business Agent respectively of local No. 17 of Chicago. The International Association was represented at Brother Kennedy's funeral by Vice-President Mulligan, and an appropriate floral tribute from our International Association was also sent as mute expression of our sympathy to the late Brother Kennedy's family.

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The Asbestos Worker

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Unemployment—the Problem and Some Proposed Remedies

THE extent of involuntary unemployment in the United States cannot be stated, for no adequate statistics on the subject have as yet been compiled. The uncertainty that prevails regarding the true nature of the employment market is indicated by the estimates made at the President's Conference on Unemployment, in 1921, which ranged from 2,000,000 to 6,000,000 unemployed persons.

Extent of the Evil

But enough is known of this evil to indicate its seriousness. A nation-wide survey of the United States Employment Service of the Department of Labor covering 182 industrial cities and centers in January, 1921, showed a little over 6,000,000 workers employed in the group of industries investigated, as compared with nearly 9,500,000 in 1920, thus recording a decline of 35.5 per cent. According to Dr. W. I. King, one out of every seven workers employed during the prosperous days of 1920 were out of jobs in 1921, while the total volume of employment, estimated in hours worked, declined about one-sixth.

Dr. Hornell Hart made one of the few long time studies of the trend of unemployment that have thus far been prepared. Taking the period from 1902 to 1917, he concluded that the number of unemployed in the urban centers of the United States during that period—excluding entirely agricultural labor for which there were no available data—was never less than 1,000,000. In 1914, a period of industrial depression, the minimum number of unemployed was 4,000,000, in May; the maximum 5,500,000, in December. Dr. Hart concludes that the average number unemployed during the whole period was nearly 2,500,000 workers.

Summarizing various estimates made by authorities on the subject up to 1924, Shelby Harrison of the Russell Sage Foundation concluded that, considering a long period of years and excluding extraordinary disturbances such as war and depressions caused by war, the amount of unemployment probably varied from 5 per cent in good years to upwards of 20 per cent in bad years and that, averaging good and bad years, at least from 10 per cent to 12 per cent of all workers were unemployed.

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Employment Trends Since 1914

It is to be regretted that, on a problem of such fundamental importance as this, we are left largely to unofficial estimates, and that the United States government is not continuously compiling exact information on this subject. To be sure, the United States Bureau of Labor Statistics does survey the changes in the index of employment. But this survey, the most comprehensive one we now possess, is based merely on reports from some 10,000 concerns in 54 manufacturing industries employing approximately 3,000,000 workers. Although this gives some indication of the trend of employment it does not measure absolutely the change in the volume of employment for a given population.

Obviously, business prosperity and depression affect the trend of employment, but this trend may also be affected by other factors. The growth of population, as determined by the birth rate and immigration, increases the supply of workers for whatever jobs are available. Improvements in the manufacturing process may decrease the demand for labor as well as lead to a greater productivity per employe. Reductions in the hours of labor may increase the number of jobs available as well as decrease the productivity per employe. On the other hand, the productivity per employe may increase under shorter hours.

Finally, an index based on reports from certain establishments in certain industries does not necessarily reflect what is happening elsewhere. New plants may come into existence and furnish more jobs and old plants may go out of business and decrease the number of jobs. As a result, an index based on reports from sample plants simply indicates the fluctuations taking place in those plants. However, in so far as these plants are affected by the same conditions as those not reporting they may indicate a trend of employment which is fairly representative of what is happening generally.

Conditions point to a new kind of unemployment — one which seems to be occasioned largely by technical progress rather than by cyclical changes which bring about industrial depression. Since the "population has been growing at the rate of approximately two per cent per year, if manufactures were to continue to employ the same percentage of the population as in 1919, one would expect to find about a million and a quarter more employes rather than between five and six hundred thousand less." Some of those displaced in the industries discussed probably found places in other industries, but the problem is to allocate them. Undoubtedly the building industry and the construction of highways have absorbed quite a number because of the expenditures for those purposes. Service trades, as in garages and filling stations, have absorbed some, but nobody knows how many.

This process of absorption evidently has not been sufficient to offset the displacement of workers by technical changes in equipment and process because employment agencies and charitable organizations report unusually large demands upon them.

The Labor Bureau, Inc., has made an estimate of the decrease in the average number employed between 1923 and 1927 as follows:

	Number employed (estimated)		Approximate
	1923	1927	Change
Mfg. Industries	8,778,156	7,768,668	—1,000,000
Railways (Class I)	1,880,000	1,774,000	—100,000
Coal Mines	862,536	787,150	—100,000
Farm Workers Moved to Town.			—1,000,000
Building Workers	1,415,975	1,701,248	+300,000
Total	12,936,667	12,031,066	—1,900,000

But a statement of the decrease in employment as represented by the decrease in the number on the payrolls does not include the total number of unemployed. Even in most prosperous years, it is estimated that we have a reserve of surplus labor totaling about 1,000,000 workers. The growth

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of population and the steady increase in the number of those of employable age is likely to make a still further contribution to the ranks of the unemployed. After making allowance for those who have found jobs in occupations which the above table does not cover, it is estimated that the number of unemployed is about 4,000,000.

Secretary Davis of the U. S. Department of Labor has stressed the seriousness of the problem confronting us in a rising production curve coupled with a falling employment curve. "Is automatic machinery, driven by limitless power, going to leave on our hands a state of chronic and increasing unemployment? Is the machine that turns out our wealth also to create poverty? Is it giving us a permanent jobless class? . . . The jobless and penniless man and his family are not proper consumers. They add little or nothing to that sum of national demand that makes business, and keeps the country at work.

Secretary of Commerce Hoover is quoted as saying, "There is, to my mind, no economic failure so terrible in its import as that of a country possessing a surplus of every necessity of life with numbers willing and anxious to work, deprived of those necessities. It simply cannot be if our moral and economic system is to survive."

Social and Ethical Effects

Statistics are dry and concerned merely with the ebb and flow of the employment of human beings in our industrial civilization. But mere figures do not tell the story of the far-reaching social as well as the psychological and moral bearing of unemployment. "Even more striking" (than figures), runs the report of the Wainwright Commission, "is the immediate effect of unemployment—the demoralization and degeneration of the workman who is out of a job. He walks the streets in search of work, hopeful at first but as time goes on becoming more and more discouraged. The odd jobs he picks up bring in an uncertain and very insufficient income. His whole life becomes unsteady. From undernourishment and constant anxiety his powers mental, moral and physical begin to degenerate. Soon he becomes unfit to work. Finally, he gives up in despair, his family is demoralized, pauperism and vagrancy result. In a large number of cases this is inevitable. The casual demand for labor brings into existence the casual worker. From being unable to get steady work a man becomes unable to do steady work—unreliable, inefficient, 'good-for-nothing.' During long periods of unemployment, good workmen degenerate into tramps. They become habituated to a life of idleness and uncertainty, so that when at last employment is once more to be had, they are unfit for continuous labor. The merely unemployed have become unemployable."

"The unemployed family," writes Professor Stuart A. Rice, "discounts the future. Fortunately or unfortunately there is generally paid employment still available for women when the work for men has ceased. The homekeeper goes out to toil. It is the children who suffer most from this expedient. In many cases they remain alone. . . . Very often they are placed in institutions. . . .

"The ill effects of unemployment are not confined to the period during which the worker is out of a job. They keep unfolding indefinitely after the wage earner has returned to work. Likewise, they long precede the actual lay-off. . . .

