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THE
ASBESTOS
WORKER



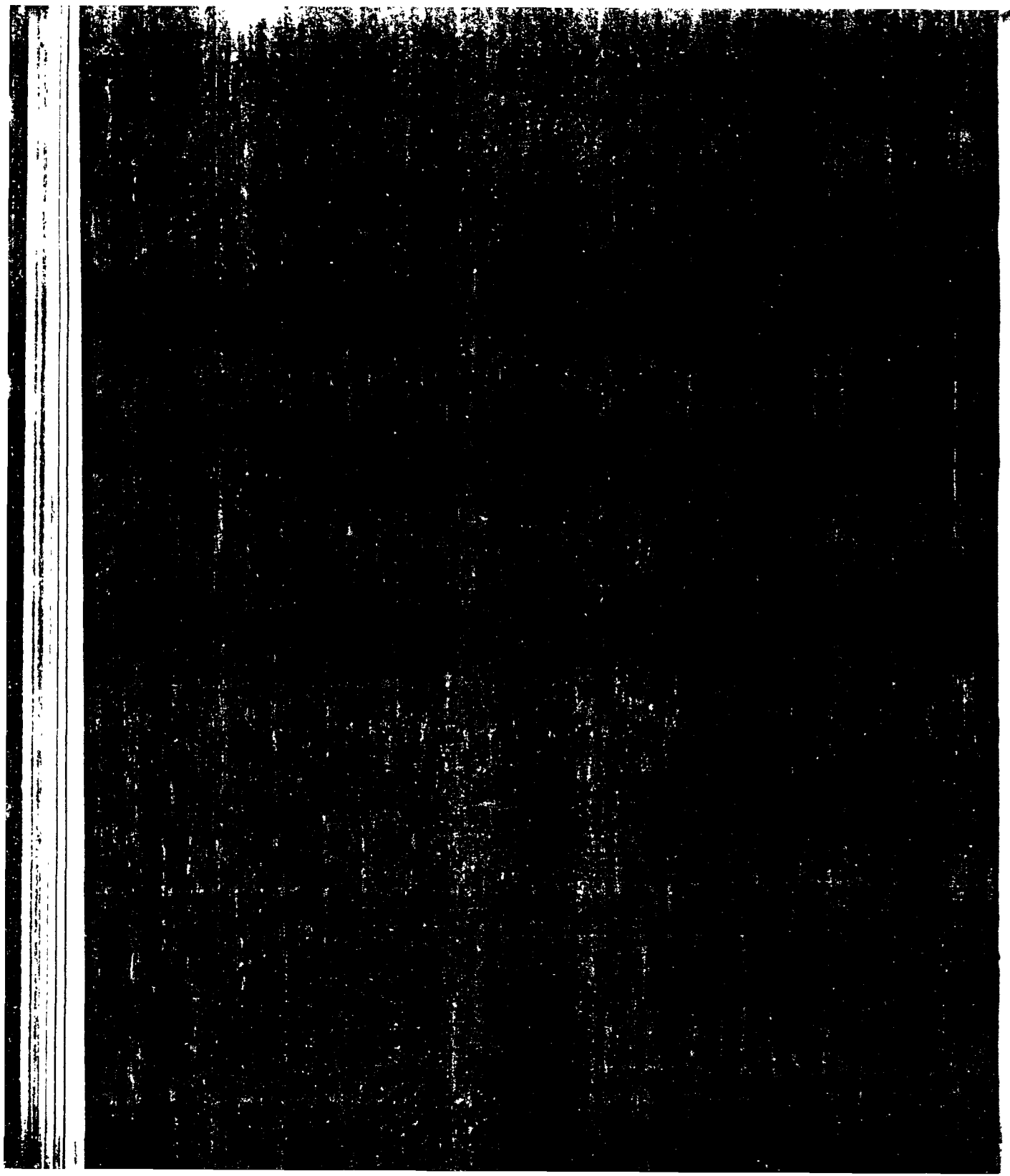
Registered

VOLUME VII
NUMBER 7

and Published by the International Asso-
Frost Insulators and Asbestos Workers

JULY
1928

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Published by AsbestosClaims.Law
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THE

ASBESTOS WORKER

Volume VII

Number 7

Contents for July, 1928

Past and Present [Poem] . . 2
Report of the General President . 3
Women Who Work . . . 6
Organized Labor Research . . 9
An Agreement for Co-operation . 10
New England—the Workshop of the Nation 12
Those Silent Arbitrators . . 13
The Coal Report 14
The Editor's Page . . . 16
From the Local Unions and Other Correspondence . . . 18
Official Directory, Meeting Places and Addresses of Secretaries . 20

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66 Walker Street, West Roxbury, Mass.

The Official Monthly Journal of and Published by the International Association of Heat and Frost Insulators and Asbestos Workers. Published from the office of Lopez Company, Incorporated, 3 School Street, Boston, Mass. Entered as second class matter July 8, 1926, at the Post Office at Boston, Mass., under the Act of August 24, 1912. Monthly subscription rate, Ten Cents. Yearly subscription rate, One Dollar and Twenty Cents.

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PAST AND PRESENT

MARTHA ROBERTS





I remember, I remember
When we started work at six,
The Knocker-up came round at five:
The memory with me sticks.
"Neaw then, there, look alive," he'd shout
In voice solicitous,
But from such early calls as his,
"Good Lord deliver us!"

I remember, I remember
That when eight o'clock came round,
We'd half-an-hour for breakfast time
(Some dozing could be found).
At half-past we our work resumed,
Far from alacrious.
Oh! from such breakfast-times we cry:
"Good Lord deliver us!"

I remember, I remember
We'd another hour's respite
At half-past twelve 'till half-past one,
To soothe our appetite.
Still four more hours 'till half-past five
Then rest from toil assiduous,
From such a daily round as this,
"Good Lord deliver us!"

I remember, I remember
Times are bad and work is slack,
But now we've got an eight-hour day
Let's have no turning back.
From masters and from workers who
Regard this privilege precious,
May we with fervour daily pray:
"Good Lord deliver us!"

I remember, I remember
There are plotters who would dare,
To bar our progress, and pretend
They're acting fair and square.
They'd have us work a ten-hour day—
Which is ridiculous.
From quirkers such as these we say:
"Good Lord deliver us!"

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The Asbestos Worker

VOLUME VII. JULY, 1928 NUMBER 7

Report of the General President

GREETING: The activities of your President during the past quarter began with a trip to Syracuse, where a conference with Mr. McGill and Business Agent Morse of Local 30 resulted in the signing of the International form of Joint Trade Agreement now governing the labor activities of the McGill Shop, that is once again in the fold after some years of non-union operation.

