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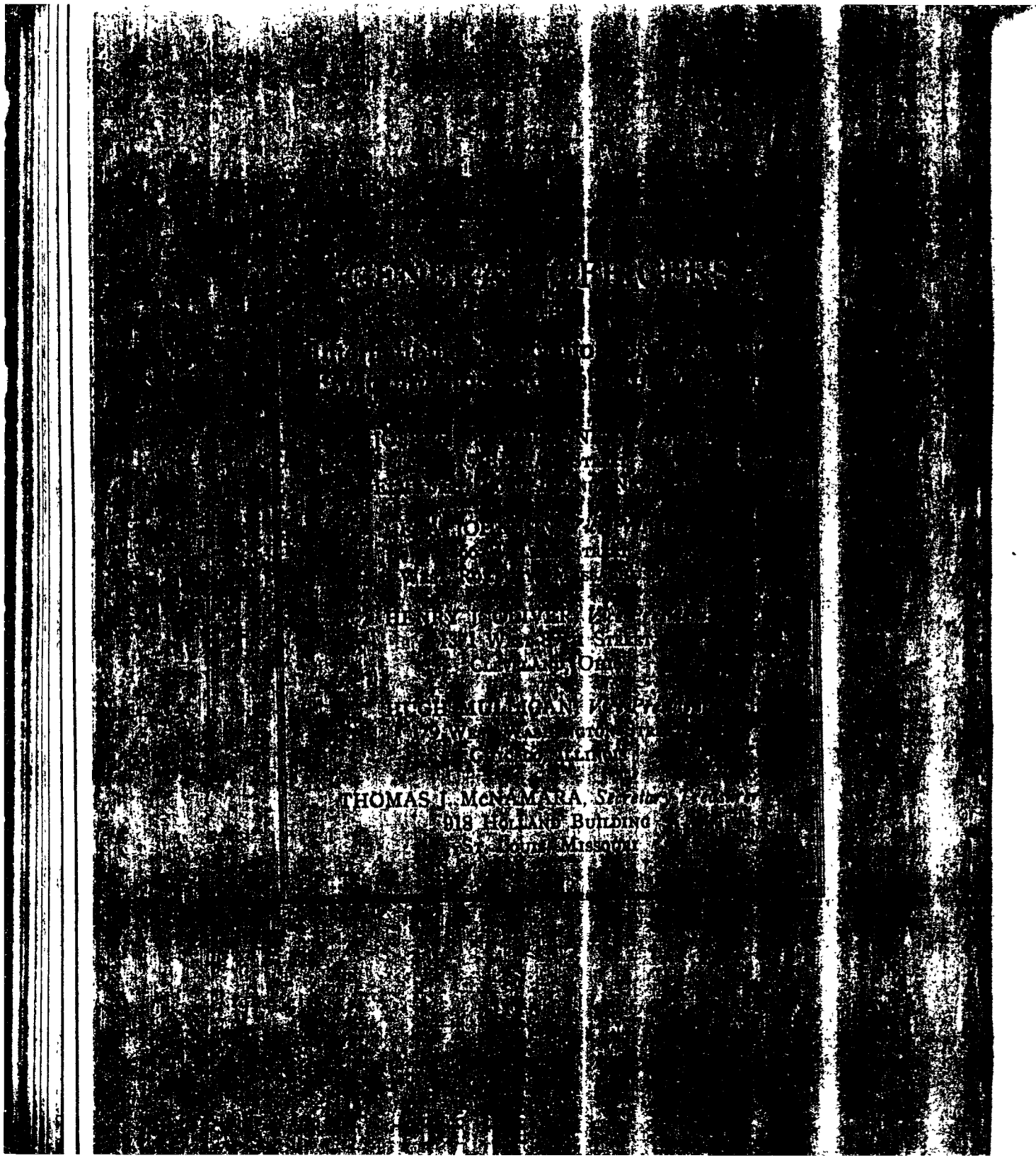
THE ASBESTOS WORKER

VOLUME VII
NUMBER 9

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

September
1928

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Contents for September, 1928

How to Kill a Local . . . 2

An Industrial Review of the Year (July 1927 to July 1928) . . 3

A Proposed Bonfire . . . 16

Regarding Prison Labor . . 17

The Editor's Page . . . 18

From the Local Unions and Other Correspondence . . . 22

Official Directory, Meeting Places and Addresses of Secretaries . 24

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66 Walker Street, West Roxbury, Mass.

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HOW TO KILL A LOCAL

BEN LANG in *The Unionist*

Don't come to the meetings.

If you do come occasionally, come late.

If the weather is cold or rainy don't think of coming.

Be sure to find fault with the officers.

Tell others the local doesn't amount to much.

Never accept an office, for it is easier to criticize than to do things.

If you are not put on a committee get sore. If you are, don't attend the committee meetings.

If the president asks you to give an opinion or experience on some subject tell him you have nothing to say. After the meeting tell everybody how things ought to be done.

If a question box is used never put any questions in the box, thus showing others that you never have any problems or troubles.

Don't do anything you are not obliged to do and when other members put in a lot of time and work complain that the local is run by a clique.

If a bill for dues is accidentally sent you after you have paid, resign from the local.

If the local doesn't stop abuses in your neighborhood howl that nothing is done and resign your membership.

Watch for something you think should be done differently and resign. Never get on your feet to say something.

If a request is sent you to attend a legislative hearing where the appearance of a large crowd will help, don't go. Let George do that.

If you happen to hold an office hang on to it under all circumstances, as long as you can.

If you happen to preside once in a while and some one tries to discuss some phase of the business, head it off, so real business methods will not be discussed more than possible.

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The Asbestos Worker

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An Industrial Review of the Year

Department of Research and Education
Federal Council of the Churches of Christ in America

SINCE the publication of our last review the welfare of American workers has been affected by many significant developments. This brief survey, however, is necessarily limited to relatively important matters, and covers the period of July, 1927, to July, 1928.

INDUSTRIAL RELATIONS

According to data compiled by the United States Bureau of Labor Statistics there were fewer strikes and lockouts in 1927 than in any year since 1917. The number declined from 4,450 in 1917 to 2,385 in 1921. Since 1921, the highest number was in 1923 when there were 1,553. In 1926, the figure dropped to 1,035 and in 1927 to 732.

The most serious strikes in 1927-1928 have been in the bituminous coal industry and in the textile industry. The coal strike, beginning April 1, 1927, has been, from the economic point of view, a losing battle for the miners. Temporary settlements running to April 1, 1928, were made in Illinois, Indiana and outlying districts. But in Ohio, West Virginia, Western Pennsylvania and Central Pennsylvania the union has not been able to resist the efforts of the operators to establish a non-union regime. The miners in Illinois and Indiana have also been idle since April 1, 1928. A great deal of suffering among the mine workers' families has been occasioned by this bitter controversy.

As this review goes to press, the Policy Committee of the union announces that the officers in each district are free to negotiate for wages on whatever basis is "mutually satisfactory," their action to be submitted for ratification by a district convention or by a referendum vote of the miners in each district. This action opens the way, so far as the union is concerned, to the re-establishment of collective bargaining in the northern fields, which have latterly been non-union. The union's action in abandoning its insistence on the Jacksonville wage scale is in line with the analysis of the situation made public by the Federal Council of Churches through its Department of Research and Education a few weeks ago.