"The largest single factor in the physical and moral deterioration so often observed in an unemployed man is the damage done to his sense of upstanding self-importance within the group in which he moves. . . . Unless he is unusual in instincts of intelligence, the man who loses his job feels himself without 'status'; he is an outcast from the herd. He is 'not wanted' by society.

"A similar, though less explicit, injury is wrought upon the personality

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of the wife and mother. Humiliation of the family fortunes and the shabbiness they entail, the realization of her husband's failure, the indignity of tasks and makeshifts regarded as beneath her—these things are not soon to be wiped off her account with the world."

Shelby M. Harrison also calls attention to the "resentment on the part of the workers against an industrial situation in which insecurity and uncertainty of employment are possible. It is not only unemployment but the fear of unemployment—the knowledge that any job is uncertain and insecure, subject to the fluctuations of economic change—which are responsible for much of our present industrial unrest."

Professor Lescohier strikingly summarizes the effects of this evil:

"Unsteady employment attacks the worker's efficiency in so many ways that probably no one could enumerate them all. It undermines his physique, deadens his mind, weakens his ambition, destroys his capacity for continuous, sustained endeavor; induces a liking for idleness and self-indulgence; saps self-respect and the sense of responsibility; impairs technical skill; weakens nerve and will power; creates a tendency to blame others for his failure; saps his courage; prevents thrift and hope of family advancement; destroys a workman's feeling that he is taking good care of his family; sends him to work worried and underfed; plunges him into debt."

Because of these social results of unemployment and of its effects on the physical, mental and moral life of the individual the Social Service Commission of the Federal Council of Churches is urging earnest consideration and study by the churches in America of the following proposals for ameliorating unemployment, proposals which must be considered during periods of comparative prosperity, since experience has shown that society can not and will not deal adequately with the problem if it is not faced until an industrial crisis is upon us. The proposals group themselves into four divisions. They aim in general:

(1) To connect the unemployed with those desiring to employ workers.

(2) To ensure those who are unemployed some measure of financial assistance.

(3) To increase opportunities for employment during industrial crises.

(4) To stabilize industry, thus reducing the number of those thrown periodically on the unemployment market.

Employment Agencies

Shelby M. Harrison and his associates in the Russell Sage Foundation have written a volume on the employment agencies now existing in this country. This is the most impartial and comprehensive survey of this subject ever attempted. It shows that present-day employment agencies are unable in any large way to perform the task of connecting the available man power out of employment with the employer who is actually looking for workers. The survey maintains:

(a) That the want advertisement, one of the principal agencies for finding positions, is expensive; that it tends to induce the worker unduly to change his job, thus leading to a heavy turnover; that it causes him a serious waste of time; subjects him to "fake" advertising, and increases the bargaining power of the employer at the expense of the employed.

(b) That the bureaus operated by employers' associations, by trade unions, by social welfare and fraternal organizations, while performing a needed function, are individually and collectively inadequate when compared with the needs of the situation, and that some of them are open to serious objections.

(c) That fee-charging agencies cover only a limited field and are subject to a number of abuses. Frank B. Sargent, writing for the U. S. Bureau of Labor, summarizes the fraudulent methods alleged to have been practiced by certain of these agencies: After re-

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ceiving the fee, they fail to make an effort to find work for the applicant. They send an applicant where no work or unsatisfactory work exists and whence he is unable to return on account of the expense involved. They are in many instances in collusion with the employer, who agrees to discharge the new workman to give place to still another applicant, the agent and employer dividing the fee. They charge exorbitant fees and at times induce workers who have been placed to leave —pay another fee—and get a "better job."

"Other evils charged against the employment agents," runs this government report, "are the congregating of persons for gambling or other evil practices, collusion with keepers of immoral houses and the sending of women applicants to houses of prostitution."

On the whole, the employers interviewed in the study conducted by Mr. Harrison regarded the private professional and technical bureaus as reasonably efficient, though both employers and workers looked on the general labor agencies with indifference, suspicion or hostility. Fee-charging agencies, furthermore, "tend to limit themselves to the cream of the business and necessarily neglect that which is less profitable." They lack coordination, one with the other, and this results in waste for both employer and employe.

The Need for a Public Agency

Mr. Harrison and his associates conclude that "an employment system large enough to comprise our whole industrial situation is needed," and that the most substantial hope of such a system lies in the public bureaus. "In other words, since the non-public agencies taken together fall short of meeting the quantitative needs of employment contact-making, since they leave important fields untouched which in the public interest should be provided for, and they are not well adapted to the requirements either of impartiality or of service on a coordinated national scale, we are led to conclude that the development of a national system of public employment bureaus seems to offer the greatest immediate promise of meeting the unfilled and growing wants of industry and the community."

The Wainwright Commission of New York, after an exhaustive study here and abroad, urged the establishment of a "system of public employment offices" in New York State, on the ground that "much of that unemployment which is due to maladjustment—to the failure of demand and supply to find each other—can be eliminated by such a system." The Second Industrial Conference, called by President Wilson in 1920, recommended "a national system of unemployment exchanges, municipal, state and federal, which shall in effect create a national employment service."

A later Conference on Unemployment called by President Harding placed itself on record in favor of "an adequate permanent system of public employment offices," while Governor Smith's Reconstruction Commission of New York recommended a "state employment service looking toward an ultimate state monopoly in this field, excepting possibly a small number of union agencies and private agencies supplying service of a personal and professional character."

With the establishment of a national employment bureau, properly coordinated with state and local bureaus, we would probably obtain, for the first time in our history, statistics of a reliable nature in regard to the actual extent of unemployment in various trades and in various parts of the country. On the basis of these statistics the general problem of unemployment could be grappled with far more effectively than on the present basis of vague rumors, impressions and scattered investigations.

An efficient public employment service is therefore valuable in reducing the unemployment that exists as a re-

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sult of ignorance of the demand for labor. The establishment of these bureaus cannot, however, by any stretch of the imagination be regarded as an adequate solution of the problem of unemployment.

Easing the Burden of Unemployment
Unemployment Insurance

It is generally acknowledged that, on account of seasonal occupations and recurring periods of depression, as well as other maladjustments of our economic structure, we are likely to have many thousands out of work for years to come, despite a system which would find jobs for those out of work. Recognizing this fact, many efforts have been made to provide financial aid to those involuntarily unemployed. This aid has been extended largely under the form of unemployment insurance—insurance provided by the community, by trade unions, and by the plant or the industry. All forms of such insurance are based upon the gradually increasing belief that unemployment is not to any considerable extent a matter of personal responsibility but a social phenomenon; that "as a problem it cannot be met by throwing the burden on those who happen to be unfortunate enough to be out of work" and that those who suffer from the risk of unemployment should combine in some way for mutual protection.

The most illuminating example of unemployment insurance conducted by the community is that of England, carried on without interruption since 1911. The first step in the program of insurance in England was the organization in 1910 of a national system of unemployment exchanges. This was followed by a system of compulsory national insurance in 1911, a scheme which, the next year, covered more than 2,000,000 workers, and eight years later extended practically to the whole industrial population of England—to about 12,000,000 men and women. The benefits have been small, amounting to from one-fourth to one-fifth of the average weekly wages of men and women in England. They have at times been supplemented by funds from trade unions, benefit societies, individual employers and industrial councils, and the acts have contained provisions encouraging such agencies to supplement the benefits received from the insurance fund.