Then came a session of the Prison Labor Committee that represented labor of New York State. The next stop was Washington and business of executive nature at the Building Trades Department.

Then came a conference at New York City that was attended by Mr. Thorsen of the P. S. Thorsen Company, Business Agents Curry and Flynn of Local 12, New York City, and International Officials Mullaney and Johnson that failed in an effort to sign up the Thorsen non-union shop in New York City.

Trenton was next in line, where a meeting of the Mercer County Building Trades Council listened to Mr. Moffet of the non-union Camden, New Jersey, Shop and your President debate the differences existing between the Moffet Shop and our International Association. Business Agent Murtha of Philadelphia and Business Agent Reese of Newark were present. This debate paved the way for a charter issuance at Trenton, New Jersey. Next came a Joint Trade Board meeting at New York City, where the New York and New Jersey Employers and the Executive Boards of Locals 12 and 32 cleaned their calendar of its quarterly grievances.

Then came a jump to Dayton and a conference between the Carey Shop officials and the Executive Board of Local 79, that listened to your President interpret certain clauses of the International Form of Joint Trade Agreement in a manner that satisfactorily settled the grievances existing.

Cincinnati was the next stop, where your President conferred with the Executive Board of Local 18 and advised on the subject matter brought to his attention. Then on to St. Louis and a day at the General Office in conference with Secretary McNamara and Vice-President Mulligan. The next train stop was Kansas City where a conference was held with Business Agent Thompson and attendance at a meeting of Local 27 at which time as at present, the Standard

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 5 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/5

Asbestos Shop was running non-union on whatever work it somehow manages to pick up outside of regular building construction that is governed by union crafts. Tulsa was next in line where a conference was held with Business Agent Fraser in addition to attendance at a meeting of Local 164.

Dallas was the next stop, where your President sat in on the conference held between the Dallas Employers and the Local 21 Trade Agreement Committee that failed to reach an understanding on the terms of Trade Agreement renewal.

Business Agent "Tom" Reed of Houston Local 22 attended both the conference and Local Meeting in Dallas. Then came Houston where your President was numbered at the conference held between the Houston Employers and the Local 22 Trade Agreement Committee, that failed to reach agreement for renewal. Then came a meeting of Local 22, where your President both advised and instructed on certain lines of future procedure. Brother "Dee" Reed, representing our Dallas Local attended both the conference and Local 22 meeting in Houston.

At this writing, Locals 21 and 22 are signed up to International forms of Joint Trade Agreement that carry a wage scale of $1.25. New Orleans was the next stop-off, where your President attended a meeting of Local 10 and delivered a very plain and badly needed criticism on the recent Damphool action that caused our membership a wage reduction of 10c an hour. At this writing the Sidenback-Taylor Shop at New Orleans is operating non-union. Then on to Birmingham, where your President conferred with Mr. Bush of the Southern Asbestos Company and succeeded in having that shop renew its International Form of Joint Trade Agreement with the understanding Local 78 will in future accept General Office rulings in re Agreement Clause interpretation.

A meeting of the local later followed at which time your President gave the membership a badly needed talk on the sanctity of Trade Agreement and what the General Office would expect in the matter of observance. Next came Atlanta, where your President conferred with and advised the Local 83 officials.

At this writing the local is holding its own with the majority of shops signed up and has rejected certain terms of settlement made by the Berry Non-union Shop. Then came Norfolk where your President attended a meeting of Local 9 and later spent a day with Business Agent Hughes with the officials of the K&M Shop at Norfolk.

In passing it might be well for our membership to know that Local 9 is suffering from an overdose of Business Agents, two or three of whom, though self-appointed, have their own ideas of how business should be conducted and attempt to ham string the sane and sincere efforts of the regularly elected Business Agent. Then came Richmond, Va., where your President pledged the membership and installed the officers of the recently Chartered Local 88. Business Agent Hughes of Local 9, who organized Richmond under instructions of your President, was also in attendance on this occasion.

Next came a hurry jump to Montreal where your President in company with the Local 23 Agreement Committee, interviewed the Employers on the subject of increased wage that resulted in an understanding for further conference. At this writing a conference has just adjourned without reaching Trade Agreement renewal.

Then came Trenton, New Jersey, and the pledging of the membership and temporary officers of the recently Chartered Local 79, that closes the gap between Newark, N. J., and Philadelphia, Pa. At this writing the Local has signed the International Form of Joint Trade Agreement with the

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 6 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/6

George L. Moffet Shop at Trenton. This agreement automatically unionizes the Moffet Shop at Camden, N. J., which has been operating non-union against Local 14 since war time.

The next jump was Rochester, where your President conferred with the Executive Board of Local 26 and advised on certain local conditions. Then on to Buffalo, where the day was spent with Business Agent "Cliff" Rice and where later a meeting of Local 4 was attended, at which time your President advised on and gave decision to several issues brought to his attention. At this writing, the Niagara Asbestos Company Shop (Boutet) at Buffalo has discarded its non-union policy and is again in trade agreement relation with Local 4.

Fraternally,

Joseph A. Mullaney

General President

Elmhurst, Long Island.
June 15, 1928.

MR. JUSTICE PROSKAUER of the Supreme Court of New York State in a recent address on a new professional psychology as an essential for law reform proposed a credo for lawyers which is as follows:

"I will join with my adversary in waiving a jury trial wherever and whenever it can possibly be done without the sacrifice of a fundamental right.

"I will join with my adversary in supporting a trial justice in fair comment upon the evidence, and reasonable direction to a jury on the facts.

"I will join with my adversary in fair concession of undisputed facts.

"I will not put an adversary to his proof in respect to facts whose existence my client admits.

"I will refrain from merely formal or technical objection to the admission of evidence.

"I will cooperate with the trial justice and my adversary to secure a speedy, prompt and complete presentation of the facts of the case.

"I will neither make nor oppose interlocutory motions, unless they are of real and practical importance.

"I will take no appeal unless I am satisfied that a substantial error has been committed and that a new trial should reasonably give a different result."

The Association of the Bar of the City of New York endorsed the spirit and purpose of this credo at a recent meeting and its action has inspired the New York *Evening World* to comment as follows: "Canons and credos have long found more or less ready acceptance among bar associations. They formulate the higher standards of the Bar and are fine things to point to at banquets and similar gatherings of the profession.