On April 16, 1928, over 28,000 tex-

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 5 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/5

tile workers in New Bedford, Massachusetts, went on strike in protest against a 10 per cent cut in wages. Efforts to mediate between the parties proved futile. On July 9, the employers undertook to open their mills on a non-union basis. Thus far reports indicate that very few workers have returned to work at the reduced wage scale. The strike seems to have been conducted in an orderly way and further efforts are being made to bring about a settlement by negotiation. Public sympathy is reported to be very generally with the strikers.

The threat of a strike is still impending among the Pullman porters. The efforts of the union to gain recognition from the Pullman Company have proved unavailing. The steps taken by the union to reach an adadjustment under the Railway Labor Act in order to raise wages and improve working conditions have been unsuccessful.

The agreement between the management of the Philadelphia Rapid Transit Company and the Amalgamated Association of Street and Electric Railway Employes indicates the possibility of reconciling employe representation plans and collective bargaining between employers and trade unions. Through recognition of the union and the agreement on its part to cooperate in attaining results as good as or better than have been attained by the employe representation plan, a rapprochement has been effected which may make an important contribution to industrial peace.

An appreciation of the importance of conciliatory attitudes between advocates of employe representation plans and exponents of collective bargaining with unions was demonstrated at a meeting of the Academy of Political Science, April 11, 1928. William M. Leiserson, one of the foremost industrial relations experts in America, said in his address to the Academy: "The mere fact that employers and organizers of great capitalistic enterprises find it necessary or desirable to talk industrial democracy and to advocate its establishment as an essential principle of sound management is itself of the utmost significance." Sponsors of employe representation plans, he said, are finding that "the quickest way to start a strike . . . would be to abolish the plan of representation," for it is becoming evident that "forces of self-government in industry have been let loose which tend to give wage-earners more and more power and control over industry." He declared also that trade unions must recognize that many of the business men who sponsor employe representation plans (commonly called "company unions") "are not the insincere, dishonest men with ulterior motives that they are made out to be" and that "mere condemnation of employe representation as a fraud and a snare will accomplish little." For "whatever the motives of the management may be, when it inaugurates employe representation, it is handing the employes a constitution for the government of the industry."

Thus, while the antagonism between trade unionism and the company union continues, it seems to be on the way to being resolved, since employers are gradually yielding, through employe representation, the essential points for which the trade union movement has long contended. On the other hand, employe representation is demonstrating certain values which trade unionism must take account of.

Although this review is, in general, limited to developments in the United States, it may be useful to refer at this point to two recent events in Great Britain. The first occurred on April 20, 1928, when more than 200 British employers, 150 representatives of trade unions and 72 members of Parliament issued a declaration that "no real peace in industry, no substantial progress toward coordination of effort which is essential to prosperity, is possible except along the

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 6 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/6

lines of Christian fellowship. On right lines there will be consideration for the human element in industry, a closer personal touch, a respect for each other, strong resentment against the settlement of differences and disputes by a mere trial of force with its disastrous consequences, and a conviction that all difficulties should be regulated by a frank discussion of what is just and right between man and man."

A few weeks ago the Committee of Industrial Inquiry of the British Liberal Party made public the report of its studies in which it was declared that "the new order which is gradually coming into being will be—and, indeed, already is—quite unlike the harsh individualism and the employer autocracy of the nineteenth century." It should be frankly recognized that the causes of discontent are (1) that the workers "are treated rather as tools than as partners in production, and that they do not enjoy in industry a standing corresponding with their standing as free citizens; (2) that the distribution of the wealth they help to create is carried out on principles to which they are not parties, and leads to a cleavage between a small owning and directing class and a large working class." To rectify these conditions the committee recommends that collective bargaining and works councils be "developed into a system of 'joint ascertainment' of what is just, practicable and advantageous to the industry and to the community."

WAGES, EARNINGS AND LIVING COSTS

To the wage worker constructive industrial relations must be expressed concretely in wages, hours, working conditions, and status with reference to industrial government. The United States Secretary of Labor points out that men are frequently "urged to speed up their production, thereby increasing their earnings, and then are told by the management that this larger pay is 'out of line' with standard pay in the same trade. It is only a way of giving them no more money, while getting more work out of them. Keep your worker's production up, but pay him what he earns."

These sentiments are endorsed by Owen D. Young, of the General Electric Company, who points out that "slowly we are learning that low wages for labor do not necessarily mean high profits for capital." High wages, low prices and large profits may go hand in hand. The workers, he insists, should have a status other than that of "the hired men" of industry and receive a wage which would permit them "to take advantage of cultural opportunities."

Attempts to measure how closely we approximate these objectives indicate that, although an increasing volume of production has been attained with fewer workers on the payroll, average earnings have not been greatly influenced thereby. According to data gathered by the National Industrial Conference Board average hourly wages for all wage earners in manufacturing increased from $.567 in the first quarter of 1927 to $.568 in March, 1928. The corresponding figures for men—skilled and semi-skilled — were $.648 and $.652, for unskilled men $.490 and $.493, and for women $.401 and $.400. Summarizing the situation for all wage earners there has been an advance of one-tenth of one cent which greatly illuminates the statement that "departures from the rule of stability have been very slight in recent years."

But the Board's data on average weekly earnings for all workers show a decrease from $27.48 in the first quarter of 1927 to $27.39 in March, 1928. The decrease in weekly earnings for all workers as compared with the increase in hourly rates may be largely explained by the fact that hours per week decreased from 48.4 in 1927 to 48 in 1928.

That the purchasing power of wages has not decreased is indicated by the Board's index of the cost of living which fell from 165.4 in the first

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 7 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/7

quarter of 1927 to 162.9 in the first quarter of 1928. From this the Board concludes that the "subsidence in the cost of living, combined with approximately stationary earnings, has brought an appreciable upward movement of real earnings."

The index of the cost of living of the United States Bureau of Labor statistics also shows a decline from 175.6 in December, 1926, to 172.0 in December, 1927, the latest figures available.

While the index of the Bureau for union wage rates has increased from 233.4 for 1926 to 240.8 for 1928, that for farm labor has decreased from 162 in January, 1927, to 161 in January, 1928. The plight of farm laborers who in January, 1928, averaged $2.34 per day and $46.75 per month, without board, and that of the unskilled workers in many industries whose average full-time earnings per week range from $17.00 to $29.42, have furnished occasion for serious comment by President Coolidge and Secretary Davis. The former called attention to the fact that in "the highest point of material prosperity ever achieved, there is a considerable class of unskilled workers who have not come into full participation in the wealth of the nation" and the latter estimates that there are, including the dependents of wage earners, from 10 to 15 millions of hard-worked and underpaid Americans "who do not share in the prosperity enjoyed by the rest of us. Morally, economically, and on the grounds of simple humanity, this inequality should not be allowed to exist in this richest nation of history." Studies of the relative poverty, sickness and mortality among those with low incomes confirm these statements.

A. F. of L. Membership

The membership of the American Federation of Labor in the fall of 1927 was 2,812,407. The Federation reached its maximum membership, 4,078,740, in 1920. It rapidly declined under the influence of the open shop drive and of industrial depression until in 1922 its membership stood at 3,195,635. Since 1922 it has fluctuated between 2,926,468 (in 1923) and 2,803,966 (in 1926). The figure for 1927 indicates a slight gain over the previous year.

These figures, however, are based on the average "paid-up and reported" membership, which introduces a significant variable. In 1927, there were probably at least 500,000 members who because of strikes or unemployment were not reported as paid-up. Adding this figure to the 2,812,407 paid-up membership gives a total of 3,312,407.