The contributions to the insurance fund have come from three sources—the employer, the employe and the state. The share of the state has varied from one-fourth to one-fifth of the total contributions, in addition to out-of-work donations and the administrative costs. The contributions of the workers have probably been less than 1 per cent of their average earnings, and of the employers, a little more than 1 per cent of their wages bill. A worker out of a job is adjudged unemployed under the act unless he has lost employment through misconduct, has voluntarily left his employment without just cause, or has refused to accept suitable employment. He is not disqualified from benefit if he has declined an offer of employment where a trades dispute exists, or under conditions less favorable than he habitually obtained in his ordinary employment. The germ of the idea of preventive insurance was contained in the 1920 Act which permitted industries with a comparatively low rate of unemployment to undertake a special plan of unemployment insurance.

A feature of the plan is the public employment exchange, designed to decrease the period of waiting between jobs, to assist the less organized workers to find jobs, to enable the government to measure the volume of unemployment, and to operate the scheme of compulsory insurance.

The experience of England with compulsory unemployment insurance seems to show that the plan is workable. Unemployment can be defined, and fraud and evasion largely eliminated. "The benefits, to be sure, have been small—but conditions in England doubtless have been considerably

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better than they would have been in the absence of insurance. Workmen, moreover, who have received unemployment benefit have been made aware of the difference between insurance benefits and Poor Law relief. The opposition to compulsory state insurance that characterized the debates preceding the adoption of the Act of 1911 has in large measure subsided. Little is now said of paternalism and of unwarranted state interference with private enterprise. The terms of the criticism are not to any considerable extent concerned with general opposition to state insurance but rather with opposition to particular features of the system and to the pauperizing effects of the Poor Law grants, which are operated by the Boards of Guardians and are entirely separate from the unemployment insurance. However, unemployment insurance, Poor Law grants, old age pensions, and health insurance are more or less associated in the public mind of the United States to the disadvantage of unemployment insurance. With all of its possible shortcomings, it is probably no exaggeration to conclude that compulsory insurance against unemployment has become a permanent feature of English economic life." In Germany, Italy, Austria, Czechoslovakia, and Russia also unemployment benefits are provided by compulsory state insurance plans, while in Belgium, Denmark, France, Norway and other countries of Europe, unemployment benefits are paid by trade unions, and subsidies are received from the state. The new German law, which went into effect October 1, 1927, insures 17,000,000 workers by a system in which the entire cost falls upon the industries through payments by employers and employes. The insurance is compulsory as in Great Britain.

There have been several other forms of unemployment insurance abroad. Among them is the "Ghent system," whereby cities put at the disposal of certain qualified organizations fixed sums of money to be used by them in the dispensation of unemployment relief. This form exists to some extent in Belgium, Denmark, Holland, Norway, and Switzerland. The main disadvantage of this system has been that it does not reach more than a small number of the unorganized workers.

Another expedient is "plant" insurance, organized on the basis of an industrial plant or a group of plants. The Rowntree and Cadbury Brothers experiments, supplementing the insurance paid by the state, have been most noteworthy. In the Rowntree plan, the fund is administered entirely by the workers.

Unemployment Insurance in the Clothing Industry

In the United States the most significant unemployment insurance plans have been those found in the clothing industry. In June, 1921, an agreement was entered into between the Cleveland Joint Board of the International Ladies' Garment Workers and the Cleveland Garment Manufacturers' Association whereby the Association guaranteed a minimum period of employment for each regular worker—about 4,000 in number—with compensation for all unemployment above the allowed maximum. In return for this guarantee, the workers agreed to certain production standards. Under the present provisions, all regular employes are guaranteed 40 weeks employment per year. Probationary workers and "casuals" are excluded. The latter include those hired not more than 4 weeks in each of the two busy seasons. Nor do workers who have voluntarily quit their employment, or who are discharged for cause, share in the provisions of the agreement. If the worker fails to secure work for the 40-week period, he is entitled to 50 per cent of his minimum wage for the unemployed portion, payment commencing after 12 weeks of unemployment, or their equivalent. The employer contributes to the fund every week a percentage of the total

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direct labor payroll of the plant. The workers do not contribute to the fund. Each employer receives back at the end of the year any amount not used to pay unemployment benefits to his employes. It is claimed that this system furnishes an incentive for the reduction of unemployment; that it gives a competitive advantage to the efficient employer and that it has actually reduced unemployment. In the six months period of 1921, 34 per cent of the total funds paid in was used to pay benefits, while 66 per cent was returned to the employers. In 1922, only 21 per cent was distributed and 79 per cent returned. In 1923, a good year, 87 per cent reverted to the employers. Those unemployed are allowed to accept temporary employment elsewhere without prejudice to their unemployment fees. If any disagreement arises, the case is first brought up before the employer or his representative and the worker or his agent. If it is not settled, it is then referred to the managers of the Association and the Union, and, if necessary, to the Impartial Chairman of the industry. The cost of administration is borne equally by the Association and the Union.

Differing widely from the Cleveland plan is that of the Amalgamated Clothing Workers of Chicago, employed in the men's garment industry. This is the most extensive unemployment plan established in this country, including, as it does, in its scope no less than 35,000 workers.

(1) In the Chicago plan, both workers and employers contribute to the unemployment fund—the employers, 1½ per cent of their payroll; the workers, 1½ per cent of their weekly earnings. (2) There is no guaranteed period of employment, but compensation is given for all unemployed time up to a maximum of five weeks a year. (3) Funds are not returned periodically to the employers, but unused sums are kept for distribution as unemployment insurance.

The plan provides for the formation of a board of trustees which receives from the employer the latter's contributions together with the worker's share which is withheld from his wages. The benefits paid from the fund amount to 40 per cent of a worker's full-time wages, but not to exceed $20 a week. Workers not employed on full time may not be credited with wages and benefits of more than $50 in any one week. "Short time" is regarded as unemployment only when the idle time is in excess of 4 hours a week. A worker must be without work for 44 hours before his unemployment benefit commences. Every hour of overtime offsets one hour of unemployment.

Only those workers who have been in the union for one year and who have regularly contributed to the unemployment fund while at work are eligible for the benefits. Professor John R. Commons is president of the board of trustees of the unemployment fund. Several other unions have likewise established funds.

Other industries in which unemployment insurance funds have been established by unions and employers are the cloak and suit industry in New York City, the dress industry in New York City, the cloth hat and cap industry in New York City and St. Paul, Minn., the lace industry in Kingston, N. Y., and the lace industry in Scranton, Pa.

Two unions, the Diamond Workers and the Siderographers, provide unemployment insurance, and the United Wall Paper Crafts have an agreement with their employers which guarantees 50 weeks employment, or 45 weeks at full pay and 5 weeks at half pay.

Discussing the relative advantages of the system of guaranteed employment and the straight unemployment insurance plan, the Labor Bureau, Inc., which outlined the report submitted to District No. 2 of the United Mine Workers, maintains that, while the former has appeared to work well in Cleveland, "a chaotic industry like

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bituminous coal will certainly be on safer grounds if it establishes straight unemployment insurance as an immediate measure while keeping in mind the ultimate goal of lengthening the actual period of employment through fundamental reconstruction of the industry rather than through an artificial guarantee which may well be either unenforceable or unavailing."

