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FORGET IT ALL, BUT---

GEORCE FLETCHER CRAIG





Forget the slander you have heard,
Forget the hasty, unkind word,
Forget the quarrel and the cause,
Forget the whole affair, because
Forgetting is the only way,
Forget the storm of yesterday;
Forget the chap whose sour face
Forgets to smile in any place.
Forget the trials that you have had,
Forget the weather, if it's bad.

Forget you're not a millionaire,
Forget the gray streaks in your hair.
Forget the coffee when it's cold,
Forget to kick, forget to scold,
Forget, wherever you may roam.
Forget the man who wrote this poem,
Forget that he in social bliss
Forgot himself when he wrote this.
Forget you ever had the blues—
But don't forget to pay your dues.

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The Asbestos Worker

VOLUME VII. AUGUST, 1928 NUMBER 8

"Old Age" at Fifty

James J. Davis
Secretary of Labor of the United States

I WAS asked not long ago to address the Veteran Employees' Association of the Westinghouse Co. in Pittsburgh. This is an organization composed of no fewer than 3,400 men and women who have served that enterprise for periods ranging from 20 to 40 years. So large a group of workers so long attached to a single place of employment is rare in a country as subject as ours to rapid movement and change. As I said in substance at the time, restless America is inclined to overlook the fact that sometimes the lesson of the tree is not to be despised. After all, the surest and most rapid rise may come of taking root in a single spot and growing upon its advantages.

The sight of so many workers who had followed this plan, and the policy of a company glad to encourage them in it, naturally brought to mind the type of employer who has the opposite inclination. It is true that many an American employer can testify to the worker whom he has trained and fitted into his organization, often at considerable cost of patience, materials, and time, only to find that worker ready to leave him for any, or no, apparent reason. This other side of our restless ambition has long given industry one of its problems. Now we hear more and more of another problem; that of the worker whose employer is willing to release him, whatever his skill and value, for no other cause than that he has reached an age beyond which it is thought he is, or will be, useless.

Often enough, in my own early days in the mill, I had seen this senseless practice, and often enough have seen it ever since. More than once, before the occasion in Pittsburgh, I had touched upon it. I knew it could be no novelty to many others. Sooner or later, it seemed to me, this habit of early discharge might become an issue in our industrial life. The time might arrive when it would have to be called to general attention. Already it had been referred to by several recent writers; with what effect I did not know. But the talk I gave to the Westinghouse veterans hap-

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pened to be put on the air, and the response that has come from those who heard it by radio, or read quotations in the press, has been astonishing. Evidently the topic is alive and burning. Employers as well as workers have written, some to express relief, and all approval, that the topic had been raised. This habit of arbitrary discharge at an arbitrary age has affected or aroused, it seems, more people than I had supposed could be concerned.

In my own early days at hand labor, and in industries such as the one in which I was employed—iron and steel—there may have been reason for discharge of the occasional man of 50. The handling of heavy masses of metal demanded bone and brawn, the heat of the furnace called for endurance, and the always ponderous and sometimes dangerous machines were admittedly safer in the hands of men who were younger and more alert. For some men of 50 these tasks and strains were too much. If only to prolong their usefulness in some other industry, it was wise and humane to release them from steel.

In the case of the hardier specimens it was simply absurd to lose their hard-earned, valuable knowledge and skill merely because they had lived a certain number of years. Often the very labor which had taught them so much in mind had only toughened them physically. None knew this so well as such men themselves, and they cheerfully, and invariably, lied about their years. Where men were afraid of the 50-year rule, there was never a man in the mill who would admit that he was more than 48. Many a good and stout worker, grown gray at the temples, was known to darken his hair with soot from the furnace. And many a man have I seen work on for years beyond the limit, without detection. If only to conceal his years he always strove to rival or outdo the younger men about him, and he often succeeded—to his own immense satisfaction, and to the amusement of others who were in the secret. Our very bosses, themselves risen from the ranks, knowing the worth of their men, and eager to keep them, gladly helped them along in this innocent deception of their employers.

If in other industries, where the toil was lighter, this practice of arbitrary discharge was frequent, we heard little of it then. In these industries, also, there might have been some excuse for the habit. In those times the man of 50 was more apt to be 50 indeed. Not only did others regard him as old; he thought so himself. Every man who could afford it, the employer himself, looked forward to 50, or thereabouts, as the age when he planned to "retire." The worker was expected to do the same, although the fact that he could hardly so well afford it was not altogether ignored. A sort of anæsthetic ceremony would be thrown about his passing. A gold watch would be given him, a set of resolutions, and even a purse of money. Regrets were spoken, and by at least one person they were apt to be sincerely felt. The man who felt them was he who, along with the watch, had received his discharge.

Now, it appears, this arbitrary discharge of the worker, regardless of his fitness, at an age arbitrarily fixed, is becoming a general policy. The policy is spreading through the executive offices of business, as it spreads through factory and shop. The tendency is to fix the age of retirement at a limit ever progressively lower. By some employers it is placed as low as 40 years. It begins to be serious and alarming. And observance of the practice reaches its peak in the very day when the reasons for it have virtually disappeared. Not only have the reasons for arbitrary discharge for age disappeared, but their place has been taken by every gravest reason why employment should be made continuous and safe for the maximum number of workers, regardless of age.

Let me first go over the case against automatic discharge. The

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hastiest glance at the facts will disclose how needless it is. In the last 30 years, which is shorter than the period of my own working life, science has greatly extended the span of human existence. It has given to every individual the chance not only of a longer life but of one more vigorous and free from disabling disease. To the benefits of a better personal hygiene we have added a better philosophy of life. More active in body, we are also more active in mind, and the world we now live in obligingly supplies us with endless pursuits and interests to keep us physically and mentally young. Our whole attitude toward life has changed to keep us youthful in spirit. No one to-day feels old, or is old, at any age.

Indeed it is just this youthful spirit of the times that partly accounts, I believe, for the current prejudice against the man of 50. In our zeal to keep business and industry as youthful and vigorous as the spirit of the age, we have come to shy at the very suspicion of years. The younger industrial or business executive of to-day will smile if you remind him that Henry Dandolo, a Venetian, accounted the greatest sailor of his time, stormed Constantinople, an almost impossible feat, at the age of 95. You may point him to Gladstone, in his eighties a dominant figure in the world's affairs. The list of achievements by men advanced in life extends to a day as late as the recent war. The younger man of our time will answer that these belonged to another day; that the rigors of this one belong in the hands of those who alone can endure them. Cite the great and important work still being done by men in their eighties, or even beyond them, in the field of finance, in education, invention, the law, even in the Supreme Court of the United States. You will be told that these are exceptional men.