"The bar association of this city, however, can now claim credit for something more. They can point to the current daily proceedings at the New York County Court House in which ambulance-chasing lawyers are already squirming under the probe of Justice Wasservogel and Chief Counsel Kresel. This very real, practical and active move toward safeguarding the standards of the profession by direct action against unscrupulous members thereof was petitioned for by the New York bar associations themselves.

"Such direct action makes the canons and credos a hundred-fold more impressive."

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
Published by AsbestosClaims.Law
ACL Doc 21388 · Page 7 of 28
asbestosclaims.law/library/21388/7

Women Who Work[1]

If we could look through the doors of a hundred factories, or be permitted to see their payrolls, we could learn an enormous number of facts that are unknown to us about the women whose lives are spent in industrial work for eight, nine, ten or more hours every day.

The Women's Bureau of the United States Department of Labor is able to show many otherwise unrealized facts as to the hours, wages and working conditions of women in industry. In their Bulletin No. 58, "Women in Delaware Industries," a comprehensive study of hours, wages and working conditions in the State of Delaware is presented. Their report has been used in the preparation of this article.

Legal protection and industrial conditions for working women in Delaware have not reached a particularly high stage of development. The state law allows women to work a ten-hour day and a fifty-five hour week, and in seasonal occupations the hours may be even longer. The large majority (84.3 per cent) of women employed in Delaware industries work nine and under ten hours a day. Although this nine-hour day prevailed, there were thirteen establishments with longer daily hours and two had schedules of more than ten hours. (See table.)

It is interesting also to note the weekly hours which the women worked. Of the 2,995 women reported, 21 per cent worked over fifty and under fifty-two hours per week; 18.3 per cent worked over fifty-two and under fifty-four hours. The cigar industry included more than four-fifths of the employees who worked fifty-two to fifty-four hours. Altogether, about one-half of the 2,995 women had a work week of fifty to fifty-four hours in length, and about one-tenth were scheduled for a fifty-five hour week. More than two-thirds of these women scheduled for a fifty-five-hour week were laundry workers.

Contrary to the long hours scheduled for some industries, short time was very evident in the clothing industry. About one-third of the women for whom time data were secured had an under-thirty-hour work week.

According to a study made by the Women's Bureau,[2] sixteen dollars a week has been regarded as a minimum living wage for women.[3] Only one-fifth of the white women reported received this much. In small towns shops were found where women were earning only $7.25 a week. These low wages were usually in the clothing trades, where contract or branch shops worked a great deal of short time, and also paid a very low wage.

On the other hand, extra long hours do not always mean high wages, as is shown in the report. For women working fifty-four hours the average wage was $16.50; for women working forty-eight hours the average wage was $15.85, which shows an increase of only sixty-five cents in wages for six hours extra work. The women who had a fifty-five-hour week received actually less than those working forty-eight hours, their average wage being $12.25. From these figures and others found in the report it is noted that the average wages were higher for the majority who worked a fifty-and-under-fifty-two-hour week, and that with the exception of one small group of ninety-three workers, the women who worked over that time received a smaller weekly wage. Hours worked and wages received were not in proportion to each other, and the

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 8 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/8

strain of the longer hours gave no extra recompense.

The following table, showing the number of women in each industry, their average weekly earnings, and daily and weekly scheduled hours, will give a clearer idea of the hours worked and the wages received by women in the various industries. By studying the hours it will be seen that a work day shorter than that allowed by law prevailed. The fact that items of so diversified occupations and scopes should reduce the number of working hours is sufficient reason for the conclusion that the maximum hours fixed by the state is not necessarily the maximum fixed by industry.

	All women covered by survey		Average wages	Average scheduled daily hours of largest number	Average scheduled weekly hours of largest number
	Number	Per cent			
All industries	2,995	100.0	$11.05	9, under 10	Over 52, under 52
Manufacturing:					
Cigars	453	15.1	16.40	Over 9, under 10	Over 52, under 54
Clothing	491	16.4	8.10	9, under 10	Over 48, under 54
Food products	168	5.6	12.00	9, under 10	Over 48, under 55
Leather (tanning)	258	8.6	15.50	9, under 10	50, under 52
Paper and paper products	50	1.7	14.40	10	55
Pulp and hard fiber products	64	2.1	10.60	Over 8, under 10	Over 44[5], under 55
Textiles:					
Hosiery and knit goods	124	4.1	11.15	Over 8, under 10	Under 44[6], over 52 to 55
"Other" textiles	364	12.2	9.80	9 to 10	50 to 55
Wood products	56	1.9	9.05	9 to 10	50 to 55
Miscellaneous	319	10.7	11.95	Over 8, under 10	Over 44 to 50
General mercantile[4]	353	11.8	11.70	8 and less	Over 44, under 48[7]
5 and 10 cent stores	99	3.3	9.75	8	Over 50, under 52
Laundries	196	6.5	9.35	9 to 10	Over 48, to 55

A comparison of wages in Delaware with union wages in places where trades are highly organized shows that union women are much better paid. The union hosiery workers in Philadelphia receive a minimum wage of $18 per week, and the most skilled workers receive as high as $60. According to the Women's Bureau report $11.15 was found to be the average wage for women in the same industry. Thus the average for all Delaware women in the manufacture of hosiery and knit goods, which includes the highest as well as the lowest, is $6.85 less than the lowest wage for organized women in the hosiery industry in Philadelphia. The clothing industry also shows a much higher wage for union members. The average wage reported in the table is $8.10 for clothing workers. A comparison of this wage with the average wage for women making men's clothing reported by a local union of the United Garment Workers in Baltimore, Md., which is $20, and with a wage report from a local of the International Ladies' Garment Workers' Union, makers of women's clothes, in Phila-

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 9 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/9

delphia, Pa., which is $30, shows that the organized women receive a higher wage. The Leather Workers' Union in Wilmington, Del., receive an average wage of $25. The unorganized in the same state have a much lower rate, their average wage being $15.50. The clerks in the general mercantile establishments receive on an average of $11.70. The organized women belonging to the Retail Clerks' Union in Washington, D. C., receive from $12 to $18 a week, which shows that the lowest union wage is higher than the average wage for all women in mercantile establishments. In practically all the industries included in the Women's Bureau report comparison can be made showing that the organized workers get an appreciably higher wage."

To work in rooms accessible only by poor, broken and unsafe stairways, to be crowded by equipment, to work in congested places, to crush against your fellow-workers while passing through narrow aisles, to have unclean workrooms—a most depressing thing to look forward to with each new day. Such conditions do not make for contented workers, and discontent breeds poor morale.