While there are no systems of compulsory insurance in existence in the United States, several bills have been introduced looking toward unemployment insurance in the national and state legislatures. These states are Connecticut, Massachusetts, Minnesota, New York, Pennsylvania and Wisconsin.

The most serious proposal was the Huber bill in Wisconsin, drafted by Professor Commons. The bill was defeated but it attracted wide attention. It covered most of the employes in the state. The cost of compensation was assessed entirely against the employers—the workers and the state contributing nothing. The liability for any worker rested upon his last employer prior to the period of unemployment. To receive insurance the worker must show that he was employed in the state for a half year; continuously unemployed within the provisions of the statute, capable and willing to work, but unable to find suitable employment. Among those disqualified, as under other systems, were those who had voluntarily quit their jobs without reasonable cause, who had become unemployed through strike or lockout, or who had become inmates of a prison, workhouse or other institution. Benefits were fixed at $1.00 to $1.50 per day for adults and one-half for minors between 16 and 18. These rates could be changed by the State Industrial Commission in accordance with changes in the cost of living. The total benefits could not exceed one week for every four employed or 13 weeks for the year. A worker must be out of employment 3 days before unemployment was considered to have commenced. Several bills have at one time or another been introduced at Washington for a federal system of unemployment insurance. While these have obtained the endorsement of such organizations as the American Association for Labor Legislation, they have been opposed by the American Federation of Labor on the ground that the workers should look to the trade unions rather than to the state for the improvement of their condition.

The Development of Public Works

A third plan suggested for dealing with the problem of unemployment—the first two related to employment exchanges and unemployment benefits, respectively—is that of creating work for the unemployed, largely through the construction of public works.

Assuming that every private plant has done its part in stabilizing production, as Otto T. Mallery, member of the Pennsylvania State Industrial Board, brings out, a considerable fluctuation in employment will remain and "government—federal, state and municipal—would obviously increase the value of its services to the public, could it absorb a part of this fluctuation by conscious expansion and contraction of its public works at specific times and in reverse direction to the flow of private industry."

There is much public work that could be planned in such a way as materially to reduce unemployment in times of crisis. It includes the building of roads, the improvement of rivers and harbors, the erection of lighthouses, the conservation of forests, the cutting through of trails in the national forests, flood control, irrigation, the erection of public buildings such as post offices, court houses, hospitals, departmental buildings and schools, and the development of such unusual projects as the Boulder Canyon power dam in Arizona.

Construction of this character in periods of depression would, it is con-

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tended, greatly decrease the number of the unemployed, decrease the necessary appropriations for poor relief and for the more remote by-products of poverty, increase the purchasing power of the wage earner, and thus stimulate food, clothing, railroad and other lines of industry. Furthermore, the cost to the public of materials, capital and labor during periods of depression is likely to be somewhat less than during better times.

A proposal of this nature for relieving the unemployment situation would, of course, involve long-term planning. A clause could be inserted in the ordinary appropriation bills for the building of public roads, for instance, reserving a certain part of the appropriation—say 20 per cent—for expenditure only at such times as the President, Governor or Mayor should find a period of national unemployment and industrial depression to exist. Or a bond issue could be voted, to be sold only during a period of unemployment. Plans should be made before the country is confronted with a period of depression, according to Mr. Mallery, otherwise months are likely to be wasted before any effective action is taken. When unemployment becomes acute, relief is likely to be haphazard in its nature and little effective coordination between local, state and federal authorities can be expected.

During the crisis of 1921, Senator Kenyon sought to carry out the recommendations of the President's Conference on Unemployment by the introduction of a bill, the stated object of which was to prepare for future cyclical periods of depression and unemployment by systems of public works. It authorized all public works agencies to make advance engineering plans and to keep them up to date, so as to permit of immediate construction during times of crisis. Congress could then decide which of the possible public works should be started. It provided for the monthly publication of statistical data on production, trade, and commerce, thus giving to the country a picture of the health of industry, and providing a guide to federal, state and city governments in determining where public works should be expanded and contracted.

The final clause gave to the President power to expedite or retard public works in accordance with general business conditions, in the event that Congress had not stipulated otherwise. Among the advocates of the Kenyon bill were the President's Conference on Unemployment, the Federated American Engineering Societies, the American Federation of Labor, the Associated General Contractors of America and the American Association for Labor Legislation. It was favorably reported by the Committee on Education and Labor, but was defeated partly through Congressional fear of too much power to the Executive.

In the crisis of 1921-22, as a result of the recommendation of the President's Conference, American cities, according to Mr. Mallery, "made the greatest effort on record to expand public works during an unemployment period." The mayors of 125 cities with a population of 25,500,000 reported to the Conference that public works were being energetically pushed. In Baltimore, for instance, about one-half of the registered unemployed were given jobs by city departments. "The volume of public works exceeded any year since 1914 in paving, sewers, and school buildings; in the laying of water pipes all records were broken; work was done as economically as heretofore by regular forces. In Lynchburg (Va.) more public work was done than in five years preceding. In another city (Fitchburg, Mass.) in all lines public works of 1921 were double those of 1920." And yet the relief that cities alone were able to give was inadequate. This remedy will probably be given increasing attention as the years go on.

Many economists and business men have long urged this method of alleviating the unemployed problem, while

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the National Unemployment League (190 Montague Street, Brooklyn) has recently been established for the express purpose of educating public opinion along these lines.

In recognition that unemployment is assuming significant proportions a bill has been introduced in Congress appropriating $150,000,000 for public works, including rural post roads, river and harbor improvements, flood control, and public buildings outside of the District of Columbia. Work under this would be authorized and undertaken when it is apparent that a marked decrease of employment is under way in the construction industry of the United States. It is thought that such public works would absorb many workers who lose their jobs as the result of a depression. Such public works also stimulate the production of building materials and provide work for employes in many industries.

The bill sponsored by the National Unemployment League provides for the establishment of a federal unemployment commission which would investigate the need for public works in the various states and prepare preliminary plans which would be available when Congress should declare that an unemployment emergency exists.

States and cities can also provide a vast amount of work by undertaking construction projects at this time. The State of New York has appropriated $37,000,000 for roads, buildings and other projects.

Stabilizing Industry

We have briefly considered three general proposals for the relief of the recurring evil of unemployment. These proposals include the establishment of a comprehensive system of public employment agencies which will bring the workers in touch with available jobs; the relief of the worker while he is unemployed through unemployment funds and unemployment insurance, and the actual employment of the unemployed through the device of [illegible] public works.

The fourth group of suggestions for the alleviation of this problem concerns itself with the stabilization of industry, to the end that the period of intense activity on the one hand and of widespread depression and unemployment, on the other, may be avoided within particular industrial plans and within industry as a whole.

A number of firms have thus far done something through careful planning toward the steadying of their businesses.

"During the recent depression," writes Sanford E. Thompson, of the Thompson and Lichtner Company, Engineers, "a few manufacturing concerns in nearly all industries maintained almost normal production and employment. This exceptional condition in a few cases may have been due to fortunate conditions, but in general the avoidance of appreciable losses and the maintenance of nearly constant employment can be traced to a definite policy adhered to on the rising as well as on the falling market—a policy based on keen study of the situation and, in a few cases, on scientific analysis of production and of market and banking conditions. Coupled with this, and as an essential feature of it, we find good financial and labor management making for economical production and extensive sales."