Well, exceptional also is the worker of to-day who, at 50 or 40, is useless. The truth is that, exceptional instances apart, the employer who fires a worker at such an age for being mentally or bodily "old" is contradicted by every mental and moral trend of the times.

The facts against him are even stronger. The science, invention, and general progress that have given us new and more stimulating interests to quicken our lives and spirits have also lightened our physical tasks. Far from growing greater, the physical stresses and burdens of life are growing less, and our productive period is growing longer. Within 30 years we have written a wholly new page in history, with our lavish use of mechanical power, in the development of automatic and labor-saving machinery. One by one we have taken the age-old perils from the hands of men, the age-old burdens from their backs, and many of the petty strains from their minds. At the same time that we have lightened men's labor and lengthened their period of production we have vastly increased their productive capacity, with the consequence that they are correspondingly more valuable to society and to themselves.

The progress made in steel alone, the industry I learned as a youth, staggers me now as a man. Not long ago I was shown through a modern steel-making plant, the final word of its kind. During my day in the mills a neighbor of mine was one of those caught when a ladle filled with white-hot metal spilled its contents over a group of men about it. There followed one of the strangest of burials. A huge hole was dug in the ground to receive that hideous octopus of metal, and a clergyman spoke his parting words to the ashes of half a dozen men invisibly caught within its folds. In my time it was no uncommon thing for living men, as well as red-hot iron, to be drawn through the rolls. To this day my own arms and legs bear the scars of the burns that I received. Now, thank God, these things are rare. In the plant that I inspected great cranes, rolls, conveyers, and many other mechanical marvels for

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the making and handling of steel do almost humanly skillful things, lift more than humanly possible weights, and all at the touch of a lever, an electric button. They gave me the vision of a day when the bulk of men's work may well be done at the touch of a button. Danger, discomfort, back-breaking, heartbreaking labor, all are going in steel. Machinery does it, does more of it, and does it in the main with greater precision.

What is true of steel has happened in nearly every other industry. One after the other, automatic machinery has invaded them; even those, like the blowing of glass, where human skill had been thought, for ages, irreplaceable.

In fact, I believe this zeal for machinery of ever new and more productive power, this quest of mass production in ever greater mass and at ever greater speed, is another cause for the growing prejudice against the older worker. The typical American manufacturer is proud of his courage in scrapping expensive equipment today, if to-morrow hand him machines of still more speed and productive power; and from pride in his courage to scrap his machines he has passed to a mistaken pride in his courage in scrapping men. He shuts his eyes to a rather important difference between a machine and a man. All machines wear out, and so do some men and women; the rest grow better, in skill and experience. They make this gain, moreover, at a time when bodily strength, and skill itself, are less required. Indeed, alarming as is this growing prejudice against the older worker, I grow to be more concerned for all workers for another reason. Automatic machinery tends to place before the average employer a wholly new temptation. With machinery performing ever more work, and exacting ever less from the human hand, my fear is that wages may be slashed accordingly. This, however, is the subject of another discussion. Here is the point immediately pertinent to this one.

With the infinite number of our industrial operations coming to be done by machinery ever more automatic and easier for human hands to run, the reasons for firing the older workers fade to almost nothing. Where machines do so much and the worker so little, the worker of 60 becomes as able as the one of 20, with the added value of a tendency to stick to the job. In comment on my speech to the Westinghouse veterans, "F. P. A." remarked, in his column in the World, that faithfulness in a worker of 60 might have its explanation; he stuck to his job for having nowhere else to go. Whatever the reason, the older worker sticks. One by one, it seems to me, the economic props can be knocked from under this practice of scrapping workers at any such age as 40 or 50. And minus the props, the practice stands forth for what it is, hardly more than a habit of thought, a fashion.

On the other hand, facts of the gravest importance are behind the case for safe and continuous employment, especially of those whom it now is the fashion to discharge. The case can be argued without the strongest plea of all, the plea of humanitarianism. Nothing but simple business principle is needed to give overwhelming force to the argument for undisturbed employment. And the facts and the principle can be stated briefly enough.

As this is written the country has on its hands an unemployment problem that disquiets those who know its proportions, and baffles those who seek its source. With the pace of our business life only a little slackened from what it was a year ago, we nevertheless have unemployment, and I should rather draw any other conclusion than the one which this contrast forces upon me. No one can be certain, but I fear that a considerable number of the people at present out of work represent a part of the labor "saved" by

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some of this modern labor-saving machinery. I referred above to the glass industry as recently having come under machine production at last. In that industry 700 men were formerly employed in blowing the number of five-gallon glass carboys needed to supply the nation's demand. Now all the carboys the country can use are supplied by a single machine which requires the attention of a handful of men. This may be an extreme instance of what occurs when machines step into the work of men, but it serves to indicate a process that is going on in industry as a whole.

Are labor-saving mechanism displacing workers more rapidly than we can absorb them in other pursuits? A year ago the danger in this high-speed production on which our prosperity rests was that it might turn and create, also, a certain amount of poverty, in a class of the permanently unemployed. To-day I fear we find that danger a little nearer at hand, and a remedy only advisable a year ago may soon become imperative. One remedy is, of course, the development of new popular demands, and the creation of new industries to meet them. This, too, is the subject of another discussion, but again it supplies an immediate point to this one.

The point is simple. During the best of times we always have a certain amount of unemployment. Naturally, it is aggravated in periods of depression. At the present time we have the phenomenon of comparatively good times, and disquieting unemployment, in combination. If, now, to an unemployment situation brought about by economic forces beyond control, the American employer, through whim alone, is to add a further unemployment by senseless discharge of his older workers, we shortly must have on our hands a state of affairs that may cost us much and give us the gravest concern.