In fifty-four establishments that were visited, ninety-eight stairways were found that were reported bad and unsafe due to lack of handrails, light, broken steps and other similar reasons. In forty-six places congested aisles, protruding parts of equipment, patched and dirty floors and like conditions existed and no effort was made to remedy them. Cleaning, as a rule, was considered of minor importance. Union shops provide for sanitary work places. It is pointed out by one labor union with many women members that one of the objects of the union is to secure for all workers in the industry "sanitary surroundings at their places of work." Another similar union has a committee that provides for regulation as to shop conditions.

The problem of ventilation is a serious one in laundries where heat and steam are to be contended with in large quantities and in cigar factories where the tobacco fumes accumulate. In the paper and fiber factories the dust from the rags used in the manufacture of such products is especially detrimental to health and thorough and constant ventilation is necessary for the sake of the workers. The state law requires not less than 250 cubic feet air capacity for each person and adequate ventilation. The air was commonly changed by a general opening of the doors and windows. In some cases artificial methods are required by law to alleviate accumulations of noxious gases, vapors and other poisonous properties in the air. As a rule these regulations were carried out rather well.

Seating arrangements seemingly were considered by the managements to be too unimportant to bother with Although the state law calls for provisions of seats, little attention was paid to this problem. In occupations where continual seating is required, seats conducive to a healthful posture are most advisable. Imagine the fatigue resulting from continual standing or from sitting on a chair or stool with no backrest for hour after hour, day after day. The toll in health and energy cannot be estimated.

Most of the plants and other places of business kept "within the law" as to drinking, washing and toilet facilities, but there were a large number of establishments in which the common drinking cup and the common towel were used. Some managements seemed to be totally unaware of modern standards of health.

Lunch rooms were provided in twenty-three places. Even though the workers in sixteen companies ate surrounded by hats and wraps hanging on the walls, their conditions were more satisfactory than those of the women and girls who ate at their work benches or in the doorways. Two factories provided hot food for their employees at a nominal cost. They un-

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 10 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/10

derstood the importance of renewed energy after the strain of the forenoon's labor.

Four establishments were found which had emergency hospitals. Only 38 out of 68 other places had first-aid equipment of any kind. That health service can be carried on to a good advantage is proved—and every concern should at least have the elemental requirements for first-aid, especially in manufacturing industries where accidents happen frequently.

Already a quarter of a million American women are members of trade unions because they realize that they enjoy higher wages, shorter hours of work, better educational advantages, safer and healthier working conditions, and are experiencing the "life more abundant." The rest of the women who work can secure the same advantages and opportunities. If they will join the trade unions of their crafts they, too, can have the benefits of progress made possible by organized labor.

(1) This review was prepared by Annabel Lee Glenn of our research staff.

(2) This amount was decided upon by comparing the findings of minimum wage boards in states where cost of living for women was studied in order to get legal minimum wage rates.

(3) Page 24, Women in Delaware Industries.

(4) In the case of the General Mercantile employees nine establishments are excluded in the schedule of daily hours, having hours too irregular for tabulation.

(5) 53% worked over 44 and under 48 hours. Of the rest, the majority worked over 52 and under 55 hours.

(6) 49% worked under 44 hours. All others worked over 52 to 55 hours.

(7) 20.1% worked 50 hours.

(8) Reports of union wages are for 1927, while the Delaware report is for 1924. However, it is not probable that wages have changed enough during the three years between to make the differences any the less striking.

Organized Labor Research

THAT the engineers have played an important part in furthering research for the improvement of management is now unquestioned. If they can furnish a similar impetus to the use of research by organized labor many notable developments may result.

"Largely because science knows no master but the truth it is proving a welcome visitor." Morris L. Cooke, a prominent consulting engineer, advising trade unionists (in the *American Federationist*, August, 1927) not only assumes that the above statement will apply to them but points out ways in which they can turn it to account.

"These are days of quick change—especially in the industrial field. Plentiful and widely distributed power, concentration of the agencies of capital, the development of international markets and the on-rush of science give our world a different aspect nearly every morning. The old sense of the stability of institutions is slipping. Individually and in our group associations there is a growing necessity to keep our eyes open lest some turn of the speeding wheel leave us less advantageously situated."

Of course the organized labor movement can claim no exception to this need and "today, as heretofore, the cohorts of labor will respond to a new call if only it spell a new cohesion of labor's ranks and is sufficiently difficult to put over to constitute a man's fight. The introduction of

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 11 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/11

science into industry would appear to be such a cause."

Although labor has accomplished much in the reduction of hours, methods of wage payment and ways of improving working conditions offer a fertile field for research. Piece-rate systems, relief from monotony and drudgery of work, the five-day week, restrictions of output, the elimination of waste, promotions, protection against the insecurity of sickness, accidents and unemployment, and relief through pensions are obviously of interest to both employers and employes.

Mr. Cooke therefore recommends that organized labor enter into agreements with employers to establish joint research committees and coincident with these committees the A. F. of L. should establish a research bureau and clearing house of information to be at the service of all the federated unions. It is estimated that a tax of 2 cents per year on the present membership of the federation would yield about $66,000—"a sum that would be returned many times over" —and a service would be performed both for strong unions and for unions too weak to bear the expense of research themselves.

"In these days of the transference of skill, the mechanization of process and mass production, some of the classic ties tending to bind the labor group together are losing their potency. It will be a great thing for society if there can be discovered new and soul-stirring objectives in following which the collective imagination and enthusiasm of the workers may be aroused."

An Agreement for Co-operation

W. D. Mahon

President, Amalgamated Association of Street and Electric Railway Employes of America.

THE President of the American Federation of Labor has asked me, for the benefit of the readers of the AMERICAN FEDERATIONIST, to express my views on the union-management agreement entered into between the Mitten Company and the Amalgamated Association of Street and Electric Railway Employes of America.

In establishing an agreement, establishing cooperation between capital and labor, both sides have got to have a clear idea of the actual situation prevailing in the business and economic world as it exists between capital and labor. We live today in an age of organization. If we look to nature we find everything but dead matter organized. When we look at the business world we find the separate organizations of each class, or the different members of society, organized into groups and classes; and this is necessary and as natural as the separate organization of hand and brain, and the satisfactory end can only be obtained when each of these classes fully realize that self-protection is the best protection, that self-help is the best help, and self-respect is the surest guarantee of the respect of all others.