In detail, most successful firms gathered careful statistics regarding production, costs, new orders, etc., and made practical application to purchases, manufacturing and sales. They conserved their assets during prosperous times. They adhered closely to a budget prepared for the year and broken up into months. They kept the volume of goods produced in proper relation to the new orders received. They refused to take part in the orgy of purchases during the period of inflation preceding the crash. They avoided excessive sales that invited cancellation of orders. They gave more consideration than their competitors to

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the interests of the consumer and of the wage earner.

When the period of depression was upon them, they did their best to liquidate their inventories quickly, to adjust their prices to replacement values, reduce the costs of manufacture, improve the quality, so as to enhance the demand, develop the plant and organization for future business, utilize the profits made during good times for payments to out-of-work employes, and adopt a scientific selling system.

According to Dr. N. I. Stone, formerly general manager of the Hickey-Freeman Company, somewhat similar measures to lessen seasonal fluctuations and avoid unemployment are being taken by a few leaders in such highly seasonal industries as that of clothing. The social evils of seasonal work are well known.

The firms seeking to avoid these evils, according to Dr. Stone and Mr. Thompson, chief among them the Dennison Manufacturing Company, have followed these rules:

They have planned their production well in advance.

They have manufactured for stock during quiet times.

They have developed one or more staple articles on which the plant could be kept busy between seasons.

They have induced customers to place their orders and to accept deliveries well in advance of the season.

They have transferred surplus help from one occupation to another or from one department to another.

In addition they have sought to develop special excellence in their products, to produce a different line of goods for different seasons and to reduce prices at strategic intervals. Unfortunately the firms that have consciously been working along these lines constitute but an infinitesimal number in comparison with the firms which accept the seasonal character of their industry as inescapable.

A number of social devices are also being urged by economists for the stabilization of industry, the lessening of the severity of economic crises and the consequent lessening of unemployment.

Professor John R. Commons thus describes the course of the business cycle, with its period of inflation and deflation, of prosperity and adversity. The period of depression is over. The demand for goods increases. "Prices rise, wages rise; profits swell; everybody is confident and overconfident; speculation overreaches itself; the future looks more assuring than it is; too many buildings and factories are constructed; then the inevitable collapse. Hundreds of thousands of workingmen are laid off. Business establishments go into bankruptcy and liquidation. The credit system breaks down. Then the cycle repeats itself."

The devices for flattening somewhat the curve of the business cycle include, among other things, the control of bank credits. Professor Thomas S. Adams, of Yale, sets forth a number of suggestions.

(1) That discount rates of the Federal Reserve Banks be sharply raised, regardless of reserve ratios, when the capital and labor of the country are fully employed and when the giving of additional credit would lead merely to fruitless speculation and not to increased production for which there was an effective demand. Many of the worst periods of economic depression have followed unnatural booms in business, based on vague hopes of increasing sales. These booms were made possible by the free extension of credit to speculators. The raising of discount rates by the Federal Reserve would, it is urged, tend to discourage too great an amount of borrowing.

(2) That the legal reserve requirements against federal reserve notes and deposits be raised, since the present ratios are misleading guides of a sound credit policy.

On the ground that the increase of rates by the Federal Reserve "fails to repress the speculator feverishly bent on anticipating an expected jump in prices," there have been a number of

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further suggestions for decentralized credit control or what has been called "selective credit." The suggestion of O. M. W. Sprague is that "commercial banks generally should insist upon an improving ratio between current assets and liabilities during periods of active business and large profits." In general the opposite condition has characterized past practice. Professor Adams maintains that the effectiveness of this proposal would depend largely on the success the economists of the country have in determining the approximate duration of the prosperity phase of the business cycle.

Professor Adams concludes that a complete survey of financial devices for mitigating industrial crises would include an examination of various plans for stabilizing the purchasing power of the dollar, including that of Professor Irving Fisher of Yale University—namely the adjusting of the amount or of the weight of the gold bullion in the dollar as the average price level goes up and down.

"There is no simple device," Professor Adams adds, "which it is reasonable to insist shall be employed by business men or by bankers. As we approach the crest of a boom in any particular trade or industry, it is desirable that buying and commitments should be reduced, and that to this end credit accommodation to that trade or industry should be restricted. Such action, to business man and banker, represents not only their self-interest, but their public obligation." But "the ways and means of controlling credit—financial devices, in short—are thus subordinate to knowledge of the cycle."

The economist, John A. Hobson, while agreeing that checks, such as those pointed out above, can have their effect in lessening economic crises and therefore unemployment, nevertheless contends that these checks "are made less effective by the existence of an improperly digested surplus in the economic system, and only operate after much waste of productive power has taken place."

Under present conditions, he contends, we find on the one hand a very considerable amount of underconsumption due to the poverty of the masses, and a very considerable amount of oversaving due to the accumulation of surplus wealth in the hands of the minority.

The saving by the wealthy of a large part of their income—since many find it difficult to spend any considerable amount of the rent, profit and interest received—means the injection into the industrial system of a larger quantity of new forms of capital than are economically needed to maintain the future supply of commodities at a rate commensurate with consumption. "The endeavor to use this excessive capital to produce commodities results in that congestion of the system which is the immediate cause of trade depression and of unemployment."

Other Factors

On the other hand, a more equitable distribution of wealth is necessary, Mr. Hobson contends, if we are ever completely to remove the evil of unemployment.

Professor Gordon S. Watkins of the University of Illinois writes in similar vein:

"Inequalities in the distribution of wealth and income mean that the great mass of the population is deprived of purchasing power, while a minority have more of such power than they can use and must invest their surplus in productive enterprises. This results in further concentration of wealth and greater disparities in the distribution of incomes. A few live in affluence, while the many are inadequately fed, poorly clothed, badly housed, and uneducated. In view of such disparity it is idle to speak of overproduction as the cause of unemployment; rather it is the lack of buying power on the part of the majority of the population. The home market remains undeveloped

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so long as many people are unable financially to purchase the bare necessities, to say nothing of the reasonable comforts of life. An impoverished population is a poor trade asset; the relative inability of the wage-earning classes to buy is a direct cause of the discounting of the home market and the resulting unemployment. It is well to remember that not only lack of purchasing power curtails demand for the products of industry and causes unemployment, but also that unemployment in turn decreases further the ability to purchase and the necessity for production. Unemployment in basic industries soon slows up production in less essential industries such as the manufacture of automobiles, and the wave of unemployment spreads."

It might also be added that the comparatively high wages and comparatively slight wage reductions during the last few years in America have probably had a real effect in lengthening the last period of comparative prosperity in this country by assisting in keeping up purchasing power.

In any study of remedies for unemployment, furthermore, serious consideration should be given to the effect of the elimination of child labor, of the restriction of women's labor and of night work, and of the shortening of the working week on the regularization of employment. In many instances the employment of children in the mills and the mines has meant the definite displacement from remunerative occupations of men and women, and the pathetic situation has been created of the father of the family unable to find employment, while the children, who should be at school, were laboring in the mills to earn enough to keep the family out of want.

By the American Association for Labor Legislation

What is obviously needed now is constructive action that will help to lessen the severity and the frequency of unemployment crises in the future as well as bring relief in the present situation. To this end the American Association for Labor Legislation is advancing a program of measures for public action which has been tested out through two previous periods of industrial depression. These standard recommendations for the relief and prevention of unemployment represent the mature conclusions of more than 300 organizations and individuals in close touch with unemployment problems in 115 different communities throughout the country. They point out what should be avoided as well as what should be done.