Unemployment

Developments affecting the opportunity to work have forced upon the attention of the nation a problem involving new elements. The index of the United States Bureau of Labor Statistics for employment decreased from 90.6 for April, 1927, to 85.7 for April, 1928, and payroll totals were 6.9 per cent lower. The salient fact is that there has been a great increase in productivity of manufacturing and transportation at the same time that there has been an appreciable decline in the numbers employed in factories, mines and railways. It is estimated that with 11 per cent fewer manual workers than in 1919 the manufacturing industries produced in 1927 about 26 per cent more physical product.

This raises the question whether we are suffering from technological unemployment—idleness due to elimination of labor by the increase of mechanical process. If those who have been thrown out of work in the major industries have not been able to find work elsewhere then technological unemployment becomes a factor in the problem as well as "seasonal" and "cyclical" causes. The displaced workers are partly accounted for by the increased number of workers employed in garages, filling stations, building construction, and retail and wholesale

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 8 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/8

trade, but it seems hardly possible that these activities would care for the shrinkage of 2,600,000 in the number of workers employed in 1927 on farms and railways and in the factories and mines. Population growth since 1919 is said to have added 1,500,000 to the number seeking employment. This necessitates accounting for 4,100,000 workers. To what extent this number is offset by the rise in real earnings (estimated at about 17 per cent since 1919) which may have led to a decline in the number of persons in each family who feel obliged to work, it is impossible to say.

Much confusion was caused a few months ago by the publication of a government report to the effect that the unemployed throughout the country amounted, as of January, 1928, to only 1,874,050. This was an error based on misinterpretation of the figures compiled by the Bureau of Labor Statistics. The Bureau gave this estimate not of the total unemployed, but of the shrinkage in employment as compared with the average for 1925. When it is recalled that the "normal" unemployment is estimated at from a million upward, that the employment was probably considerably below normal in 1925, and that the total number of employable persons had very considerably increased in the interval, it is evident that the widely published government figure was very far from indicating the extent of unemployment

But the important fact to determine is whether technical progress is set along lines which mean a year by year net displacement of workers and an increase in unemployment because, due to the failure to develop new enterprises, compensating employment is not to be found elsewhere. Owen D. Young calls the problem of unemployment "the greatest economic blot on our capitalistic system. There is no answer except that the managers of business have not yet learned how to make their system function so that men willing and able to work may do so. There is no limit to the consumption of the world. It is limited only in its individual compartments. We can not eat more than so much bread or meat. We can not wear more than so many clothes, and so we may have overproduction in individual lines. But there are innumerable wants of men yet unserved, and as long as culture grows, these wants will outrun our capacity to produce things to satisfy them. The world does not owe men a living, but business, if it is to fulfill its ideal, owes men an opportunity to earn a living."

In recognition that society has a part to play in solving the problem of unemployment a bill (Jones Bill S. 2475) was introduced in the United States Senate "to create a prosperity reserve and to stabilize industry and employment by the expansion of public works during periods of unemployment and industrial depression." This bill was reported favorably by the Senate Committee on Interstate Commerce.

The State of New York has appropriated $37,000,000 for roads, buildings and other needed projects with a view to relieving unemployment. Wisconsin and California have laws establishing appropriations for similar purposes during industrial depressions.

Senator Wagner introduced a bill (S. 4158) for the accumulation of data on unemployment and another (S. 4157) for the creation of employment offices on a nation-wide scale under the cooperative auspices of federal and state governments.

Labor Cases in the Courts

Significant precedents established by the courts which affect the status of workers result in a constant elaboration or limitation of rights. The cases selected for this summary merely indicate some of the variable circumstances under which the definition and redefinition of rights is going on.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 9 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/9

Right of Assembly

As the result of the strike of the textile workers in Paterson in 1924 a case (State v. Butterworth) was finally decided by the New Jersey Court of Errors and Appeals, May 14, 1928. A refusal of the police to permit strikers to hold a mass meeting to protest alleged unlawful acts and oppression by the police was followed by an attempt to read the Bill of Rights at City Hall Plaza. The leaders were arrested, tried and convicted by the trial judge and the Supreme Court sustained the conviction. The Court of Errors and Appeals, however, reversed the conviction on the grounds that there was no proof of unlawful intent, no evidence of disorderly conduct, and no threatened danger to the public peace. From the record, furthermore, the court found nothing "therein to have warranted the finding by the trial judge that the accused were guilty of the offense of unlawful assembly." The decision is an important one.

Right of Representation

The right of employes to have representatives of their own choosing, as provided by the Railroad Labor Act of 1926, received support by the United States District Court, Southern District of Texas, February 6, 1928, in the case of the Brotherhood of Railway and Steamship Clerks v. Texas and New Orleans Railroad Company. The railroad refused to accept the services of the United States Mediation Board and the union sought an injunction prohibiting the railroad from interfering in the selection of representatives for the settlement of disputes. Although the injunction permitted the railroad to foster an employe representation plan, the railroad was restrained from "influencing, intimidating, or coercing" its employes to prevent them from selecting their own representatives and pursuing their "free and untrammeled right to self-organization."

The railroad, it appeared, disobeyed Section 6 of the Railroad Labor Act, which provides that when the United State Mediation Board has been appealed to in a controversy over rates of pay, rules or working conditions, these shall remain the same until the controversy has been acted upon by the Board. Not only so, but the railroad excluded the officers of the union from wage conferences and discharged them and other members of the union, thus flouting the injunction. As a result, after a hearing, the court made the injunction permanent and stated that the record should be turned over to the "proper law officers of the Government for them to determine whether a proceeding for criminal contempt . . . should be begun." It is the announced intention of the parties to take the case to the United States Supreme Court to test the constitutionality of the Railroad Labor Act.

Right to Lockout

The plumbers' union of New York City sought an injunction (Moran v. Losette, Supreme Court, Appellate Division, First Department, June 24, 1927) against the master plumbers' association for maintaining a lockout in violation of an agreement to arbitrate disputes. The union had struck to gain an increase in wages. The court held that the strike was in violation of the agreement and the right of the masters to lockout was correlative with that of the union to strike. Furthermore, the nature of the agreement was such that it did not prevent either a strike or a lockout and neither party could expect a remedy of restraint from the court.

Working Agreements

The Brotherhood of Painters, Decorators and Paperhangers adopted a rule that when their members work for an employer whose home office is not in the city where the work is being done, the employer must pay the wage rate in the city in which the work is being done or of the employer's

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 10 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/10

home city, which ever is higher Therefore, when the Barker Painting Company of New York City obtained a contract in Washington, D. C., the union demanded the New York wage rate. The company sought an injunction on the ground that the rule of the union was in unlawful restraint of trade. A temporary injunction was granted but upon trial of the case a permanent injunction was refused. The Court of Appeals of the District of Columbia held, November 7, 1927 (Barker Painting Company v. Brotherhood of Painters, Decorators and Paperhangers), that the action of the union to enforce its rule was lawful under Section 6 of the Clayton Act, which legalizes the legitimate objects of trade unions to raise wages and improve working conditions and, therefore, gave legal support to reasonable means, not unlawful in themselves, to effect those objects.

In the case of Gary v. Central of Georgia Railway Company (Court of Appeals of Georgia, 141 South Eastern 819) the court upheld an agreement with the Brotherhood of Locomotive Engineers which provided that no engineman should be demerited, suspended or discharged without a fair trial. The court held that Gary, the plaintiff, was entitled to $6,260 damages which amounted to his wages from the time he was discharged until the date of the suit.