The truth is, it is impossible to exaggerate the business risk in widespread unemployment. Discharge of a single worker is not the simple matter it appears to be. To the man discharged it may mean to be deprived of his means of subsistence. That is serious enough, but we forget what it costs the rest of us. Not a man can lose his job but we all lose something. The man discharged ceases to produce, and he also ceases to consume. He adds nothing to the wealth of us all, he takes from the business of all when he ceases to be a buyer. The loss of a single producer and buyer might never be noticed. Multiply by several millions, and the effect will be felt by the whole of business.

The same thing happens on any serious and widespread reduction in wages. Those who complain at the scale of wages, or who discharge their workers without a thought, forget that our prosperity derives from this home market of ours, and that in that market the millions of wage earners are by far the richest and freest buyers. Good wages for the worker are thus good business for us all, whereas we all suffer if any considerable number of workers suffer the loss of their jobs. It is hardly a paradox to say that the employer who fires his men for age is taxing himself for his youth, and in terms of hard financial losses.

There is the simple business principle, and these are the facts that need to be pondered by all employers who object to age in their workers, in a day when physical strength no longer counts.

I believe the humane employer needs only to think of these things to abandon the practice. I have said this practice of discharging workers for age is not a novelty; this popular resentment toward it is. I believe that if ever this public resentment reaches any volume, and acquires a voice, the custom is doomed to the extinction that it deserves. In the face of a public sufficiently aroused against it, the enlightened employer will abandon the practice of his own accord. The other kind will be driven from it.

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Labor and the Political Conventions

WHAT LABOR ASKED	REPLY OF DEMOCRATS	REPLY OF REPUBLICANS
Amendment of the Sherman anti-trust act that labor, industry and agriculture may develop along normal, constructive lines.	Labor is not a commodity. Human rights must be safeguarded. Labor should be exempt from the operation of anti-trust laws.	
Legislation to define the jurisdiction of equity courts and prevent the issuance of injunctions against labor in industrial disputes.	We recognize that legislative and other investigations have shown the existence of grave abuse in the issuance of injunctions in labor disputes. No injunctions should be granted in labor disputes except upon proof of threatened irreparable injury and after notice and hearing, and the injunction should be confined to those acts which do directly threaten irreparable injury. The express purpose of representative capital, labor and the bar to devise a plan for the elimination of the present evils with respect to injunctions must be supported and legislation designed to accomplish these ends formulated and passed.	We believe that injunctions in labor disputes have in some instances been abused and have given rise to a serious question for legislation.
Recognition of the right of working men and women to organize in trade unions and engage in the normal activities of unions.	We favor the principle of collective bargaining and the Democratic principle that organized labor should choose its own representatives without coercion or interference.	The party favors freedom in wage contracts, the right of collective bargaining by free and responsible agents of their own choosing, which develops and maintains that purposeful cooperation which gains its chief incentive through voluntary agreement.

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What Labor Asked	Reply of Democrats	Reply of Republicans
Continuation of present restrictive immigration policy and its progressive application as further needs develop.	Laws which limit immigration must be preserved in full force and effect	Republican party believes that in the interest of both native and foreign-born wage earners it is necessary to restrict immigration. Unrestricted immigration would result in wide-spread unemployment and in the breakdown of the American standard of living.
Constructive legislation for rehabilitation of the coal industry.	Bituminous coal is not only the common base of manufacture, but is a vital agency in our interstate transportation. The demoralization of this industry, its labor conflicts and distress, its waste of a national resource and disordered public service, demand constructive legislation that will allow capital and labor a fair share of prosperity with adequate protection to the consuming public.	The party is anxious, hopeful and willing to assist in any feasible plan for the stabilization of the coal-mining industry which will work with justice to the miners, consumers and producers.
Ratification of the Federal Child Labor Amendment.	Children are the chief asset of the nation. Therefore, their protection through infancy and childhood against exploitation is an important national duty. (This plank declares that "the Democratic party has always opposed the exploitation of women in industry and has stood for such conditions of work as will preserve their health and strength. We favor an equal wage for equal service and likewise favor adequate appropriations for the Women's and Children's Bureau.")	
Reaffirmation of the rights of free speech, press and assemblage and the exercise of these rights.	Human rights must be safeguarded.	

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What Labor Asked	Reply of Democrats	Reply of Republicans
Federal legislation to enable states to prohibit within their jurisdictions the sale of goods manufactured by convict labor in other states	We favor legislation providing that products of convict labor shipped from one state to another shall be subject to laws of the latter state as though they had been produced therein.	
Advance planning of public works to provide authorization and finances so that work may be initiated promptly as unemployment increases and thus not compete with demands for workers in private employment.	Unemployment is present, wide-spread and increasing. We favor the adoption by the government, after a study of this subject, of a scientific plan whereby during periods of unemployment appropriations shall be made available for the construction of necessary public works and the lessening, as far as is consistent with public interests, of government construction work when labor is generally and satisfactorily employed in private enterprise Study should also be made of modern methods of industry and a constructive solution found to absorb and utilize the surplus human labor released by the increasing use of machinery.	
Rehabilitation of injured service men.	We pledge the veterans that none of the benefits heretofore accorded by the Wilson administration and the votes of Democratic members of Congress shall be withdrawn; that these will be added to more in accordance with veterans and their dependents' actual needs.-	Full and adequate relief for our disabled veterans is our aim, and we commend the action of Congress in further liberalizing the laws applicable to veterans' relief.
The principle of high wages and against reduction of daily and annual income of the working people.	Tariff legislation will be based "on maintenance of legitimate business and a high standard of wages for American labor."	The Republican party pledges itself to continue its efforts to maintain this present standard of living and high wage scale.
Five-day week for government employes.		

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What Labor Asked	Reply of Democrats	Reply of Republicans
More adequate accident compensation for government workers.	We favor legislation making fair and liberal compensation to government employes who are injured in accident or by occupational disease and to the dependents of such workers as may die as a result thereof.	
Opposition to industrial conscription at any time, and opposition to conscription for army and navy service except in a defensive war.		We believe that in time of war the nation should draft for its defense not only its citizens but also every resource which may contribute to success. The country demands that should the United States ever again be called upon to defend itself by arms, the President be empowered to draft such material resources and such services as may be required, and to stabilize the prices of services and essential commodities whether utilized in actual warfare or private activity
Increased pay for civilian employes of the government and satisfactory classification.	Federal employes should receive a living wage based upon American standards of decent living. Present wages are in many instances far below that standard.	Steps have already been taken by the Republican Congress to make the service more attractive as to wages and retirement privileges, and we commend what has been done as a step in the right direction.
Amendment to the Volstead act to permit manufacture and sale of beer containing not more than 2.75 per cent alcohol.		
Liberalization of the Federal retirement law to provide adequate income for old age.	We favor a fair and liberal retirement law for government employes in the classified service.	Steps have already been taken by the Republican Congress to make the service more attractive as to wages and retirement privileges, and we commend what has been done as a step in the right direction.