That brings us to fully realize and to appreciate that the larger and ultimate concern in the end is the welfare of all. While each of these

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 12 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/12

classes must organize and develop its own interests, through its respective organization, it must always bear in mind that, while developing its respective strength and position, to weaken or lower the standard or injure or impoverish any other class, in the end is bound to injure all classes. With that foundation laid as the basis between the organizations of capital and labor we are in position to proceed to protect our class interests through organized cooperation. Both sides, I repeat, must fully realize and appreciate this situation.

In working out our agreement for cooperation between the Mitten Management and the Amalgamated Association of Street and Electric Railway Employees of America that was the basis from which we started. The Mitten Company has properties now organized with their employees on a cooperative basis. The Amalgamated Association has many unions throughout the United States and Canada that have their working contracts with the various street railway companies. We therefore appreciated each other's position and decided to move with caution and care, not disturbing at the present time either of our present organizations. We are planning for the future. The Mitten Management is acquiring and taking over street railway properties. On some of them we have unions. On others there may be no unions. These newly acquired properties, if we have organizations on them, will be brought at once under the cooperative plan. If they are unorganized we will organize them and bring them under the cooperative plan.

The first thing we will do in bringing these properties under the cooperative agreement will be to establish a wage sufficient for the necessaries of life, comfort and saving. Then we will establish the profit sharing on the 50-50 basis. The agreement entered into provides for arbitration in case of disputes over any of the questions which can not be mutually agreed upon. In that respect this agreement is based upon the laws of the Amalgamated Association and carries the same arbitration provisions as all of our contracts with the various companies with which we now deal.

In working out this agreement for cooperation we have carefully surveyed the industrial situation that now prevails. Both sides fully appreciate that there is something radically wrong with our present basis of dealing, and fully believe, if our modern civilization is to continue and advance, our economic life must advance equally with civilization, or down will go civilization to destruction. Capital, with its autocracy, must be curbed. Labor with its curbed and chained power, must be freed; and our belief is that the way to bring about the proper labor and economic condition is to harness, through cooperative organization, labor and capital into a united team of industrial democracy and through cooperation, each having its own organization, standing squarely upon its rights, with the provisions of arbitration, make them work even, each pulling its share of the burden and receiving its full share of the products produced, keeping in mind the public and their respective relations to the same in such a manner as to always keep in sight the fact that true success depends upon equal justice and the rights of all classes concerned.

We appreciate that this is a big undertaking. It is a radical change. It will have its critics and opponents. We do not expect to bring the millennium within a day. But we do sincerely feel that our position is a step in the right direction an effort at laying the foundation for the establishment of cooperation that ultimately will bring economic justice and fair play, not alone to the workers but to humanity itself.

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 13 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/13

New England—the Workshop of the Nation

George Hannauer
President, Boston & Maine Railroad

A STRIKING picture of New England's continued industrial greatness is embraced in a survey of New England which is to be published shortly by the United States Department of Commerce, listing 111 distinct industries contributing to a total value of nearly three billions of dollars which is annually added to the value of commodities put through New England plants.

Even today, when the nation has extended in other directions to such an extent that the center of population has moved 500 miles west—even today with only two per cent. of the area of the United States, and with only seven per cent. of the population, New England produces more than eleven per cent. of all our manufactured products.

New England is shown to produce more than a third of all the country's cotton goods, more than a third of all the boots and shoes, two thirds of all the worsted goods and two thirds of all the woolens, two thirds of all the rubber boots and shoes, and two thirds of all the textile machinery, together with very substantial proportions of the products of industries allied with these. Yet, dismissing an illusion that many of us have doubtless held, it is made clear that large as New England's textile and boot and shoe interests are—they represent together only 30 per cent. of New England's industrial output.

Let us look at some of the other lines of principal activity in New England as searched out by the eyes of the Department of Commerce. It was found that New England's industrial production includes more than one half of the ammunition made in the United States, and three fourths of all the firearms; one third of all the optical goods, one third of all the brushes, a third of all the silverware and a third of all the motorcycles and bicycles; a third of all the corsets, and a third of all the felt hats; a third of all the typewriters and a third of all the wire, a third of all the tools and a third of all the jewelry, almost half of all the hardware, and one quarter of all the country's sporting goods.

So that New England today is a place of many activities, and if it seems that these figures for 1925 do not bring the picture up to date, let me add that the New England Council has developed the fact that the consumption of raw wool by New England mills in 1927 was nearly 7 per cent. larger than in 1926; and the consumption for February this year was 8 per cent. larger than for the same month last year. By the same token, production of boots and shoes in New England in 1927 was 4½ per cent. larger than in 1926; and the total production was sufficient to provide a pair of shoes for each of 113,000,000 people.

Total construction expenditures in New England last year amounted to $412,000,000, and the contracts let in New England for the first three months of 1928 have surpassed all corresponding periods.

Do not let me seem to skimp the fact that we are having industrial readjustments in New England, as there are readjustments of production and distribution elsewhere in the country; nor to avoid the fact that in textiles

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 14 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/14

and in boots and shoes, these readjustments have been at New England's expense. This is true, but while a number of cotton mills have gone south, and some boot and shoe plants have gone to the St. Louis area, a survey of New England communities by the New England Council has established the fact that for every industry which has moved, there has been a gain of at least one other industry.

New England industry, making a self-analysis under the direction of the New England Council was [illegible] without precedent, found [illegible] troubled by the problems of [illegible] maturity, as the condition has been diagnosed by our New England doctors, and through the same New England Council I believe that we are today already showing a substantial success in applying a treatment in several directions and in effecting a cure.

Those Silent Arbitrators

Joseph H. De Costa

OUR union label, shop card and working button, the symbols of authority—the silent arbitrators of the labor movement, spread their beacon rays of hope and prosperity over the whole universe. They help the workers who seek their wisdom. Their work is never ending and they cast around us a hallowing influence. In the history of labor, nothing excels the union label, the monarch of organized labor, which guards within our ranks the members of our organization—waging war against the enemies of labor and battling stubbornly for the protection of our rights—the label exemplifies the motto of "Justice, Benevolence, Industry and Unity."

Demanding the label of all crafts means freedom for the workers, and with the assistance of the toilers will make many strides, ascending toward the goal of success. Through the medium of the label we seek only that which we need; that which is just and fair to manhood and womanhood.

Of all the propositions of the labor movement, none equals the virtue of the union label in benefit power, and it stands alone as the guiding star to emancipate the workers from the powers who rule.

The union labels, shop cards and working buttons are of vital importance in upholding the union shop; because, by demanding the different labels, shop cards and working buttons, purchasing union articles and trading in union stores, the merchants will be obliged to have in stock articles bearing the labels, forcing the manufacturers to produce union products, employ union labor and run a union shop.