Relief measures include community organization in advance of acute need, with a "mayor's committee" or similar body, representative of all groups concerned, and with effective coordination of existing public and private agencies; avoidance of bread lines, soup kitchens, money gifts or other indiscriminate giving of charitable relief; part-time work at standard rates, and expansion of necessary public works.

Preventive measures recommended include adequate provisions for federal, state and city employment services and regulation of private, fee-charging agencies; long-range advance planning of public works by city, state and federal government; the stabilization of industry, and some form of unemployment insurance.

From many sources evidence is coming of an appreciation of the importance of taking steps to deal with unemployment.

The fellow who is always telling what he'd do if he were a boss, never becomes a boss.

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Union Crafts to Build a Monument to H. W. Steinbiss

WITH the fifth anniversary of his death near at hand a movement, launched less than four months ago, to honor the memory of Herman W. Steinbiss, father of the eight-hour working day here, has taken concrete form and before the close of next year a monument will be erected in St. Louis and dedicated to the city's most illustrious pioneer in organized labor.

Steinbiss' fame as father of the eight-hour day ranks on a par with his celebrity as the organizer of the Building Trades Council of St. Louis and Vicinity, which today has more than 18,000 members.

To Maurice J. Cassidy, secretary of the Building Trades Union, goes the credit for launching the movement to erect a Steinbiss memorial. It was at a meeting of the council on December 27, last, that he offered the proposition for consideration. It met with instant approval and a resolution to launch a campaign for funds was introduced and passed unanimously.

Opportunity for raising the $8,000 required for the memorial has been given through the Building Materials Show. Tickets have been issued to 30,000 men, members of the Building Trades Union and other union craftsmen of the city and its trade territory. Money thus obtained will meet the major portion of the expenses of erecting the memorial, Cassidy states. The fund is to receive 50 per cent of the advance ticket sales.

It was first suggested that the monument be placed in one of the city's parks, but Cassidy and other members of the council considered a downtown location preferable. The Memorial Plaza, construction on which will start soon, offers an ideal location, Cassidy states, and the council will apply for a small reservation there. The application will be made to the City Plan Commission soon after the Building Materials Show closes.

A design of the monument has been completed by Jesse L. Bowling, architect, with offices in the Arcade Building. While the Building Trades Council has not yet acted officially on all details of the design submitted, Bowling today described the general features of the memorial as follows:

It will be of white stone or red granite on a base 18 feet square. The design will be modernistic, having four indentions or recesses quite similar to the present-day trend in skyscraper construction. Its height will be 25 feet from the ground to the top of the central slab. From the top of the center slab, extending downward about 12 feet, will be a group design in relief work which will depict modern building. On the face of the monument will be a bronze plaque with a bust likeness of Steinbiss slightly larger than life size. Inscriptions carved into the stone will be devoted chiefly to a biographical sketch of Steinbiss.

A native of Aschersleben, Germany, Steinbiss was born September 4, 1853. While still in the fatherland, he served an apprenticeship as a fresco painter and came to America in July, 1870. In November, 1870, he enlisted in the United States Army and was assigned to duty with Company K of the Thirteenth Infantry. He was honorably discharged in October, 1876. He afterwards followed his profession of fresco painting alternately in Memphis and Chicago, until 1877, when his love for military life prompted his re-enlistment in the army.

In August, 1878, Steinbiss secured

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a furlough and hastened to Holly Springs, Miss., owing to the fact that his wife's parents and other relatives had succumbed to yellow fever. After securing his second honorable discharge from the United States service, he took charge of the pottery works which had belonged to his wife's father, until her brother in-law could assume the management. Steinbiss then again took up the work of fresco painting, which he has followed at diffrent times at Memphis and St. Louis, locating permanently here in 1883.

He held the position of president and secretary in both the Journeyman Painter Union, No. 1, and the Fresco Painters' Union, No. 23.

In 1893 he was elected business agent of the Painters' Union and the following year succeeded in bringing the different factions of painters together under an executive board and was elected business agent for all the painters' unions in the city. He unionized every paint shop in the city during his term of office, and at the same time secured the friendship and esteem of employers by his conservative tactics and just methods.

In 1894, as chairman of the organizing committee of the building trades, Steinbiss organized the Building Trades Council on business lines and was elected its first secretary and business manager. So successful became the council that its reputation spread through the traveling members, with the result that building trade councils were organized on similar lines through the country by correspondence. He was also sponsor of eight-hour day and caused it to be put in effect in St. Louis.

Steinbiss was married November 9, 1876, to Miss Mabel Knabel of Holly Springs, Miss. He died April 27, 1923. Two children survive him.

A COMMITTEE of 53 members has been appointed by the National Civic Federation to make a study of the causes of industrial unrest. It is composed of representatives of industrial concerns, railroads, utility companies, banks, chambers of commerce, merchants' associations, and organized labor. The questions to be considered are:

"Should the Sherman Anti-Trust Act, the Clayton and similar laws be repealed, amended or left intact?

"Should the courts be prohibited from issuing against the unions injunctions which have upset what labor believes to be its constitutional rights?

"Assuming that the employer has a right to refuse to employ a man because he belongs to a trade union, can this apply with equal force to his belonging to a certain church or lodge, and should such employment contracts be protected by law or are they contrary to public policy?

"Assuming that the employer has the legal right to organize a company union, is there any practical method whereby the trade union may cope with this new and powerful opponent?"

THE man who guesses that he can knock another man down is making a rough estimate.

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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

The Unemployment Situation and the Answer

MANY are the reasons given for the causes of the present unemployment conditions, foremost among them are the coming Presidential election, the increased number of machine made products which displaces hand workers, the large numbers of underpaid workers (unorganized) who cannot afford to purchase the necessities of life creating a buyers strike and overstocked shelves.

The cure for unemployment is being given a great deal of time and attention, many remedies being suggested. The writer attended an all day unemployment conference recently at which economists, industrialists, politicians, churchmen and workers exchanged views as to the causes and cures surrounding the unemployment problem, everybody was in accord with the sentiment that unemployment constitutes the gravest evil existing today and that it affected the political, religious and family life of all our people in one way or another.

Out of all the discussion and surveys, the trade unionist finally unearths the fact, that the only and best remedy to adopt is the policies, program, and principles that have been enunciated year after year by the American Federation of Labor and its affiliated organizations, and that have been ignored and combatted by the uninformed non-member of a trade union and employers of labor who are too clever and wily to admit the truth, so clearly apparent in the comparisons made by the numerous surveys that show that workers joined together in trade unions have steadily forged ahead in earnings, have

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met industrial changes affecting their working conditions by collective bargaining, and are demanding and insisting upon progressive policies to compete with the introduction of automatic machinery, and other changes that go with our modern modes today.

The answer to low wages, poor working conditions, unemployment, and all of the evils and hardships that confront the workers of today is the same as it was when the slogan of the labor movement was adopted, AGITATE, EDUCATE AND ORGANIZE, we have the opportunity and will to overcome our own troubles, and the quicker the underpaid and unrepresented workers realize that they are not only holding themselves back, but are making the burden a heavier one for the trade unionists to carry, the quicker will we be able to present in no uncertain terms the cure for the generally accepted unemployment evils, that causes so much misery, crime and disgruntled citizens.