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Development of the Air Cell Idea

THE growth of insulation in its various forms during the past fifty years has been almost as rapid—if not as spectacular—as the changes in transportation and methods of communication, and its importance may well be ranked on the same plane. Certain it is that the efficiency of the modern locomotive and the possibilities of super-power development in the present stage, owe no small debt to the efficiency of modern insulations. A brief review of the development of this field may therefore be of interest.

It is not intended that emphasis be laid on the relative merits of the various forms of insulating materials, but rather to record the various developments which have resulted from the first crude attempts at insulation. Under the relatively low temperatures used in the early days it was possible to use many materials as insulation which, under present conditions would be unsatisfactory, not only from the insulation standpoint, but from the angle of fire hazard as well.

Blankets, carpet, various fibrous materials, lath and plaster, mixtures of such materials as fire clay, charcoal and sawdust with hair as a binder, were commonly used, and in those days were fairly satisfactory. When higher temperatures became more common, the need was felt for a material which would better prevent the escape of heat without being disintegrated or burned. History records that the materials were found before the reasons for their improved insulating qualities were discovered. Hair felt was a much better preserver of heat than the materials previously used; magnesia was found to be an even better insulator, but why?

Just when it was realized that the tiny air cells in the hair felt and the still smaller ones in the magnesia, rather than the materials themselves, were responsible for the excellent insulating qualities, we do not know, but when once the idea was conceived all experiments and actual installations of heat insulating materials tended to confirm the theory. Laboratory experiments have since very definitely proven this as in the case of flat asbestos paper, which is known to be a fairly ready conductor of heat, but which, in the form of air cell provides added air space and serves as a useful insulator.

When asbestos paper was first rolled into air cell, it was a big step in advance of the practice of the day. Hot pipes could be insulated without danger of fire, the material did not decompose under reasonably high heats, as had many of the others used, and its insulating value was good. It was made up of alternate layers of flat and corrugated paper, the air cells thus formed retarding the conduction of heat.

Heat is transmitted in one of three ways—by conduction, convection and radiation. Conduction thru the air itself is very slight but where a sufficiently large amount of air is present convection currents are set up which carry the heat mechanically from one surface to another.

It was found that the comparatively large air spaces in air cell covering permitted convection currents in the confined air and heat loss from this source resulted.

In order to eliminate this source of loss as much as possible, efforts were made to reduce the size of the air spaces, without the loss of strength and fireproofing qualities. Aircell in-

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sulation of four, six and eight layers of cells to each inch of thickness, were gradually developed. The efficiency of these coverings are inversely proportionate to the size of the cells and each of what we know as 4 ply, six ply or eight ply covering, supplies a definite need in the field. In addition to the change in the size of the corrugations, the use of stronger papers, of double layers of paper between layers of cells, and similar minor changes occurred, but the essential characteristic —the air cell idea—was the same.

The next step forward took the form of a change in the relation of the corrugation to the pipe. Heretofore, the corrugations had run parallel to the pipe, and in the three foot sections provided, it was possible for considerable quantities of air to change position, particularly in pipes in a vertical position. By running the corrugations at right angle to the pipe, the circulation of air is confined to a smaller space and a saving in heat loss results.

With the same object in view a form of air cell was developed in which indentations similar to those produced in a waffle, were made in the asbestos paper, the indentations being "staggered" in such a way that separate square cells were developed in which the air circulation was confined to a very small space. These indented sheets with alternate layers of flat paper formed an insulation material of high efficiency.

Up to this point the cells used have all been of fairly large size. The efficiency of the material is therefore limited and it is easily crushed. In the effort to develop materials which would contain minute air cells, and yet use the fire proof asbestos paper as a basic material, various methods have been devised. For instance it was found that by combining a layer of spongy material with the paper, more and smaller air cells would result, meaning a more efficient insulation. Again by inserting a layer of diatomaceous earth between layers of asbestos paper, or by felting the fibres loosely in the paper, a material resulted with a high degree of efficiency and which stood up well under hard usage. A fourth method used to obtain a strong material with good insulating effect consists in the manufacture of an asbestos paper in which a creping effect has been obtained, irregular ridges and indentations being formed in the surface. When this material is wrapped about itself, the irregularity of design results in small cells of air being formed between the points where the ridges touch each other and a strong material of good insulating value is obtained. Between the creped sheets diatomaceous earth was laid.

A further development of these materials is found in the loosely felted paper, with indentations in the surface, wrapped in several layers to form the thickness desired. In this form thin separators are some times inserted at intervals, thus decreasing the number of contact points between layers and so increasing the efficiency of the material.

Thus, with the same basic thought —the use of confined air as an insulation—we have the several distinct types of material, each having advantages which fit it for some particular use. In the first type the construction is symmetrical, the various air cells consisting of alternate layers of a material which has uniform corrugations or indentations, formed in asbestos paper, with a layer of flat asbestos paper used as a separator. In this type the dead air is found in the cell formed between the flat paper and the hill of the corrugation.

In the second type the confined air is formed by using a spongy material, by loosely felting the fibre in the asbestos paper or by using a layer of material such as diatomaceous earth. Here the air cells are found in the body of the material and are much smaller in size.

In the third type the air spaces are

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again found between layers of the material, the irregularity of the indentations or creping, eliminating the necessity for a separating layer of flat paper.

Thus the basic air cell idea, begun with the layers of corrugated paper, and resulting in a material of greatest service on low pressure work, has been used as the basic idea in materials which are very efficient on high pressure steam lines.—*Asbestos.*

THINGS don't "just happen"—they are results of definite and knowable conditions. Forces that condition life may be controlled. Working people must either set about managing their own lives or someone else will control the circumstances of their living. Two fundamental factors in determining the life of any person are income and working hours. Income furnishes keys to opportunities. Working hours condition physical and mental well-being as well as personal contribution to community life. Wage-earners must control these two factors if they want to live better. The way to do this is to organize to have a voice in determining terms of work.