Without the co-operation of the toilers, working hand in hand as a unit, in defense of all labels, shop cards and working buttons, their progress will be retarded; court decisions against the workers continued; their homes confiscated and laws enacted against them. Demand all labels, shop cards and working buttons and avoid future entanglements.

In view of what might occur, let the workers act together jointly, and eliminate our labor troubles by being prepared at all times and adhere to the powers of the different labels, who as our counsel, will arbitrate our case for us.

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 15 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/15

The precepts of the union labels, shop cards and buttons are many, leading the workers to greater achievements, if utilized with a conception known to altruistic members of organized labor.

A great wrong done to the labor movement by the workers is in ignoring the union labels, shop cards and working buttons, which will bring about reasonable working conditions, a fair day's pay and a happy home to the masses, by persistent co-operation on the part of the toilers. Not only will they advance the interests of the different craftsmen, but they will assist their progress in the material things that make life easier for all men.

We point with pride to the accomplishments of the union labels, shop cards and working buttons as praiseworthy; their achievements substantial and their object unparalleled! By demanding the labels, shop cards and working buttons, they will lead the workers onward and upward to future prosperity.

The union label will be what we make it—every victory we achieve through the label will make the atmosphere clearer and life more attractive for all workers.

The Coal Report

THE report on *The Coal Strike in Western Pennsylvania*, just issued, has received a considerable amount of attention in the press. The editorials in the Pittsburgh press were so significant in tone as to warrant quotation at some length.

The *Post-Gazette* said: "The spirit shown in the report of the Department of Research and Education of the Federal Council of Churches on the strike in the bituminous coal fields of Western Pennsylvania, the investigation having been undertaken at the request of the Pittsburgh Council of Churches, commands respect. From the standpoint of solving the problem it may be no more effective than other propositions in the face of a demoralized industry, but this remains to be seen. The point has been reached where new emphasis upon the power of 'a will to peace and justice and service' may prove to be the most practical method after all.

"It is most refreshing after the bitterness shown by both sides to the controversy, and after the sensational methods resorted to by some forces purporting to be seeking a remedy for the situation, to find an agency able to report fairly and calmly; to disagree without becoming abusive; to condemn without becoming violent. It must be particularly gratifying to the Pittsburgh district, after some of the one-sided reports that have been made on it to find the point stressed with renewed vigor that the conditions in no single territory shall be considered apart from those of the industry as a whole."

After quoting from the report the editorial concluded: "It should be welcomed as a contribution to the discussion of the vast and intricate subject —and particularly for its painstaking effort to be fair to all concerned."

The Pittsburgh *Press* said: "In temperate language the Federal Council of Churches of Christ in America makes a severe indictment of the coal operators of this and other bituminous districts. The report of the council follows a survey of months in the coal strike, and is entitled to respectful hearing because this is an organization of high principles.

"It lays stress on the policy of collective bargaining, and calls upon the operators to again institute this prin-

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 16 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/16

ciple of modern industrial relations. It is a defense against economic oppression which all workers should possess. The right of collective action is one which operators claim for themselves when dealing with freight rates or other business affairs.

"The use of injunctions in labor disputes is also condemned. It is undeniable that the employment of judicial power on the side of the employer has reached lengths never intended by the statutes. Injunctions for the protection of property are proper, but they are not defensible when they transcend personal liberties and freedom of action. And injunctions in Pennsylvania in the present coal strike have done those very things.

"Repudiation of the Jacksonville agreement is stamped as 'bad business ethics,' in the circumstances a polite term. Some operators affected to look on the agreement they signed as a mere scrap of paper, which would seem to put a doubtful value on their signatures to any agreements not sworn to and which did not have behind them the enforcing power of some government agency.

"The iniquitous coal and iron police system was well dealt with by the council in the observation that 'it is almost impossible to preserve justice in times of industrial crisis when officers of the peace are carried on the payrolls of industrial corporations.' Never has the viciousness of this practice been stated more clearly in so few words."

In another editorial the same paper said: "The Federal Council of Churches in its report on the coal strike treats of some problems which are of grave importance beyond their effect in the mine fields. They are subjects with which the state of Pennsylvania can deal, and with which it should deal through its lawmaking body.

"The coal and iron police question is one such. Governor Fisher already has said he is dissatisfied with the law, and desires some remedial action which will guarantee safeguards to property but eliminate the spectacle of state commissioned officers being paid by private corporations.

Commenting on the section of the report which describes abuses existing under the justice of the peace system, the editorial continued: "The difficulty of establishing absolute fairness under such conditions is patent. To the credit of a number of justices, it must be said they meet the test that their constables arrest only on sound grounds for suspicion and that convictions are brought about only upon a preponderance of evidence against the defendant.

"But there are sufficient number who use their office as an agency for enrichment to point the need for a complete overhauling of the justice of the peace system, including the elimination of fees. . . .

"The justice system needs a complete renovation. Law must do it so long as the justices themselves and their 'clients' continue disposed to abuse of power. The bar association of the state and the legislature should be interested, and the latter should act, despite the political influence the justices can exert."

The Harrisburg *Telegraph* referred to the report editorially as "a comprehensive and intelligent survey of the soft coal situation." The same editorial contained this comment: "This is not the first venture of the churches into the realm of labor and industry. Indeed, they are old hands at investigations of this kind and almost without exception their conclusions have been found to be sound and reasonable."

These press comments give impressive evidence of a fact that is increasingly evident to the staff of the Federal Council of Churches, namely, that the validity and the usefulness of the church's participation in industrial controversy where moral issues are involved are coming to be clearly recognized in American industrial communities

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 17 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/17