THE EDITOR

IN a period of considerable unemployment such as the present the full significance of a restrictive immigration law becomes evident. If the immigrants were coming at the rate of 1,000,000 per year, as they did in the past, and adding to the ranks of those unemployed, we should have been conscious before this of the public burden which unemployment causes.

That immigration is still a large factor in the situation, however, is shown by federal government figures. Between 1920 and 1927, 3,710,359 immigrants were admitted and 1,014,393 departed, leaving a net addition to the population of 2,695,966. This number forms a considerable portion of the 3,000,000 or 4,000,000 estimated as unemployed. To what extent immigrants have displaced American workers or are unemployed is not known.

Under the existing law immigrants are admitted at the rate of 164,867 per year until July 1, 1928. Recently, President Coolidge submitted to Congress revised quotas which would admit 153,685 per year. In a time of unemployment, even this number adds considerably to the burden, particularly in view of the fact that we have no system of employment exchanges for placing the jobless, even if work were available.

Of the 2,695,966 net immigration between 1920 and 1927, 1,030,466 or 45.8 per cent consisted of immigrants from Canada and Mexico. Bills have been introduced in Congress to restrict immigration from Mexico, but these bills are opposed by farmers and ranchers of Texas, California, and Wyoming. This is a striking illustration of the way those having a particular interest at stake can favor a policy which is economically against the interest of the country as a whole, when multitudes already here are desiring work and cannot find jobs. It also illustrates the need for a placement service which will connect those who have jobs with those who want them.

There are, of course, other considerations than the economic entering into immigration policy, but none that are more important.

Wifey John, there is someone in the pantry and I've just made a pie.
Hubby -Well, it's all right with me as long as he don't die in the house.

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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. 3, Cleveland, Ohio

Dear Sir and Brother:

Local Union No. 3 has succeeded in reaching an agreement with its employers for the next two years, and we are pleased to report that we are one of the very few in this city who received an increase, which we feel we are entitled to.

The rate for the next two years will be $1.37½ per hour, and it required several conferences and a great deal of work to arrive at this successful conclusion.

A great deal of credit is due the Building Trades Council of Cleveland for our success in dealing with our employers, and I desire to give them the thanks of our Local for their needed assistance.

Our working rules for the next two years will be the same as formerly and if work opens up as has been promised we should have our quota of work without any dispute between the workers and the employers.

With all of this so promising to report, I must state that never has work been as dull as it is at present for Asbestos Workers, and I can say that at this writing practically all of our members are idle, and I will be glad to notify you when work opens up here.

The building program for Cleveland is big for this year, but up to this time little building operation has been started. Many put the blame on the weather, and I hope that this is all that is preventing work from going on.

I trust that other localities are in better shape in so far as work is concerned, and that they have been as successful with their agreements as we have been.

Fraternally yours,

ALBERT DALTON, *Business Representative*

Local No. 18, Indianapolis, Indiana

Dear Sir and Brother:

Am writing these lines which I would like printed in the next Journal to express our appreciation of our International Vice-President Hugh Mulligan's efforts, who, at the expiration of our verbal agreement brought about by him on his visit here October 27, 1927, has signed the shops with an International agreement for a period of two years including an increase of 07½c each year, making our scale April 1, 1928, to March 31, 1929, $1.25 per hour. April 1, 1929, to March 31, 1930, $1.32½ per hour for mechanics.

For improvers April 1, 1928, to March 31, 1929, first year 58½ cents per hour, second year 69½ cents per hour, third year 80 cents per hour.

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For improvers April 1, 1929, to March 31, 1930, first year 62 cents per hour, second year 74 cents per hour, third year 85 cents per hour.

The entire local cheers Brother Mulligan and appreciate the splendid advice he gave us at our meeting.

Hoping you will get this in the next Journal.

Fraternally yours,

WILLIAM FEHER, *Business Agent.*

Local No. 25, Detroit, Michigan

Dear Sir and Brother:

I have been asked many times by the younger members of Local No. 25, how we came to organize, and for the benefit of all I will tell them, if you think it worth while printing in the Journal.

It was in the spring, April 20, 1911, we were all working for Johns-Manville, all the boys had been out of town, with a ten hour day and expenses. They came back to town with plenty of Jack and "rarin" to organize. Big Ted and myself were left in Detroit to pick up the odds and ends that were left; we had a good week, two days six ($6.00) dollars, two dollars and fifteen cents ($2.15) out, that for the charter, and three bones ($3.00) for a room left eighty-five cents (0.85) cash on hand, and no work in sight, but thanks to old corner saloon free lunch we pulled through.

Well, we got our charter and held our first meeting. A big fellow, I think his name was Murphy, he represented the Ironworkers, got us going. He acted as President. I remember he had a large chew of Climax and could spit down past the fifth row of chairs. James Lynn was elected President, and the dues arranged at fifty cents a month, that was twenty-five cents too high for those days, the members couldn't pay so that we had to pass the hat to get the hall rent.

The charter members are all well and alive as you will see as you read on. James Lynn, sole proprietor of a large chicken dairy in Texas, doing famous. Arthur Stergoen they tell me owns one of the finest orange groves in California. George Martins doing fine in the real estate business, if you want to see George, in the summer go to Navin Field. Ted Schrader, member of a large fitting and plumbing concern and a popular figure of the golf links. Nate Medcalf still with the old Manville shop and several side lines that brings in a nice piece of change weekly. Frank Green not as good, so he said, too much trouble with the Federals. Ed. McGrath is homesteading just outside the city limits, some of us farmers that are in the hog raising business are having trouble selling our pigs before they go blind.

Fraternally yours,

ED. McGRATH.

Local No. 30, Syracuse, New York

Dear Sir and Brother:

We have been for the past several years trying to sign up our only non-union shop in this city.

On Friday, March 20th, President Mullaney was here and had a conference with this shop, at which time we signed them up.

We wish to thank our President for having settled this matter for us.

Please publish in the Journal.

Fraternally yours,

JAMES MORSE, *Secretary.*

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BROTHER MICHAEL AHEARN
Local No. 12

Whereas, It has pleased the Almighty to remove from our midst our esteemed Brother Michael Ahearn, and

Whereas, We mourn the loss of one who in life was a true friend and a credit to his Organization,

BE IT RESOLVED: That the members of Local No. 12, Asbesto-Workers of New York, keenly feeling their loss, hereby tender to the bereaved family their heartfelt sympathy and condolence in your hour of bereavement, and be it further

RESOLVED: That these resolutions be spread upon the minutes of this meeting and a copy sent to the Editor of the Journal for publication in same, and one to his family.

HARRY A. FLYNN, Secretary.

BROTHER OSCAR TENNESEN
Local No. 12

Whereas, It has pleased God to remove from our ranks our esteemed Brother Oscar Tennesen.

The pleasant relations which for many years held with this local and its members make it fitting that we place on record our feeling of appreciation and regret for his loss. Therefore, be it

RESOLVED: That our Local Union in a body stand with bowed heads for a period of three minutes and also that our charter be draped in mourning for a period of thirty days; be it further

RESOLVED: That a copy of these resolutions be spread in the minutes of our Local, a copy sent to his bereaved family and a copy sent to our International for publication in the Journal.

HARRY A. FLYNN, Secretary.

BROTHER MOSE GOLINKIN
Local No. 17

The members of Local 17 extend their sincere sympathy to the wife, relatives and friends of our late Brother Golinkin, who died March 15, 1928.