In the early union days the main argument of the union was one of force—the strike. Force was necessary to establish the fundamental right of status. Employers would heed no other argument. As records and fact-finding developed, we began to realize the direct and indirect costs of force and the wisdom of exhausting all other methods before resorting to the strike. Fundamental changes have taken place in industry that make it a much greater hazard for workers to go out on strike. Unions are necessarily compelled to find new ways of protecting the rights of their members and advancing their interests. Instead of relying wholly on refusal to work, unions must be ready to point out mistakes in policy or method by argument and facts to convince management, and then outline a substitute of policy. However, the fighting spirit, refusing to accept injustice, is just as essential to progress as ever.

Instead of evaluating a union according to standards of militancy in terms of fight, we judge it by its resourcefulness in making suggestions, its intelligent strategy in determining when and how to act, its efficiency in advancing the interests of its members, the services it renders its members, by its ability to counsel its members in cooperating for more efficient production. Such a union is virile, resourceful, efficient, "militant" in the use of facts and experience, dedicated to the advancement of wage-earners. It undertakes to secure for its membership an ever-increasing share in the products they help to manufacture so that they may share more fully in the progress of civilization. This union helps to extend the solid basis of national wealth.

Such a union is not a weakling. It is dealing with new problems and conditions in ways that will be effective—as a person puts away things he has outgrown, so this union seeks more effective policies. Even as a nation must, if necessary, have the right of self-defense, so the union must always reserve the right to strike. Its strength, however, will rest with the conference, constructive suggestions and cooperation for efficient production in order to have the materials for higher standards of living.

* * * * * *

WHY MEN LEAVE FARMS. "Inability to make both ends meet" is the largest single factor in causing people to leave farms, while old age may be taken as the second largest, according to a survey by the Department of Agriculture. Twenty thousand former farmers were questioned. One-third left farming because it was "a poor business," while one-fourth based their departure on old age and the inability to carry on under its attendant liabilities.

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The Monthly Labor Review

United States Department of Labor
Bureau of Labor Statistics

ALTHOUGH the longshoremen's and harbor workers' compensation bill as it was introduced in Congress in 1926 included seamen, before it was passed the provision relating to seamen was eliminated on the ground that the rights of seamen were adequately protected under maritime law. This raised the question as to how seamen actually fare under existing law and in view of the lack of data on this point the Bureau of Labor Statistics made a study of the actual status of seamen with regard to recovery for injuries as compared with estimated recovery for similar injuries under the provisions of the longshoremen's act. The number of cases covered was 1,195 and it was found that in 899 cases not involving litigation the average actual settlement was $262.47 as compared with an average estimated settlement of $352.56 under the compensation law. The average "gross" settlement in the 269 cases involving litigation was $1,317.03 and the estimated average "net" settlement after deducting legal fees was $790.22 as compared with an average estimated settlement of $821.07 under the provisions of the compensation act.

An investigation by the Bureau of Labor Statistics of the extent to which apprenticeship is a factor in the building industry shows that while apprenticeship by formal indenture between employer and boy is not widely practiced, practically the same end is achieved in a number of cities through joint apprentice committees composed of employers and workers cooperating with local school boards under the Smith-Hughes Vocational Education Act. The bureau study covered 19 representative cities in which 12,100 trainees were actually indentured or under some form of contractual obligation to learn one of the building crafts.

A study of productivity in blast-furnaces in the United States at different periods from 1850 to 1925 shows that the output per man per year increased from 25 tons in 1850 to 1,257 tons in 1925, the increase being practically continuous except for the years immediately affected by war conditions. During this time the output increased more than 7,000 per cent while the number of employees in the industry increased only 44 per cent.

Lead is one of the most widespread industrial poisons and a method by which the early effects of lead absorption can be detected in workers exposed to this hazard is of great practical value. A new test which shows the effects of lead on the blood through the presence of immature red cells in the blood stream has been proposed by Dr. Carey P. McCord. For persons exposed to the lead hazard this may be taken as an index of lead poisoning or lead absorption. A summary of the results of the clinical and laboratory studies carried out by Dr. McCord and his associates is given in this issue of the Review.

A survey of wages and hours of labor in cotton compresses supplements a study of wages and working conditions in cotton gins which was pub-

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lished in the May Review. The cotton compresses are operated generally in conjunction with cotton warehouses and the work is largely seasonal, following very closely the trend of picking and ginning cotton. The majority of the employees are colored and the comparatively few women employed worked as sweepers, pickers-up, and cotton sorters. In 1927 the average hourly earnings for male employees were 31.6 cents and the average actual earnings per week were $15.70. The average hours actually worked per week were 49.6.

Other sections of the Review contain articles on labor and economic subjects, an analysis of the District of Columbia workmen's compensation act, and statistics of wages, prices and employment.

SOME interesting statistics about the automobile are furnished by W. P. Herbert of the Chandler Distributors Company.

Twenty-five years ago the motorcar was still an experiment and regarded by many as a toy or a fad.

Very few manufacturers were producing efficient machines and those were fashioned after the familiar buggy.

But at the beginning of the year 1927 there was one automobile registered for every five persons in the United States, or 24 589,249 motor-vehicles.

Fifty-five per cent of the families in the United States own motorcars. The motor industry pays about $6,000,000,000 a year in wages to nearly 4,000,000 persons. Taxes that amount to $700,000,000 are collected from the industry, which ranks first in the country in the value of its products and third in exports. About 14 per cent of all the rolled iron and steel of the country is used in manufacturing automobiles.

Fifty per cent of the plate glass produced in the United States, 63 per cent of the upholstered leather and 11 per cent of the hardwood used here, besides 84 per cent of the crude rubber used in the country goes toward this industry.

Seven and one-half per cent of the total exports is represented by the automotive industry.

The automobile is not only a luxury. One can hardly transact his business today without it.

Five hundred railroads in the United States and Canada use this service and many more are using motorbuses. Thousands of firms are using motor cars and trucks for delivery purposes.

The automobile has brought town and country closer together. It has thinned the dense population of the major cities.