Winthrop Baking Company, Inc., v. Bliss (Supreme Court, Kings County, N. Y., New York Law Journal, October 3, 1927) was a case in which the company had an agreement with the Amalgamated Food Workers' Union, Local No. 500 of the Bakery and Confectionery Workers' International Union picketed the concern and informed the customers that the company ran a non-union shop and that the Amalgamated union label was not a real union label. The court held that the picketing and boycotting was for the purpose of compelling the company to breach its contract with the Amalgamated and should be restrained

Goldman v. Cohen (Supreme Court, New York County, N. Y., January 26, 1928) involved an agreement by the employer to employ only members of the International Pocketbook Workers' Union. The union obtained an injunction restraining the employer from locking out or threatening to lockout, discharge or discontinue the employment of any members of the union and from in any other way breaching the agreement.

Picketing

In the case of Exchange Bakery and Restaurant, Inc. v. Rifkin (Court of Appeals, New York, May 31, 1927) the employer obtained an injunction prohibiting picketing. But the Court of Appeals took occasion to define peaceful picketing and warn the lower court that a court of equity should not intervene "where there is no evidence that wrongs have been committed or threatened on the theory that the defendant is not harmed by the prohibition of such unlawful acts." For picketing to be legal it must "not be accompanied by violence, trespass, threats or intimidation expressed or implied. No crowds may be collected on or near the employer's property. The free entrance of strangers, customers or employes may not be impeded. There may be . . . no statements, oral or written, false in fact, yet tending to injure the employer's business." The court does not attempt to enumerate all the acts that might make picketing illegal but asserts that "when the situation in a particular case comes to be reviewed . . . there will be no difficulty in drawing the line between acts permissible and acts forbidden."

In the case of Ossey v. Retail Clerks' Union (Supreme Court of Illinois, 1927) the employer had obtained an injunction on April 16, 1924, to prevent picketing by strikers. Illinois had passed an Anti-Injunction Law in 1925, effective July 1, sub-

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 11 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/11

stantially the same as Section 20 of the Clayton Act. On October 27, 1925, the restraining order, which had been obeyed up to that time was disregarded and picketing accompanied by violence was carried on. The court held that regardless of the statute, picketing which intimidated was not permissible and the law "afforded them no immunity for their acts."

In the case of Sarros v. Nouris (Court of Chancery, Delaware, 138 Atl. 607) the employer had agreed not to discriminate against union men but refused to deal with the union, a local of Greek restaurant workers. The union struck, it contended, because the employer had violated an agreement, made under the auspices of the United States Commissioner of Conciliation, that he would not discriminate against union men. The court in granting the employer an injunction held that the evidence showed a purpose to establish a closed shop, which was declared to be unlawful. "This being true, the picketing which has been going on is unlawful, whether peaceful or otherwise. I am not, therefore, called upon to go into the question whether picketing if peacefully conducted is permissible in labor controversies, for if the object of the picketers is unlawful, picketing of all kinds is likewise so."

Strikes

The plaintiff in the case of the Bellows Corporation v. The Electrical Workers' Union, Local No. 38 (Common Pleas Court, Cuyahoga County, Ohio, December, 1927), manufactured electric signs under non-union conditions in Detroit and in a union shop in Cleveland. The union in Cleveland struck to force the company to unionize its shop in Detroit. The court held that labor's right to compulsion is limited to strikes against employers with whom the union has a dispute. Since there was no dispute in the non-union shop of Detroit the acts of the union were in restraint of trade and should be enjoined.

"Yellow Dog" Contract

The Interborough Rapid Transit Company of New York City required its employes to agree not to join any labor organization except the Brotherhood of Interborough Rapid Transit Company Employes, a "company union." In 1926, because of a disagreement over wages, a Mr. Lavin and other employes left the service of the company and attempted to organize the Consolidated Railway Workers' Union of Greater New York.

The company obtained an injunction prohibiting Lavin and his associates from advising, enticing, inducing or persuading its employes to quit and become members of the new organization. Upon appeal the court decided in the case of Interborough Rapid Transit Company v. Lavin (Court of Appeals, New York, January 10, 1928) that, although the company had the right to protect its business against the interference of "an officious outsider, merely for the purpose of injuring the plaintiff," employes who have quit or have been discharged, nevertheless, have the right to continue their efforts to bring about a change in employment satisfactory to them.

The court expressed doubt as to whether the requirements of the constitution of the Brotherhood could be termed a contract, and said that "where employes have freedom of choice a labor union may not be accused of malicious interference when it urged the employes to make a choice in its favor, even though that choice may involve termination of present employment and consequent disruption of business organization. This court has not been called upon to decide whether employes may lawfully be urged to make a choice in breach of a definite contract. We do not decide that now. At least so far as the injunction prohibits the defendants from inducing the plaintiff's employes to leave their position and to terminate their employment it is

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 12 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/12

not justified upon this record."

The court, however, raised the question whether the union organizers could legitimately urge Interborough employes to join the union secretly and continue in their employment. It reversed the decision granting the temporary injunction but remitted the motion to the lower court in order that it might exercise its discretion in granting an injunction more limited in scope.

As a result of the decision of the court in the Lavin case the Interborough Company on June 30, 1927, required each employe separately to sign an agreement that he would remain in the employ of the company for two years, that he would not join the Amalgamated Association of Street and Electric Railway Employes, and that he recognized the constitution of the company's brotherhood as a valid contract. The company then sought an injunction against the organizers of the Amalgamated and officers of the American Federation of Labor to restrain them from inducing its employes to break their agreement.

The court held (Interborough Rapid Transit Company v. Green, Supreme Court, New York County, N. Y., February 15, 1928) that since the company was in a position to discharge its employes at will, and was attempting to bind its employes for two years without incurring any reciprocal obligation, there was no valid contract involved. That is to say, the existing contract violated a principle of equity. The court also held that there was no evidence of wrongdoing on the part of the union organizers which would justify the issuance of an injunction.

These two decisions are among the most important bearing upon individual contracts since the decision of the United States Supreme Court in the Hitchman Coal Company case of 1917.

Boycotts

In the case of the United States v. Journeymen Stone Cutters Association (United States District Court, Southern District of New York, September 1927) the union was restrained from engaging in a conspiracy to exclude from New York City non-union manufactured stone which is not made within the geographical area over which the local unions involved exercise jurisdiction.

Legislation

The volume of legislation affecting workers necessitates selection of outstanding enactments for so brief a summary as this. In the matter of hours of work, Arizona changed the weekly limit from 56 to 48; Colorado established an 8 hour day in cement and plaster manufacturing plants; Connecticut forbade employment for all persons under 16 in mercantile establishments between 10 P. M. and 6 A. M.; North Carolina limited the employment of persons between 14 and 16 to 8 hours per day, 48 hours per week, and 6 days per week and prohibited night work after 7 P. M.; and New York limited hours for women in factories and mercantile establishments to 8 hours per day and 48 hours per week unless one day is shortened to 4½, when the other 5 days may be lengthened to 9 hours each, totaling 49½ hours per week. In New York, however, 78 hours overtime during the year is permissible (to take care of the holiday season) on condition that hours are not more than 10 per day and 54 per week.

Montana ratified the child labor amendment to the federal constitution.