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

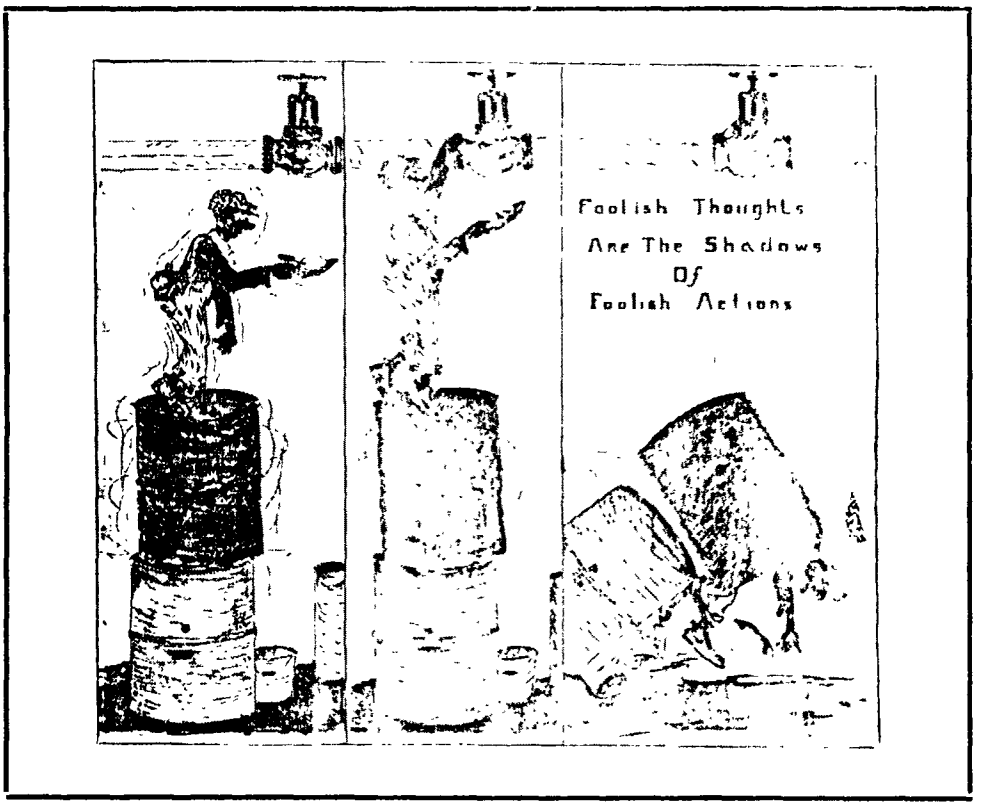
COMMUNICATION WITHIN THE UNION

WE think about things that interest us. We cannot be interested in things we do not know about. These facts which we all accept can help us to develop more efficient policies for trade unions. If the news of important discussions and achievements of the union are regularly reported to members, these members are made to feel that the union is giving them sustained service and their interest is stirred by regular reminders of meetings and undertakings. A number of unions and central bodies have found that an investment in a mimeograph machine has brought new enthusiasm and a new standing to the organization. Written communications are a powerful influence in holding the interest of a group and interest is necessary to keep members active. There rests upon the leadership of the trade union movement responsibility for giving members information and facts which will sustain intelligent interest. The union should keep its members informed not only of new conditions and problems and union activity, but of the results of union activity which prove the value of the undertakings.

We hope every union organization will consider how best to provide for communication within the organization.

WILLIAM GREEN

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 18 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/18



"SAFETY FIRST"

WE are indebted to Brother Gus Schnitters of St. Louis Local No. 1 for the accompanying cartoon, of one of our brothers who evidently works for a shop that doesn't own a step ladder. Here is an object lesson in "Safety First" that we should all bear in mind. Our craft is notorious in that we seldom are equipped with horses, trusses, planking, ladders, etc., to do our work properly, and we rely on makeshift stagings to perform our work or borrow our fellow tradesmen's equipment. Just bear in mind that more building tradesmen are injured and killed by falling from tipsy and illy built stagings from three to ten feet high than suffer from accidents in falling from greater heights. "Safety First" applies to you first, last and always; if it doesn't, you are your worst enemy.

THE EDITOR.

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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. 31, Providence, Rhode Island

Dear Sir and Brother:

Please publish in the Journal, the following information regarding recent tickets sent to our sister unions on behalf of Oscar Renoux. We neglected to print the price on these tickets and desire all local unions to know that these tickets are ten cents each, and are for a worthy brother, a member of Local No. 31 for many years, who has suffered an accident and as a consequence has been in the hospital. His convalescence will take a long time and we urge all brothers to assist in putting Brother Renoux on his feet by subscribing to this worthy cause. Send all returns to

Fraternally yours,

64 Anthony Street, East Providence, R. I. P. A. JENTZEL, *Secretary*

* * * * * *

Local No. 33, Connecticut

Dear Sir and Brother:

Local No. 33 has renewed its working agreement with its employers (which expired June 1st) for a period of one year, at the same rate of wages existing under the old agreement, namely, $1.25 per hour.

This agreement continues in force the "Apprentice System," which has just completed its first year of life in Local No. 33 to the apparent satisfaction of all concerned.

Many of the more skeptical in reference to the adoption of this system have of late, after a reasonable trial, come forth to condone and support this system, there being no question in the mind of the writer that the "Apprentice System" is a permanent fixture with Local No. 33.

The following officers were elected at the last meeting of Local No. 33:

President, Harry Haake; Vice-President, Marlin Recor; Treasurer, Joseph Yagle; Recording Secretary, Charles R. Soelch; Business Agent and Corresponding Secretary, C. W. Sickels.

Fraternally yours,

C. W. SICKELS, *Secretary-Business Agent*

* * * * * *

Local No. 45, Toledo, Ohio

Dear Sir and Brother:

Read with interest the report of Local No. 6 Boston, Mass., in our last issue of *The Asbestos Worker*. Good for Boston; glad to learn that they also have a five-day forty-hour work week. The last agreements Local No. 45 of Toledo

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7) Published by AsbestosClaims.Law
ACL Doc 21388 · Page 20 of 28 asbestosclaims.law/library/21388/20

signed with the shops here May 1, 1927. Among other things we call for a five-day forty-hour work week, which has been in force over a year now. Our wage scale is $1.25 per hour with double time for all overtime. Let us hear from some of the other Locals; maybe they have had a five-day forty-hour work week longer than this, but like ourselves have been negligent in getting a report in our Journal.

Brother Thomas J. McNamara paid us a welcome visit May 7, 1928, and although all the brethren did not see Brother McNamara those that did gained a world of information on trade unionism and also other valuable information appertaining to our Local, which was passed on to the rest of us at our next regular meeting. Conditions in Toledo at present are good, the future, too, looks good.

Fraternally yours,

A. W. McDONALD, *Recording Secretary*

IN MEMORIAM

Brother George Jelenich, Local No. 6

Asbestos Workers, Local No. 6, suffered a great loss by the death of Bro. George Jelenich. His death occurred May 10, 1928, after a short illness.

A precious one from us has gone; a voice we lived is stilled; a vacant chair within our meeting hall which will be hard to fill. God in His wisdom called him home, away from earthly cares.

To his numerous friends, Asbestos Workers, Local No. 6, extend their heartfelt sympathy.