It has been a boon to the farmers by making possible rapid transportation of their crops to market. In spite of the enormous growth of the industry there is still a lively market both at home and abroad for cars. The replacement market is getting larger constantly, as well as the two-car field.

The immense growth of the Ford Motor Company and the General Motors Company is well-known. Who shall say what is the future of the automotive industry?

* * * * * *

Blink—My wife weighs in the neighborhood of three hundred pounds.

Blank—If she'd walk about ten miles every day she's soon get out of that neighborhood.

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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.

To Our Membership

WE strive to keep an accurate and up to date address list of all members, and appreciate the cooperation of many secretaries and members who forward address changes. It is well to know that when you change your residence and the mail carrier is unable to deliver your mail that the Post Office authorities send us a postcard marked "Moved—left no address." If you left a forwarding address we receive a card marked with the new address to conform to same. One confliction results when the member changes residence and does not notify us of the new address, either the Local Union Secretary in compiling a new address list is not informed of the new address, or information is incorrectly given as to street and number, and when we receive the list we find the old address is given, which causes confusion and delay. We believe that the big majority of our membership are desirous of having the Journal without delay or interruption, and we ask you to notify us when changing addresses by sending a post card or letter with the old and new address thereon.

THE EDITOR.

REMOVAL OF INTERNATIONAL OFFICES

OUR International office has moved from Room 803, Holland Building, to Room 918, Holland Building. Secretaries and officers of all the local unions please correct your mailing list to conform.

Thomas J. McNamara
Secretary-Treasurer

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IN MEMORIAM

Brother William Vondran, Local No. 14

WHEREAS, It has pleased the Almighty to remove from our midst our esteemed brother, William Vondran, and

WHEREAS, We mourn the loss of one of our best beloved members, who was our President, and as such Local No. 14 Asbestos Workers of Philadelphia, Pa., feel his loss very keenly. And

WHEREAS, His taking away has left a void in the hearts of all those who came in contact with his cheery voice and sunny disposition. Be it

RESOLVED: That Local No. 14 tender to the widow, children and surviving relations, its heart-felt sympathy and condolence in this, their time of bereavement, and be it further

RESOLVED: That as a token of appreciation for the life work of William Vondran and in reverence to his memory, our Charter be draped in mourning for a period of thirty days, and be further

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

W. PETERS, *Secretary Pro-tem.*

Brother Thomas Maher, Local No. 17

WHEREAS, It has pleased God to remove from our ranks our esteemed Brother Thomas Maher.

The pleasant relations which for many years he 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 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 No. 17 do hereby extend to his family our heartfelt sympathy in this, their hour of bereavement.

C. V. CONWAY, *Recording Secretary.*

Brother Charles Mettie, Local No. 17

WHEREAS, It has pleased the Almighty to remove from our midst our esteemed Brother Charles Mettie.

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 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 No. 17 do hereby extend to his family our heartfelt sympathy in this, their hour of bereavement.

C. V. CONWAY, *Recording Secretary.*

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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, Ohia

Editor *Asbestos Worker*

Dear Sir and Brother:

Local Union No. 3, Cleveland, is progressing in fine shape and the majority of our members are taking more interest in the union than at any time in the past.

Work here is not very good, and a number of our members are not working, but we are endeavoring to do our best to see that all the members get some of the work that is being done.

The election of officers resulted as follows: President, Claude Harp; Vice-President, Harry Morris; Recording Secretary, George McArthur; Financial Secretary, M. O. Taitle; Sergeant at Arms, Tom McIntyre; Business Agent, Albert Dalton; Executive Board, D. O'Malley, T. Lavelle, H. Morris, E. Ellain, A. O'Donnell; Trustees, George McArthur, Al. Shaffer, T. Lavelle.

These officers will be in charge of Local No. 3 for the ensuing term and we are sure that they will do all in their power to make the local stronger and more influential in our city.

International President Mullaney was with us on election night and made a very interesting and instructive address. He told the members of the condition of our craft throughout the country and made a good impression on all our members.

The drawing on the watch for the benefit of Brother John Blackburn was held at the same meeting and International President Mullaney was requested to draw the winning ticket and drew the name of John Blackburn. Our members were glad that he won the watch, and I am sure that all those who purchased tickets will also feel glad, as he is one of our deserving members.

Local Union No. 3 desires to thank all the locals for their assistance in the purchase of tickets, and hopes that sometime in the future we can respond in a like manner when asked to assist in a worthy cause.

Fraternally yours,

ALBERT DALTON, *Business Agent.*

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Local No. 6, Boston, Massachusetts

Editor *Asbestos Worker*
Dear Sir and Brother:

We are pleased to learn that our claim to the distinction of being the first local Union in our International Union is not correct, and we give that honor to Local No. 7 of Seattle, Washington, whom we are informed has had the five day week for the past eight years. Next in line we learn is Local No. 45 of Toledo, Ohio, with five day week since May 1, 1927. If there are any more Local Unions let us hear from them. One thing our letter did was to wake up some of our sister unions and gives publicity to the five day week.

Because of rumor that has reached us from other cities to the effect that International Vice-President Johnson had served his last year as Secretary-Treasurer of the Boston Building Trades Council, I take great pleasure in announcing that such rumor was false. The Boston Council just had an election of officers and as usual Brother Johnson was elected by acclamation, and will continue as Secretary-Treasurer, serving his eighth consecutive term, and still giving the same kind of service and action that endears him to the rank and file of all of the building trades unions, not only in Boston but in New England, in whose affairs Brother Johnson takes an active part as member of several committees, Chairman of others, and Executive Officer in many also.

Local No. 6 are now planning their annual picnic. The committee is hard at work and promises the members the biggest and best picnic we ever had, on Saturday, August 11th; wives, families, sweethearts and friends attend our picnics so we don't cover pipe, but enjoy ourselves by Athletic events and other forms of entertainments.

Fraternally yours,

O. W. PALM, *Secretary-Business Agent.*

* * * * * *

Local No. 7, Seattle, Washington

Editor *Asbestos Worker*
Dear Sir and Brother:

Local No. 7; Seattle, wishes to correct the statement of the Boston Local, through the Journal that they were the first Local in the United States to get the five day week.

Seattle has enjoyed the five day week on building work for the past eight years.

Please print this at your convenience.