The federal child labor law which became effective July 1, 1928, in the District of Columbia fixes the minimum age for employment at 14 and, according to the nature of the work, limits employment in dangerous trades and occupations to those 16 and 18 years of age. School attendance is compulsory to age 16, except for children of 14 who have completed the eighth grade and are employed. Work permits are required for all children under 18 and are issued by the school

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 13 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/13

authorities. Boys under 12 and girls under 18 may not engage in street trades. Boys under 16 must have badges issued by the school authorities and may not sell between the hours of 7 P. M. and 6 A. M. Hours of work are 8 per day, 48 per week and 6 days per week for persons under 18. Girls under 18 and boys under 16 may not be employed between 7 P. M. and 7 A. M. Boys 16 to 18 may not work between 10 P. M. and 6 A. M. A minor has the same rights under the compensation law as an adult.

The child labor program of the Committee on Junior Education and Employment of the National Association of Manufacturers issued in the fall of 1927 has occasioned much discussion. Critics of the program raised the question whether the manufacturers regarded its provisions as maximum or minimum requirements and attacked the provisions which could be regarded as backward steps. This criticism has resulted in assurances that the program was regarded as a minimum and in certain modifications to clarify the meaning of the program. (A discussion of the program and of the current controversy over it already in effect will appear in an early issue of this SERVICE.)

Congress passed a compensation law for longshoremen and harbor workers not provided for in state laws, covering death or injury when occurring on navigable waters, including dry docks. Liberalization of benefits under workmen's compensation acts was accomplished in 21 states. Among the changes effected were: increasing the benefits for all classes or for certain special classes, raising the minimum or maximum weekly payments, increasing allowances in case of medical assistance or burial, and extending the number of employes covered.

The Sheppard-Towner maternity act was continued by Congress till June 30, 1929; Maine and Kansas accepted the provisions of the act.

Colorado and Maryland joined the list of states which have enacted old age pension laws.[1] Old age pension bills were introduced in 24 states. In Wyoming the bill was vetoed by the governor and in Washington the bill failed to get the necessary two-thirds vote to override the veto which the governor applied in 1926. In the other states the bills met with varying fortunes in the legislatures. But the record of accomplishment during the last five years indicates that the sentiment for old age pensions is gaining increasing momentum. In three states[2] official investigating commissions have already reported favorably on old age pension legislation and four more have investigations under way.

Although an attempt was made recently to show that the majority of the population of the United States over 65 years old are able to make some provision for old age,[3] the data accumulated have been criticized[4] as constituting an inadequate sample. Out of the 45,000,000 persons employed in this country it is estimated that only one in ten earns $2,000 or more per year and the study in question covered only one-fourth of one per cent of the aged population. Moreover, the cases were selected from certain cities in four industrial states on the Atlantic seaboard, a part of the country in which the accumulation of wealth is greater than it is in other sections. Even so, the data indicate that 25 per cent of the men and 34 per cent of the women over 65 own no property and 40 per cent of the total cases have no income from work or business; that some 17 per cent have neither property nor income; that over 25 per cent are unable to work, while 30 per cent are able to do only light work and 40 per cent are assisted by children or relatives.

Thus, even if the facts were to show that only 30 or 40 per cent rather than 85 per cent or more require old age pensions, the problem of making adequate provision for the

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 14 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/14

aged could hardly be disregarded. The need is further emphasized by the fact that many business concerns set a much lower age limit than 65 at which they will retire employes. In this connection it is noteworthy that mothers' pensions have been provided by law in 42 states, two territories and the District of Columbia.

Labor Benefits and Insurance; Group Insurance

A survey by the United States Bureau of Labor Statistics of the provisions which trade unions make for the relief of their members, published in January, 1928, indicates that labor organizations have greatly expanded their original field of activities in connection with collective bargaining.

Of the 96 international unions which are known to have, or to have had, some form of welfare benefit, data were secured from 75. Of these, 61 pay benefits for death, 13 for disability, 13 for sickness, 13 make some provision for aged members, and 19 have some other form of insurance. Eight unions pay tuberculosis benefits or provide for treatment of the tubercular. Seven organizations maintain homes for the aged and disabled, and two of these maintain a tuberculosis sanitarium in connection with the home. The increasing popularity of group insurance is indicated by the fact that two unions have substituted such insurance for the death benefit formerly paid and other unions are taking out group insurance with the Union Cooperative Life Insurance Company (a company backed by the Brotherhood of Electrical Workers) and the Union Labor Life Insurance Company, an American Federation of Labor organization. This form of insurance permits a large increase in the amount of death benefits at a very nominal expense.

The local unions frequently pay various kinds of benefits to their members. The bureau found that payments of insurance of various kinds amounted to more than $12,000,000 last year. Since these unions began paying benefits and insurance, more than $300,000,000 has been disbursed.

The report of the Union Labor Life Insurance Company, after seven months' operation in 1927, indicates that the 70 international unions which are stockholders have started something which is likely to prove of great significance for trade unions. During its brief existence the company has written individual policies for over $1,223,000 and group insurance policies for $34,000,000, protecting the families of 50,000 trade unionists. The company has been licensed in 34 states and the District of Columbia. Beside the members of local trade unions who act as agents the company has organized a full time force of insurance solicitors under general agents in states and cities. After the payments of 6 per cent on the stock contributed by the international unions, the surplus belongs to the policy holders and will be distributed as dividends except for the amount necessary to maintain the financial security of the company. On December 31, 1927, the company had accumulated a surplus of $209,506.

At the close of 1926 it was estimated that 4,700,000 employes were protected by group insurance to the extent of $5,500,000,000. A study made in 1927 by the National Industrial Conference Board, of 618 companies having approximately 1,235,000 employes, of whom 800,000 were covered by over $1,300,000,000 of insurance, serves as a basis for considering detailed aspects of this form of insurance.

Investigation showed that more than 40 per cent of all wage earners carried no form of life insurance; that those having policies were insufficiently protected, their policies averaging about $500; that many could not obtain life insurance because of the hazard of occupations or advanced age; that about one-fifth were barred because of physical disabilities; and that about

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 15 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/15

35 per cent at death left their families in serious financial straits.

Of the 618 companies the hazards covered were death, or death and permanent total disability, in 537 cases; 4 plans covered sickness and accident disability only; and 77 plans covered death, permanent total disability, and sickness and accident disability.

A classification of the amount of insurance according to types showed that the cost was paid in 47.6 per cent of the cases by the employer; in 45.8 per cent the employes contributed; 6.6 per cent represented additional insurance paid for entirely by the employes.

The average amount of insurance per employe varied with the size of the plant. In plants having less than 200 employes the average amount was $1,102; in those having over 25,000 it was $2,229. The average annual premium for each $1,000 of group life insurance and total disability is between $10.50 and $12, making a total cost of from 55 to 65 millions of dollars annually.

Group sickness and accident insurance was carried by 81 of the 618 companies and covered about 10 per cent of the employes. The average weekly benefits for sickness and accident in three of the largest insurance companies were $11.44, $12.97, and $13.37 respectively. In the majority of the companies the cost is borne jointly by the employer and employes, but in 17 cases by the employer alone and in 13 cases by the employes alone.

The testimony of the employers is that group insurance reduces worry and makes their employes better workmen; that it has taught employes the value of insurance and encourages them to carry more protection; that it encourages saving; and that married workers are most appreciative of its benefits.

Labor Banking

According to a report by the Industrial Relations Section of Princeton University the total resources of labor banks on December 31, 1927, were $119,815,386. "This total shows an increase of nearly two and one-half million dollars compared to the resources of October 10, 1927, but a decrease of approximately seven million compared to the year-end figures of 1926. During the year the control of four labor banks shifted to other interests.