OSCAR W. PALM, *Secretary*

Brother George Wheeler, Local No. 12

WHEREAS, It has pleased Almighty God to remove from our midst our esteemed Brother, George Wheeler, 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, Asbestos Workers of New York, keenly feeling their loss, hereby tender to the bereaved family their heartfelt sympathy and condolence in their 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*

Brothers Patrick J. Murphy and Frederick J. Angus, Local No. 33

WHEREAS, It pleased The Almighty to remove from our midst our esteemed Brothers Patrick J. Murphy and Frederick J. Angus, and

WHEREAS, We mourn the loss of these two who in life were true friends and a credit to their organization;

BE IT RESOLVED: That the charter of Local 33 be draped in mourning for a period of 30 days, and be it further

RESOLVED: That these resolutions be spread upon the minutes and a copy sent to the Editor of the Official Journal for publication.

C. W. SICKELS, *Secretary*

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 21 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/21

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 Building.

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.

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 22 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/22

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.

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 23 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/23

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.

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 24 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/24

No. 42—WILMINGTON, DEL. Meets Second and Fourth Mondays at South Side Athletic Association, E. and Heald Sts. 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, 41 Maple Street, Mittineague.

No. 44—COLUMBUS, OHIO—Meets First and Third Fridays at 501½ 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.

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
Published by AsbestosClaims.Law
ACL Doc 21388 · Page 25 of 28
asbestosclaims.law/library/21388/25

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.

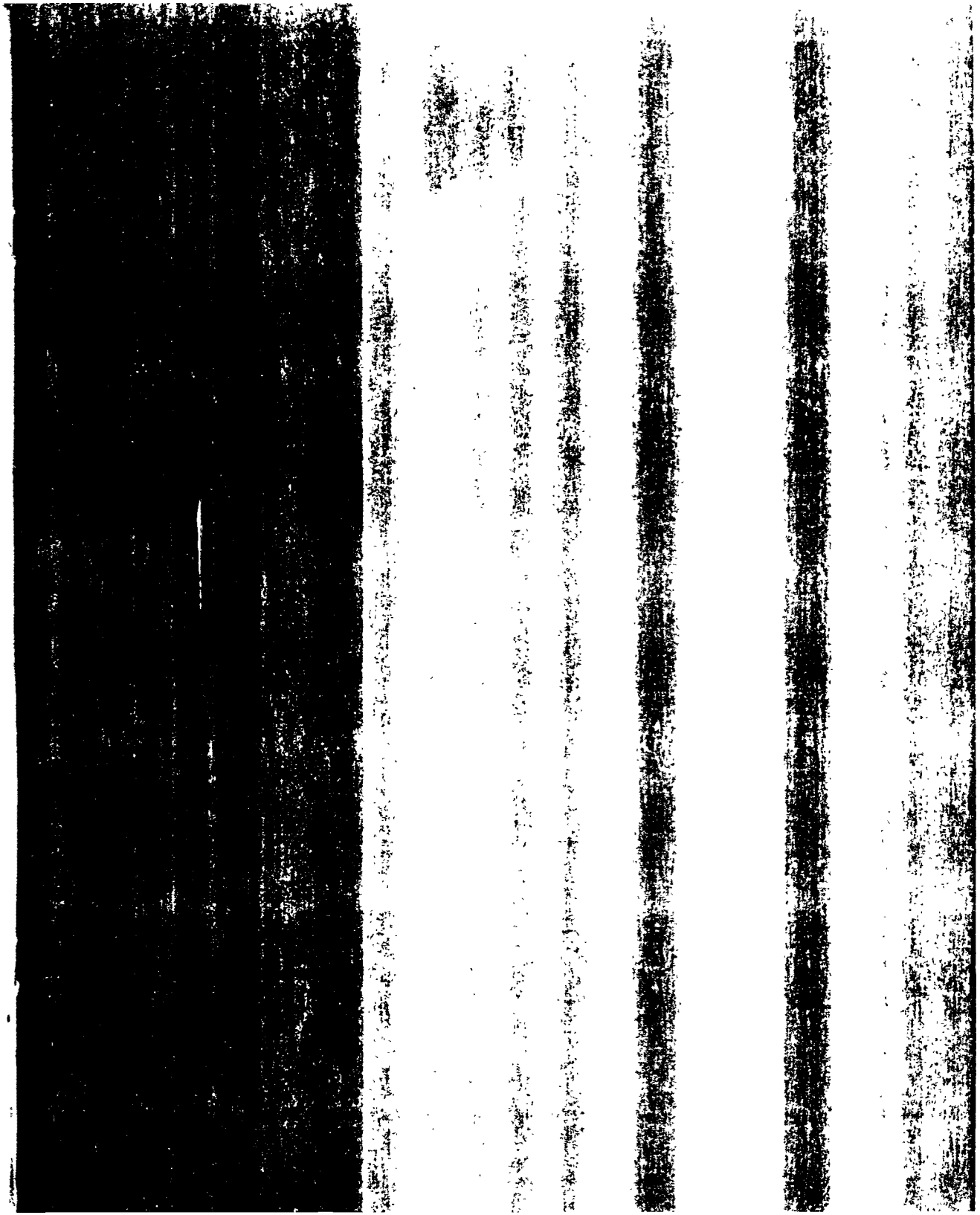
No. 87—SAN ANTONIO, TEXAS—W. F. Doyle, 1218 Nolan Street.

No. 88—RICHMOND, VA.—Meets First Mondays of every month. at Labor Temple, corner Eleventh and Marshall Streets. Charles Owings, 3116 Floyd Avenue.

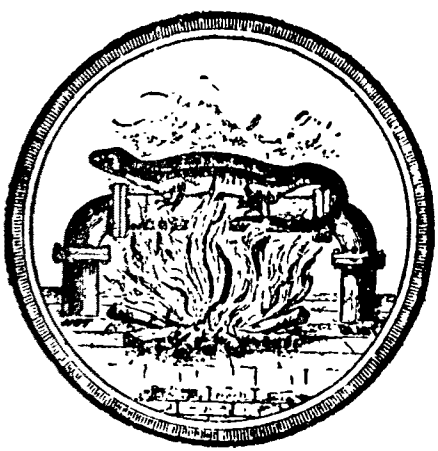
To Officers and Members of the Locals

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.

The Asbestos Worker, 1928, July 1928 (Vol. 7, No. 7)
ACL Doc 21388 · Page 26 of 28
Published by AsbestosClaims.Law
asbestosclaims.law/library/21388/26



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asbestosclaims.law/library/21388/27



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