Fraternally yours,

T. E. ROE, *Recording Secretary.*

* * * * * *

Local No. 12, New York, New York

Editor *Asbestos Worker*
Dear Sir and Brother:

Just a line to say that Local 12 held its Elections on Thursday, June 28.

The following officers were installed by President Mullaney the following meeting, July 5: President, John Hasselbach; Vice-President, James Lanigan;

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Recording Secretary, George Kaiser; Business Agents, Thomas Curry and Harry Flynn. The newly created office of permanent day Financial Secretary Treasurer will be filled by yours truly.

Times in the trade here are somewhat dull at present.

All communications in future should be addressed me at the office, 230 E 58th Street, where anyone having business with Local 12 can find me any day from 8 to 4:30 and on Saturday until 1 p. m.

Fraternally yours,

EDWARD REDMOND

* * * * * *

Local No. 26, Rochester, New York

Editor *Asbestos Worker*

Dear Sir and Brother:

The last regular meeting, which was election of officers, Local No. 26 elected the following brothers: President, George Abel; Vice-President, Edward De Mallie; Financial and Recording Secretary, T. G. Sullivan, Treasurer, C. J. Schleifer; Sergeant at Arms, Gus Cook. Brother C. J. Krause was again elected Business Agent. Trustees elected for the coming year were Brothers Wm. Haidle, Wm. Smith and Burton Bukirck. Will you kindly have this appear in the earliest Journal.

Thanking you for past courtesies, I remain

Fraternally yours,

T. G. SULLIVAN, *Financial and Recording Secretary.*

* * * * * *

Local No. 88, Richmond, Virginia

Editor *Asbestos Worker*

Dear Sir and Brother:

Just a few lines for the next Journal. Our President Mullaney was in Richmond July 2nd to get us signed up with the shops. There has been a little misunderstanding between the shops and our local. We also had a meeting that same night which Brother Mullaney attended. Our wage scale is: Mechanics 87½ cents per hour, Improvers 40, 50 and 60 cents per hour. Everything was well understood before Brother Mullaney left us, thanks to Brother Mullaney.

Fraternally yours,

CHARLES H. OWINGS, *Secretary-Treasurer.*

* * * * * *

Regarding the Wage Situation

Greetings:

Under the caption of Wage Notes we find the following printed in *Asbestos*, "a monthly market Journal devoted to the interests of the Asbestos and Magnesia industries". We wonder if these notes are complete in all details and if it is not

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possible for the readers of *The Asbestos Worker* to get information monthly as to wage scales, agreement changes, and news items. Let's see what your reaction is, if any.—The Editor.

LOUISVILLE, KY. Wage remains $1.25 per hour for Asbestos Workers, but working agreements are not being lived up to by either the Union or the employers. Members of the Union hire their services to steam fitters, plumbers, or anyone who desires mechanics in this class.

PORTLAND, ORE. Working under agreement of 1926, with a scale of $1.12½ per hour. The Union is asking $1.25 per hour for mechanics, and has been asking for that for the past two years, since the plumbers were raised. A Board of Arbitration, composed of the Building Trades Council and the Employees, will take up the question of wages in October, for effect in 1929.

SEATTLE, WASH. Pipe Coverers struck in November 1927, as a protest against the wages being paid—$9.00 a day. At that time the Seattle Association of Insulation Contractors, with offices at 4134 Arcade Building, was formed. A three year agreement covering all building trades, wages and working conditions in Seattle, has been drawn up, ratified by both sides and signed June 7th. This agreement included the asbestos workers at the old rate of $9.00 a day. When the asbestos workers learned of the rate included in the general agreement they went on strike without the sanction of the Building Trades Council and are still out, asking $10 a day. Employers are standing pat as they have the full support of both the Seattle Building Trades Council and the Seattle Construction Council.

BUFFALO, N. Y. Agreement was signed on May 1st, at the old rates, viz: $1.25 for mechanics and 75c for helpers and improvers. The agreement is good for one year, and will therefore expire May 1, 1929.

CLEVELAND, O. Agreement has been signed giving mechanics $1.37½ per hour. The old rate was $1.25.

MILWAUKEE, WIS. The old rate of $1.10 was contained in agreement which expired on April 15th, 1928. The local is asking for $1.25, which, not being granted, a walkout is in effect. At the present time there appears to be no hope for an early settlement.

OKLAHOMA CITY, OKLA. This town is governed by Tulsa Local, where the rate paid mechanics is $1.12½ per hour, covered by agreement which expires March 31st, 1929. This rate has been in effect since April 1st, 1926, but may not have been previously recorded by us. Non-union asbestos workers are receiving from 75c to $1.00.

WICHITA, KANS. Construction work is divided between union and open shop work. It falls under the jurisdiction of the Kansas City Local. The rate is $1.15 effective March 1st, 1928, and expiring March 1st, 1930. Non-union pipe coverers receive from 60 to 87½c per hour.

INDIANAPOLIS, IND. Wage scale effective April 1, 1928, to March 31st, 1929, $1.25 per hour; April 1, 1929 to March 31, 1930, $1.32½c per hour.

—Reprinted from *"Asbestos"*.

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OFFICIAL DECISION

LOCAL 19 vs. CUMMINGS

The defendant pleads guilty as charged to having worked on premises declared on Strike by the Building Trade Council.

Your President is influenced by certain angles of the recent Local 19 Strike Settlement at Milwaukee and is willing to grant a "clean slate" fresh start to both Brother Cummings and the Sprinkman Shop, so he gives decision that

the penalty in the case of Brother Cummings be suspended, subject to his future strict observance of Trade Law.

Fraternally,

Joseph A. Mullaney

General President

* * * * * *

SEMI-ANNUAL MEEETING

The General Executive Board

ATLANTIC CITY, N.J.

The General Executive Board will hold its next regular semi-annual meeting in Atlantic City, New Jersey. The Session will open at 10 a. m. on Monday, September 10, at the Knickerbocker Hotel and continue until such time as all Official Business has been considered and acted upon with probable adjournment Friday evening, September 14.

All communications in re appeals, decisions, etc., should be in the hands of Secretary McNamara at General Office not later than Friday, September 7.

Communications mailed later than September 7 should be addressed care of Secretary McNamara, Knickerbocker Hotel, Atlantic City, New Jersey.