"Deposits in labor banks increased almost three million dollars during the last quarter but were, at the end of 1927, approximately five and one-half million below the December, 1926, total.

"The outstanding event of the year in the labor banking movement was the change in the policy of the Brotherhood of Locomotive Engineers concerning their banking enterprises. The change was reflected both in the transfer of two banks from Brotherhood control and in a reduction in the resources of several of the Brotherhood's banks.

"No banks were added to the labor group during 1927 but several larger banks, especially in New York City and vicinity, and a number of smaller banks elsewhere showed marked increases in resources compared to 1926. The growth of these banks, coupled with the recessions and, in some cases, later increases in the resources of several other banks, indicates that 1927 was a year of stabilization in the labor banking movement."

Health and Education

Of the 430 companies recently surveyed by the United States Bureau of Labor Statistics, 373 have a dispensary or emergency hospital, 311 employ full-time or part-time doctors, and 332 have trained nurses. Fourteen companies grant sick leave with pay and 133 give their employes vacations with pay.

Educational work is carried on by 150 companies and 48 give financial aid to those studying outside the plant. Libraries are provided by 127 companies. Education in thrift is pro-

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 16 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/16

moted in 196 companies through savings funds; 72 have loan funds, and 39 have building and loan associations.

Free legal advice is given by a majority of the companies and advice in regard to investments is also given in numerous instances.

Cooperative stores were found in 21 instances and a large proportion of the companies promoted cooperative buying of certain commodities or allowed a discount on their own products or supplies furnished by them, which results in a considerable saving to the employes.

Housing

The United States Bureau of Labor Statistics has assembled records from 257 identical cities from 1921 to 1927 showing that the percentage of permits for multi-family dwellings (*i.e.*, those housing three or more families) has increased from 24.4 in 1921 to 48.3 in 1927. In cities of 500,000 population or over the corresponding percentages were 34.0 and 60.8. The percentage of permits for one-family houses in cities of 2,000 population and over decreased from 58.3 in 1921 to 38.3 in 1927 while in cities of 500,000 or over the corresponding percentages were 44.7 and 25.8. Baltimore continues to be the leading single-family dwelling city in the country and the percentage of permits for such dwellings increased from 92.4 in 1926 to 94.4 in 1927.

Although the bureau has no dependable data on the percentage of families living in apartment houses as compared to those in one-family houses, it can be readily appreciated that if apartment building increases at the rate it has during recent years, it will not be many years until in many cities the majority of the population will be housed in that class of structure. The result will be fewer home owners, which means less settled communities, for people who own their own homes move less frequently than people who live in rented dwellings. This has obvious implications for industrial life.

1 The other states are Montana, Nevada, Wisconsin, Kentucky and Alaska.
2 Indiana, Massachusetts, Virginia.
3 Report of the Industrial Welfare Department of the National Civic Federation.
4 See article by I. M. Rubinow, New Republic April 5, 1928.

THE strike against a wage cut in New Bedford continues despite the effort of the textile mills to reopen. A study of the wage history of the industry conclusively explains the resistance of the workers.

Wages of textile workers always have been very low. Of the bigger industrial groups into which the Census of Manufacturers divides manufacturing industries, textile wages have almost always ranked next to the lowest. In 1899 average yearly wages in the textile industry were about $335, while the automobile industry paid about $590, and the iron and steel industry about $545. The situation did not improve very much in the next two decades, and in 1919 the textile industry paid to its workers an average yearly income of about $920, while the automobile industry paid about $1,430, and the iron and steel industry about $1,705. And today the situation is just as bad as a quarter of a century ago. The average yearly income of a worker in the textile industry is about $1,025, while the automobile industry pays about $1,605, and the iron and steel industry about $1,660.

Isn't it time for this industry to set its house in order? Individual companies have demonstrated that the low average of the industry is not necessary. Such low wages are a menace to the community. The strikers have the sympathy and the support of the whole labor movement.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 17 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/17

A Proposed Bonfire

THE following editorial from the New York *World* for July 2, 1928, is reproduced here in full because, as a bit of political writing, it is exceptional, and because it is of so wide and timely interest.

"The newspapers of this country have a duty to perform in the next few months which transcends all other convictions they may have in respect to the parties, the issues and the candidates. On the owners of the press, its editors and its writers it depends whether this campaign shall be fought out cleanly. There has been no campaign in this generation where so much hysteria has lain just under the surface, when it would be so easy to fan it to a terrible flame, when it was so necessary to exercise a militant restraint upon passionate prejudices. The daily press, more than any other institution, has in its power to stand guard for reason, fairness and good humor. Having the power, it must assume the responsibility.

"Every reasonable person knows that in Herbert Hoover and Alfred E. Smith the two parties have nominated their worthiest champions. They are both men of unimpeachable personal integrity in their private lives and in their public offices. They are both men of unquestionable devotion to the public interest as they see it. They are both men of exceptional experience, of demonstrated capacity and of great human sympathies. No man can without uttering the foulest slander impugn the single-minded patriotism of either candidate. Neither is controlled by any sort of secret allegiance. Neither challenges any fundamental principle of the American Republic. Both can be trusted to conserve faithfully the structure of the government and the common ideals of all Americans.

"They are of different temperaments. They will offer a choice of policies. They would give the nation different types of administration. These differences are all of them important, and it is proper that every one should strive by all fair means to make his preference prevail. But let us not delude ourselves into thinking that the country is lost if we lose. We might as well recognize that in nominating these two men the processes of popular government have justified themselves magnificently by bringing to the front in each party the man who not only had the confidence of the majority but deserved it. A democracy which has to make its final choice between Hoover and Smith has proved its capacity for self-government.

"This newspaper will support Governor Smith. But it pledges itself to a war of extermination upon any supporters of Governor Smith who, in their excitement and their zeal, strike foul blows at the opposition. And as the opening gun in that war we call upon the Democratic campaign managers and spellbinders to throw onto the rubbish-heap, where it belongs, all the talk about Sir Herbert Hoover and his alleged British connections.

"We shall have other things to add to the rubbish-heap as time goes on. If our Republican friends will add their rubbish to the same heap we may be able to have a beautiful bonfire to delight the self-respecting people of America."

THE surest test of a square deal is that both parties are satisfied.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 18 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/18

Regarding Prison Labor

THE annual report for 1927 of the National Committee on Prisons and Prison Labor presents a record of achievement which the committee believes should command the support of all those who are interested in improving prison conditions.

The committee stands for the abolition of the prison labor contract system, for the introduction of vocational training of prisoners, and for properly organized prison industries which will make goods for the state.

The American Federation of Labor and manufacturers who are directly affected by the competition of prison contractors have shown great interest in the prison labor problem but the tendency of each industry is to be indifferent to conditions affecting the others. To offset this tendency the committee seeks to enlist all industries affected in the movement for the abolition of the contract system. In this effort the committee has made considerable headway with the International Association of Garment Manufacturers, the Association of Cotton Textile Merchants, the National Boot and Shoe Manufacturers' Association, the National Chair Manufacturers' Association, the National Broom Manufacturers' Association, and the Cordage Institute. The committee has also had the support of the United States Department of Commerce in making a study of the various questions involved in the contract labor system.

A permanent conference committee has been established to act as a coordinating agency and to establish similar committees in each state to cooperate with governmental, civic and social forces in working out the most effective program for prison industries. The significance of such efforts has been demonstrated in Texas where six years of steady campaigning have secured the adoption of a constitutional amendment, the election of a governor committed to prison reform, and the enactment of a law establishing a prison board to carry out a new program.