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

C. V. CONWAY, Recording Secretary.

BROTHER THOMAS KENNEDY
Local No. 17

Whereas, Our Almighty Father in His infinite wisdom has deemed it wise to remove from our midst our brother member, Thomas Kennedy, and

Whereas, We mourn the loss of one of our oldest members. He was the first President of our International Association. He was also President and Business Agent of our Local for a number of years, be it

RESOLVED: That the Charter of this Local Union be draped in mourning for a period of thirty days, a copy of these resolutions be spread upon the minutes and a copy sent to the International for publication in the official Journal; and be it further

RESOLVED: That Local 17 do hereby extend to his family our heartfelt sympathy in this, their hour of bereavement.

ARTHUR G. ANDERSON, Financial Secretary.

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Official Directory, Meeting Places and Addresses of Secretaries

No. 1—ST. LOUIS, MO.—Meets First and Third Tuesdays at 1000 N. Grand Boulevard. J. H. Fitzgerald, 1426 Rowan Avenue. **Office, 803 Holland Bldg.**

No. 2—PITTSBURGH, PA.—Meets First and Third Thursdays, at McGeagh Bldg., 607 Webster Avenue. H. L. Klinger, 5624 Broad St., E. E. F. E. Rust, 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 145 Broadway. Clifford 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.

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.

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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. J. Watts, 335 Trent Avenue; E. Kildonan, Man., Winnepeg, Canada.

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. George Stolper, Secretary, 1370 American Avenue. Henry Hug, Business Agent, 20 61st 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. W. R. Congleton, Secretary-Business Representative, 1027 South Cumberland 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.

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No. 25 DETROIT, MICH.—Meets Second and Fourth Wednesdays at 3111 Elmwood Avenue. Frank McElroy, 3111 Elmwood Avenue.

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. J. H. Thompson, 7036 Montgall Avenue.

No. 28—DENVER, COL.—Meets First and Third Mondays at Room 301, American Bank Building. J. A. Ahlstrom, 3625 Stuart Street.

No. 30—SYRACUSE, N. Y.—Meets First Sunday at Labor Temple. James J. Morse, 123 Clyde Avenue.

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. Harry H. Mohn, 3814 Aldrich Avenue, North 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. Edward McElligott, 438 E 52nd Street.

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.

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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. Carl G. Drager, 1333 King Street and Frank Kahl, 910 Coventry 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

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 Fourth Tuesday at Labor Temple, West Third and Locust Streets. C. J. Fischer, 2829 Capital Avenue.

No. 75—SOUTH BEND, IND.—Meets First and Third Wednesdays at Labor Temple, 315 South Michigan Street. Albert Merrill, 1109½ So. Michigan Street.

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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. C. S. Durban, 2014 Avenue H, South.

No. 79—DAYTON, OHIO—Meets First and Third Thursdays at Plumbers Hall, Corner Main and Washington Streets. L. C. Hostetter, Secretary, 437 Montgomery Street. Clarence Briley, Business Representative, 1542 Miami Chapel Road.

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. T. E. Evans, 69 Hatcher Avenue.

No. 84—AKRON, OHIO. R. E. Woods, 1041 Breadsley Street. R. Elmore, Business Agent, 18 Aqueduct Street.

No. 85—ATLANTIC CITY, N. J. Wilmer J. Kerber, 1426 Madison Avenue.

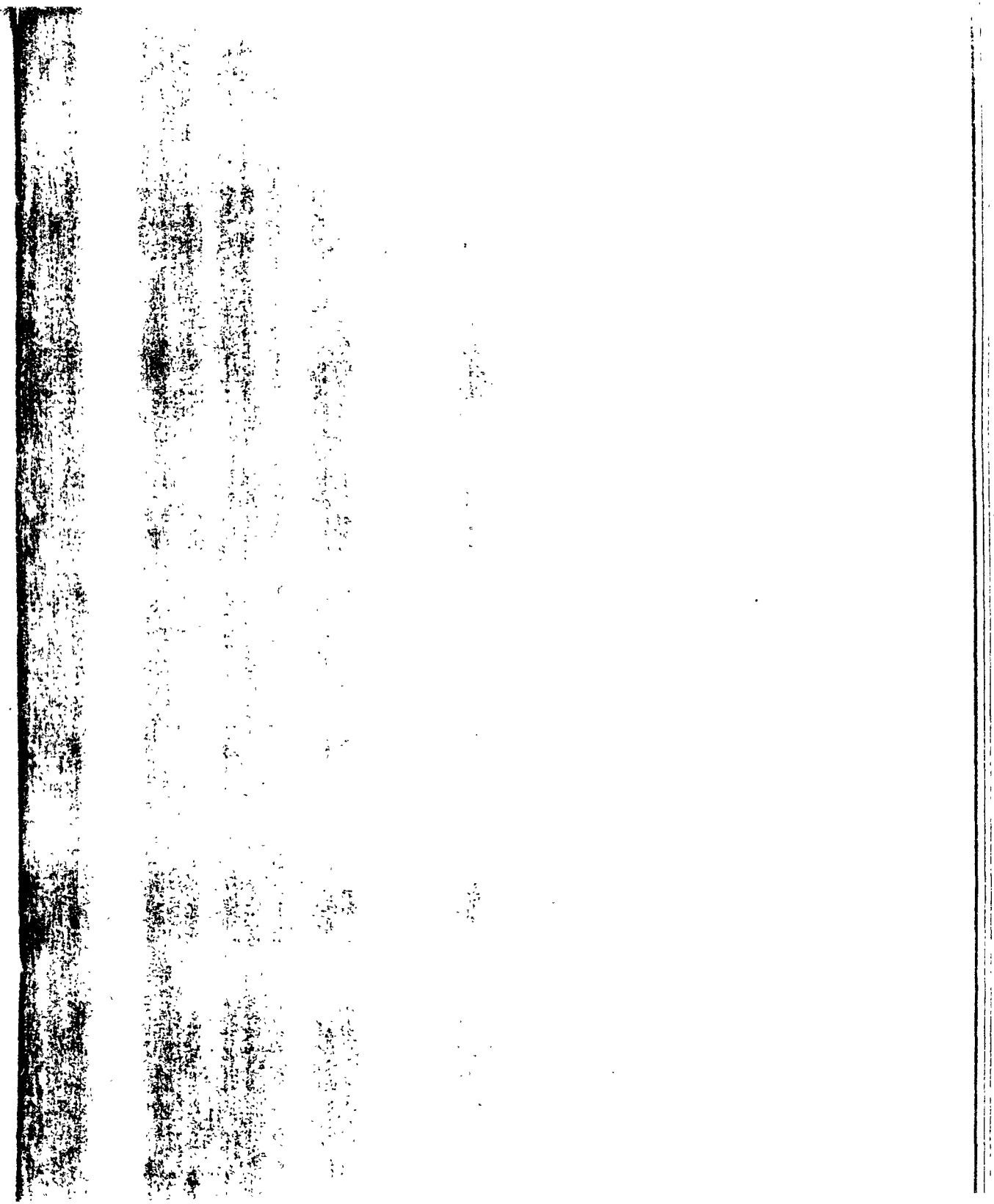
No. 86—NASHVILLE, TENN. Thomas Hughes, c/o Labor Temple, 207 Polk Avenue.

No. 87—SAN ANTONIO, TEXAS—W. F. Doyle, 1218 Nolan 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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