Fraternally yours,

Thomas J. McNamara

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, 918 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.

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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. Edward E. Redmond, Secretary. 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. William F. Feir, 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, 14 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. G. C. Ridling, 863 Bankhead Avenue.

No. 84—AKRON, OHIO. Robert 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.

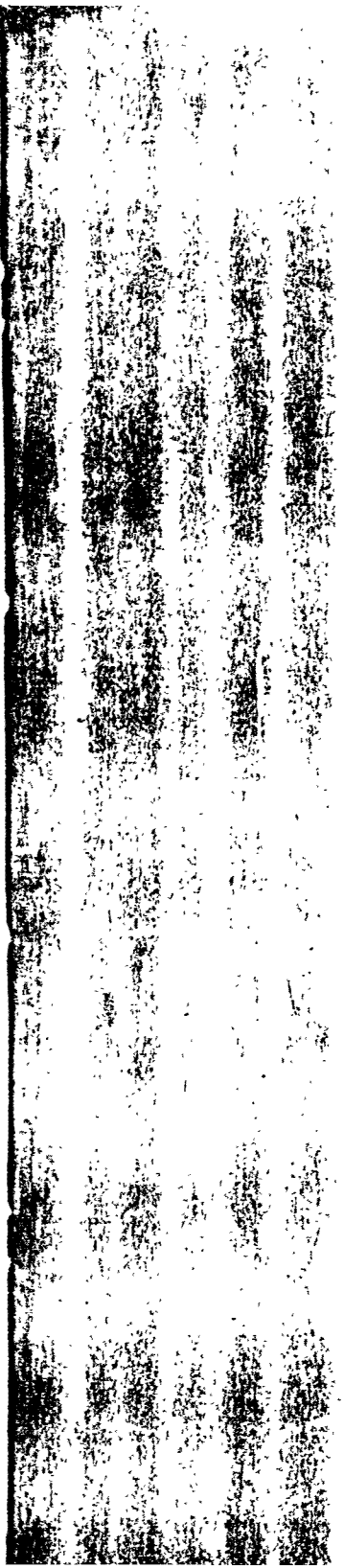
No. 88—RICHMOND, VA.—Meets First Mondays of every month. at Labor Temple, corner Eleventh and Marshall Streets. Charles Owings, 3116 Floyd Avenue.

No. 89—TRENTON, N. J.—A. G. Maxwell, 357 Hewitt Avenue, Dueitzville, Trenton, N. J.

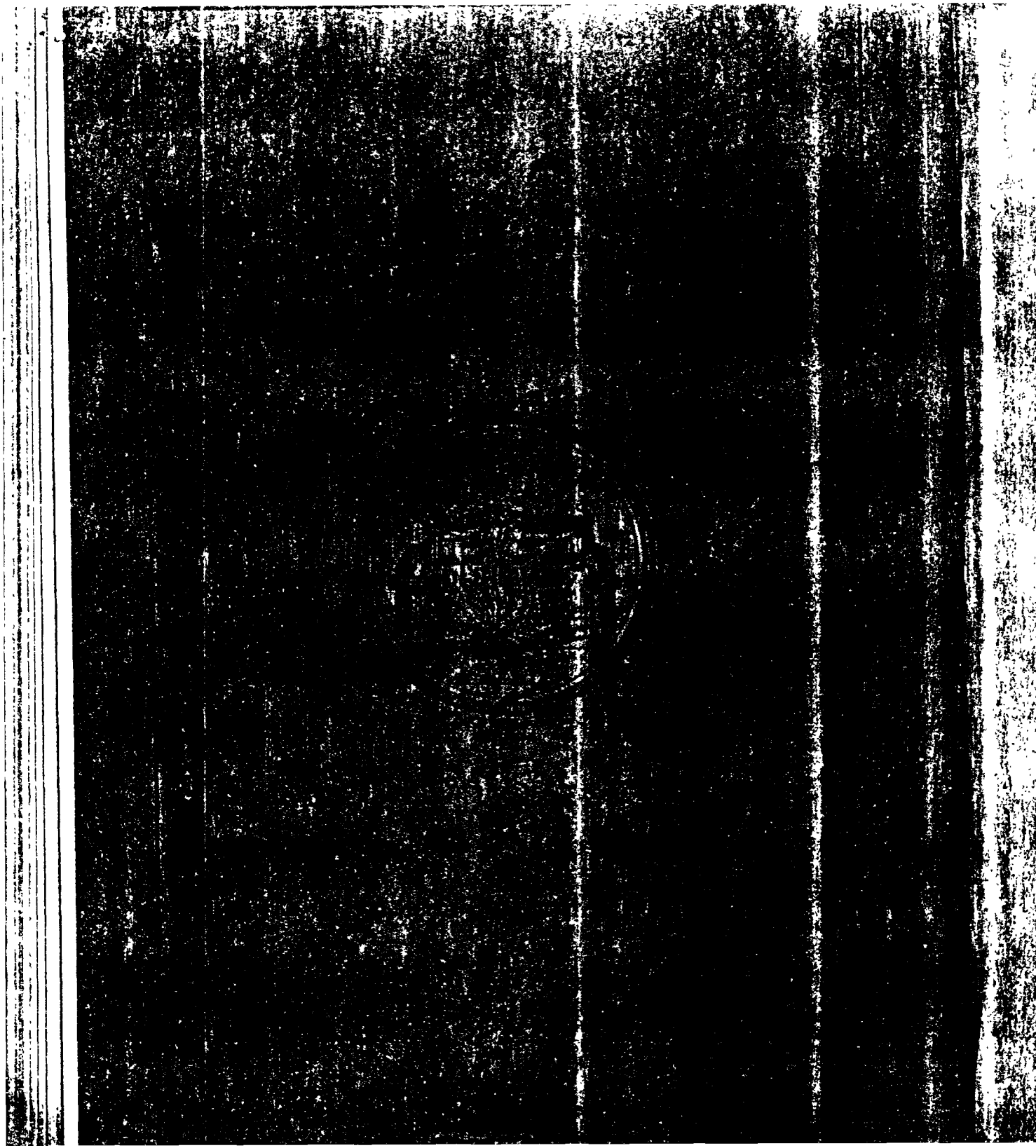
To Officers and Members of the Locals

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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