The committee is supporting legislation introduced in Congress aimed at the abolition of the prison contract system. It is the contention of proponents of this legislation that the developments which have taken six years to accomplish in Texas without federal legislation can be accomplished in other states in two years with the aid of such legislation.

The committee has a constructive and workable program to present in each state. This program was presented to the governors of the states by a committee at the conference of the House of Governors in 1927. The report, as summarized in a pamphlet issued by the National Committee, "urged upon the governors the desirability of cooperation with local groups which would survey the problems involved in prison reconstruction and to appoint representatives of manufacturers and labor to assist in the development of new prison industries."

A special committee on the care and training of delinquent women and girls has completed researches on industries for correctional institutions for women and on the health of inmates, pertaining especially to the isolation and control of venereal disease.

The committee appeals for friends and funds to assist in carrying out its program.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 19 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/19

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

LABOR DAY

LABOR DAY typifies an ideal that has been a powerful influence in the lives of those who handle the tools of production. It is this ideal that has put a virility and endurance into the trade-union movement that distinguishes it from all other less authoritative organizations of workers.

The labor movement has as its purpose the welfare and advancement of those who work for wages. Just what are the measures that will promote these purposes and how they may be attained are questions that the workers decide as union groups. The whole group then becomes responsible for carrying out the program. Sincerely and courageously this has been done time and time again. Men and women have gone on strike in support of an ideal when all other means have failed.

It would be difficult to overestimate the idealism that has built the labor movement. Men and women have gone without the necessaries of life that a principle of justice or a humanitarian purpose might be established. Others have given themselves unreservedly to the work of the labor movement, careless of material interests or personal advancement.

The power of any movement lies in the devotion and idealism it arouses. Measured by this standard, the labor movement gives ample evidence of its value and of its genuineness. But as in every growing movement, there is danger of forgetfulness of the past and of concentration on material success. It is well then for the labor movement to have spe-

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 20 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/20

cial days dedicated to memorial purposes, when the members of the movement can consider past tradition and separate themselves from immediate problems sufficiently to permit a discriminating review that will distinguish the permanent and the constructive from the unimportant. We need every now and then to take a long time view of our work.

In proportion to the progress the labor movement makes, such a review becomes increasingly necessary. Our union movement must not fall into the mistakes of selfishness or materialism. We are still far short of complete unionization of all workers and industries in this country. Some of America's wage earners receive wages pitifully inadequate. These are among the problems yet to be solved. May the spirit of Labor Day be such as to arouse and sustain the idealism necessary for their solution.

WILLIAM GREEN, *President American Federation of Labor*

SEMI-ANNUAL MEETING

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.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 21 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/21

IN MEMORIAM

BROTHER MANUEL WARD

Local No. 1

WHEREAS, It has pleased the Almighty to remove from our midst our esteemed Brother Manuel Ward, 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 charter of Local No. 1 be draped for a period of thirty 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.

JOHN H. FITZGERALD, Secretary.

BROTHER ANTON EBERHARDT

Local No. 1

WHEREAS, It has pleased the Almighty in His infinite wisdom to remove from our midst our esteemed Brother Anton Eberhardt; and

WHEREAS, He was always a loyal member and supporter of this Organization; and

WHEREAS, This Local as a body, desires to express their deep sorrow upon his death; be it

RESOLVED, That the members of Local No. 1, keenly feeling their loss, hereby tender to his family their heartfelt sympathy and condolence in this, their hour of bereavement; and be it further

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

JOHN H. FITZGERALD, Secretary.

BROTHER OSCAR RENAUX

Local No. 31

It is with sorrow, we announce the death of Brother Oscar Renaux.

RESOLVED, That we extend to his wife and family our sincere sympathy and that the Local body stand with bowed heads for a period of two minutes, and be it further

RESOLVED, That a copy of these resolutions be spread upon the minutes of our Local and our charter be draped in mourning for a period of thirty days.

P. A. JENTZEL

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IN MEMORIAM

BROTHER PAUL SHUMAN
Local No. 17

WHEREAS, It has pleased the Almighty to remove from our midst our esteemed Brother Paul Shuman.

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

BROTHER LARRY CANDA
Local No. 17

WHEREAS, It has pleased the Almighty to remove from our midst our esteemed Brother Larry Canda.

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

MRS. ISABEL MULLIGAN
Died August 2, 1928

The following resolution was passed by Local No. 17 of Chicago, in regular meeting assembled:

RESOLVED, To have the following spread upon our minutes, and a copy sent to the International for publication in the Official Journal.

Our Blessed Lord in His Infinite Wisdom has deemed it necessary to remove from this world the soul of Mrs. Isabel Mulligan, mother of International Vice-President Hugh, Brothers Con and Bill.

Mrs. Mulligan died Aug. 2, and was buried Aug. 6, 1928.

The officers and members of Local No. 17 extend their heartfelt sympathy to the Brothers and family 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. 17, Chicago, Illinois

Editor *Asbestos Worker*

Dear Sir and Brother:

The officers and members of Local 17 wish to thank International President and Secretary for their appearance at the funeral of Brother Mulligan's mother.

We were also honored with their presence at our last regular meeting, at which President Mullaney gave us a wonderful talk.

Thanking you for past courtesies, I remain,

Fraternally yours,

C. V. CONWAY, Recording Secretary

* * * * * *

New England Joint Conference

Minutes of the regular meeting of the New England Joint Conference held at Hotel Narragansett, Providence, R. I., Sunday, July the 29th:

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

Delegates in attendance: Boston, Local No. 6, Bro. O. W. Palm; Springfield, Local No. 43, Bro. Fred Johnson; Connecticut, Local No. 33, Bro. Carl Sickels; Providence, Local No. 31, Bro. John Swinson; Portland, Local No. 73, not represented.

International President J. A. Mullaney and International Vice-President E. A. Johnson send regrets for non-attendance owing to other engagements.

Minutes accepted as read.

Report of Delegates:

Springfield, Business good, prospects good. Still working under old agreement.

Providence, Business bad, men idle, prospects fair. Still working under old agreement.

Boston, Business poor, men idle, prospects fair. Agreement settled as per report in last Journal.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 24 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/24

Connecticut, Business good, prospects good.

All officers re-elected for another year.

The Conference recommends that the future meetings shall be held semi annually in place of quarterly and further recommends that the due shall be 5 cents semi-annually in place of quarterly

Audit of the books finds same correct with a balance on hand of forty-three dollars and one cent ($43.01) with all bills paid to date.

Fraternally yours,

C. W. SICKELS, Secretary

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Help Us With Personal Contact

To the Membership:

Greetings:

Our Journal is the vehicle through which trade news and general activities is conveyed to our membership. It is not complete until we build up personal contact in our columns through correspondence. It is suggested that each local union appoint their Corresponding Secretary the official Press Secretary and give to him all information of interest relating to our craft. We are desirous of securing news of the trade through our own local unions. Will you help us?

Fraternally yours,

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.

Fraternally yours,

Thomas J. McNamara

Secretary-Treasurer

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9) Published by AsbestosClaims.Law
ACL Doc 21390 · Page 25 of 32 asbestosclaims.law/library/21390/25

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.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 26 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/26

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. Joseph Ewen, 1128 North 32nd Street. 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., Winnipeg, 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. Feier, 1720 South Randolph Street.

No. 19—MILWAUKEE, WIS.—Meets First and Third Fridays at 808 Walnut Street. Henry C. Hug, Business Representative-Secretary, 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, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 27 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/27

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. P. A. Jentzell, 9 Lester Street, 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. Harry P. Lutz, 2641 Pearce Avenue.

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, September 1928 (Vol. 7, No. 9)
Published by AsbestosClaims.Law
ACL Doc 21390 · Page 28 of 32
asbestosclaims.law/library/21390/28

No. 42—WILMINGTON, DEL.—Meets Second and Fourth Mondays at South Side Athletic Association, B. 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, 44 Maple Street, Mittineague.

No. 44—COLUMBUS, OHIO—Meets First and Third Fridays at 50½ West Gay Street. George E. Neil, 73 Guilford Avenue.

No. 45—TOLEDO, OHIO—Meets First and Third Wednesdays at Labor Temple. Carl G. Drager, 1333 King Street and Frank Kahl, 910 Coventry Street.

No. 50—TACOMA, WASH.—Meets First and Third Thursdays at Eagle Hall, 13th and East Street. Z. L. Wade, P. O. Box 1361.

No. 51—LOUISVILLE, KY.—Meets First and Third Fridays at Union Labor Temple, 2nd and Market Streets. William E. Clark, 3204 West Jefferson Street.

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. Fisher, 2829 Capital Avenue.

No. 75—SOUTH BEND, IND.—Meets First and Third Wednesdays at Labor Temple, 315 South Michigan Street. Edward Dohlke, 122 Adams Street.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
Published by AsbestosClaims.Law
ACL Doc 21390 · Page 29 of 32
asbestosclaims.law/library/21390/29

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

No. 78—BIRMINGHAM, ALABAMA—Meets First and Third Mondays at Labor Temple, 1815 Fourth Avenue, N. W. G. McEachern, 111½ Walnut Street, W. E.

No. 79—DAYTON, OHIO—Meets First and Third Thursdays at Plumbers Hall, Corner Main and Washington Streets. L. C. Hostetter, Secretary, 437 Montgomery Street. Ray Peeling, 30 Marion Street.

No. 80—CHARLESTON, W. VA.—C. W. Lett, 509 Columbia Avenue, No. 5 Burdett Apts.

No. 81—CEDAR RAPIDS, IA. J. C. Le Mon, 1219 4th Avenue E.

No. 82—SPOKANE, WASH. L. W. Curtiss, 2003 E. 1st Avenue.

No. 83—ATLANTA, GA. 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.

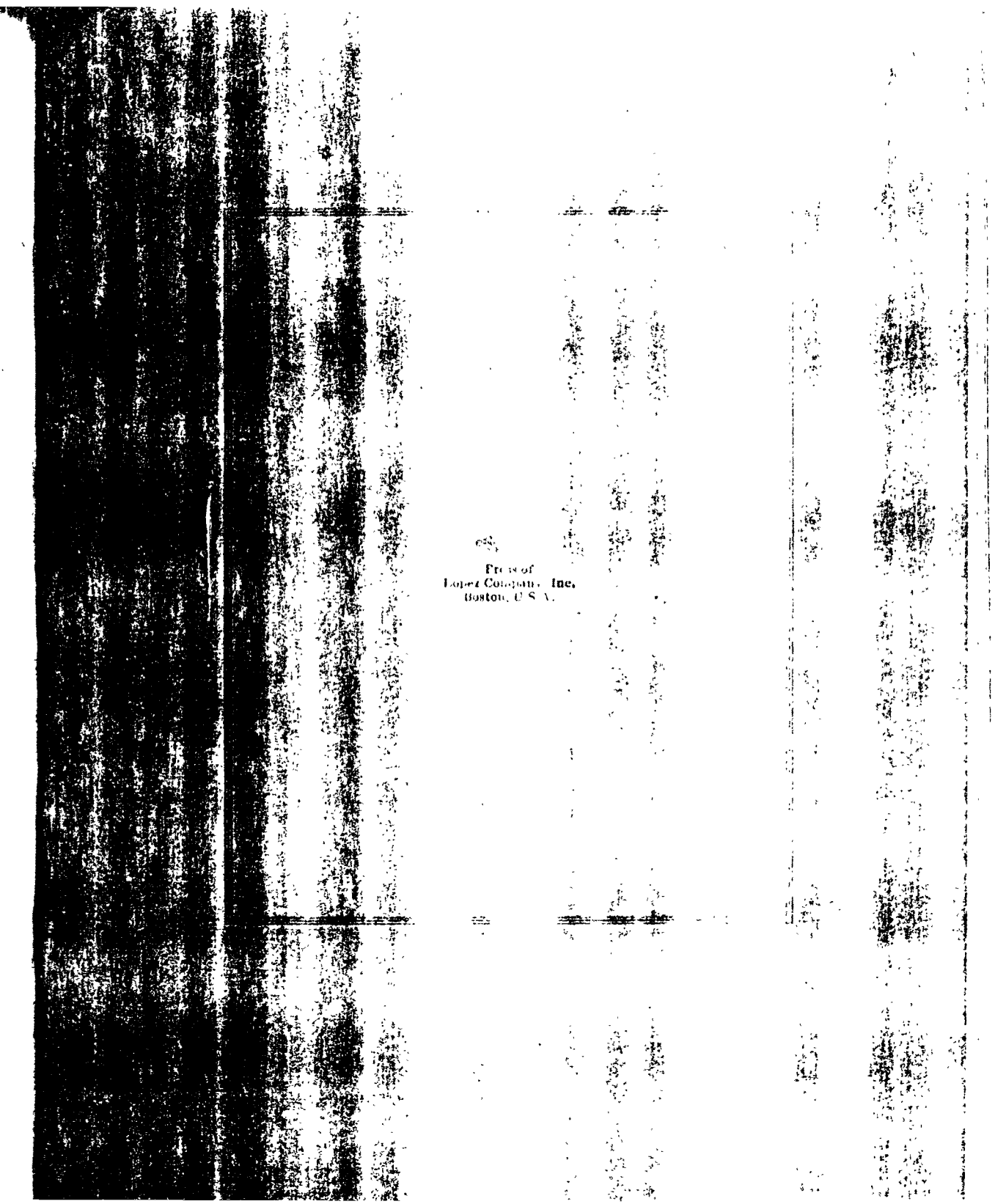
No. 88—RICHMOND, VA.—Meets First Mondays of every month. at Labor Temple, corner Eleventh and Marshall Streets. Charles Owings, 3116 Floyd Avenue.

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

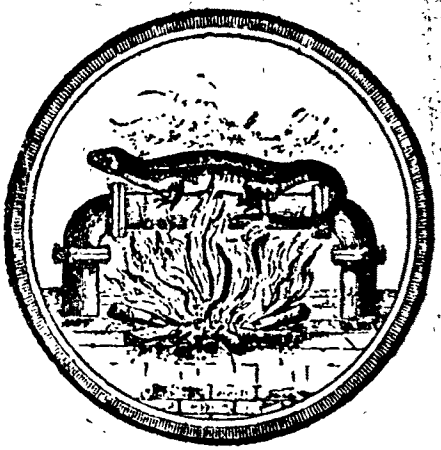
To Officers and Members of the Locals

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.

The Asbestos Worker, 1928, September 1928 (Vol. 7, No. 9)
ACL Doc 21390 · Page 30 of 32
Published by AsbestosClaims.Law
asbestosclaims.law/library/21390/30



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asbestosclaims.law/library/21390/31



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