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THE

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Christmas Greetings



Peace on Earth, Good Will to Men

To the members and their families, employers and friends of the International Association of Heat and Frost Insulators and Asbestos Workers, we extend wishes for a Merry Christmas. May the spirit of the season be with you and yours. By our practice and testimony, let us stand together for the unity of mankind, so that the invisible chain that links us together in the common brotherhood may be strengthened, for the benefit of all.



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The Asbestos Worker

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"White Collars" and Trade Unions

Grace L. Coyle

Industrial Department, Young Women's Christian Association

IN the past those representatives of the labor movement who have attempted to reach across the plate-glass barrier that separates office and shop have often been met with indifference or even hostility. It is true that among government employees and railway clerks organization is understood and appreciated because of their close affiliation with other organized workers. The locals of office workers in ordinary business positions, however, seem still to draw their support largely from the employees of the unions. Valiant efforts to organize insurance offices or banks meet with slight success or are treated with derision. Up to the present time the great majority of the three million clerical workers of the country have evidently regarded the white collar as the symbol of a social status in which trade-unionism had no part.

The labor movement, however, has always recognized that it could not remain indifferent to this large number of workers which distributes its products, handles its pay envelopes and makes out its insurance policies under conditions not so very unlike those in the shop.

In many cases members of trade unions have a personal interest in this situation through their children, for the office positions are filled to a large extent from the families of manual workers. The higher wages and better standards of living of trade-unionists have frequently been transformed into further education, and have contributed to that rising tide which fills our high schools. Of these an ever-increasing number each year seek their fortunes at the typewriter or the billing machine. It is inevitable that parents should be concerned with the conditions which these children of the labor movement find awaiting them. It is natural that they should also ask what is their attitude toward the labor movement into which their parents have put such effort. Do they feel that they have escaped from the struggles of the older generation, or do they consider themselves still workers in spite of having exchanged the drill press for the bookkeeping machine? In its personal aspects this relationship of

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shop and office reaches into the homes of many a trade-union member and leader.

In more concrete ways the attitudes of this group are often important to the labor movement in times of industrial conflict. The higher social status which has come to be associated with office work and the intimate connection which the office worker often has with his employer's affairs tend to make him view the situation from that angle. In times of industrial conflict this sympathy has been mobilized by some employers through the formation of law and order leagues and similar organizations made up of the white-collar workers. Representatives of the women's bureaus of manufacturers' associations find many business women prepared to lend a willing ear to their campaigns against protective legislation. At all times the barrier that separates shop and office serves to create a body of public opinion which interprets the position of the employer and his interests without a similar understanding of those demands which come from the shop.

However much one may feel that it would be mutually valuable for a closer relation to grow up between this large group of workers and the organized labor movement, experience has shown that exhortation will have little effect. It will do little good to hold street meetings outside of the mail order houses or insurance companies as long as the conditions within, which have created the present estrangement, remain the same. The significant question in the situation is whether conditions are changing in such a way that we may expect new attitudes of mind to follow in time, recognizing, of course, that such attitudes will lag behind the circumstances themselves. If one looks into the office with this question in mind, what does he see?

One of the most momentous changes evident in every corner of the office, from the executive's desk to the shipping room, is the invasion of machinery. The clack of the typewriter has become so universal since its invention sixty years ago that it is no longer noticeable. But within recent years that clack has become a steady hum as there have been added to it, by the hundreds, machines which will add, multiply and divide, machines to register cash and credit transactions, machines to make change, count coins and fill pay envelopes, machines to affix stamps, to seal and fold, to perforate checks, to cut stencils, to sort cards, addressograph, multigraphs, dictaphones, comptometers, and innumerable lesser devices. Those who expected that by rising into the office they had escaped machine work have been disappointed, for it has leaped the plate-glass barrier and followed them. The industrial revolution which began transforming production by its inventions a hundred and fifty years ago has within the last fifty years been at work in the office. With cumulative power the machines have swept into operation with the same relentless energy with which they have everywhere made their way.

Accompanying the machine have come to some extent the other features of the industrial revolution. In the old days—and today in the small offices—one or two clerks did all the office work between them. One took occasional letters, answered the telephone, ordered the supplies and dusted the office in the morning, the other kept the books, sent out the bills and turned in a monthly statement. Both were on intimate terms with the boss and with all the details of the business. One or both were likely to be taken into the firm in time or set up a similar business for himself. Today the average clerical worker who goes into a first job finds a very different situation. If he, or more likely she, happens to get into a large office she is likely to find herself assigned to a specialized job which is often as repetitive as her older sis-

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ter is doing in the factory. Even in a medium-sized office she will probably be confined to several operations of a routine kind. If she by chance is employed in certain firms where the work is carefully planned she may find herself sitting beside a belt, handling one single part of order filling with a precision, speed, and minuteness that Mr. Ford himself might well envy. The advantages of division of labor are not confined to production and as forces grow larger and machines develop the office follows the factory in substituting specialized work for its older, less efficient methods. Along with this specialization often goes segregation of office workers. Stenographers in many of the larger offices are removed from definite assignment to one department and centralized into one bureau on call for several executives. The private secretary tends to become the perquisite of the chief executive only. Centralized filing systems and, of course, centralized accounting serve further to group workers by their functions. While this acts in one way to separate them from other clerical workers, it tends also to give them the experience of working in the same room with other workers doing the same kinds of jobs on the same types of machines, often paid by the same rates and supervised by the same superior officer.

The scientific manager, with his usual thoroughness, has also discovered the lamentable inefficiency of much office procedure. In a small but significant minority of offices there are being introduced through his services methods of measurement, of time and motion study, and of payment by results which serve still further to make the office worker's job approximate factory conditions. Of all his efforts, the introduction of piece rates seems likely to be the most significant. There is at present an increasing number of offices where some sort of piece-work basis is in use. The typist's product can be measured by the stroke, by means of a cyclometer, by the square inch, by the line. The dictaphone operator can be paid by the cylinder and the billing machine operator by the number of bills. Where the machine is established the piece rate usually becomes possible, and when that possibility is widely recognized its greater productivity makes it probable.

As one looks steadily at a force of clerical workers according to customary expectations one should see a procession of promising young office boys or efficient private secretaries rising steadily on the rungs of the ladder to executive positions. Such expectations are a part of our American heritage and are carefully cherished by our most popular orators and magazines. Within the modern office some of the rungs of that ladder seem to be missing, or, at any rate, it affords little standing room for the large numbers grouped hopefully about its foot. In a study made by Prof. F. G. Nichols, of Harvard, he asked the office managers with whom he cooperated whether they had a need in their offices for "clerks who will be satisfied to continue as clerks." Of those who replied 88 per cent said yes.[1] In a study of the woman secretary, the position which is supposed to be the best entrance for women into executive work, it was found that only 14 per cent had secured advancement to other than secretarial work. Although not enough information has been collected to make certain any accurate conclusions, it seems evident from various studies that we need to make a new estimate of the opportunities which office work offers for advancement of this kind. The specialized worker is less prepared than formerly for such advance. The increasing number of college-trained business employees produces competition for the upper level, and the large number of more routine positions requires to a greater extent "clerks who will be satisfied to remain clerks." We need apparently to see

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the clerical jobs for the great majority not as stepping stones but as foundations for a permanent vocation.

The wage level is one of the most strategic aspects of the situation of any occupation. Here the clerical workers seem not to have shared in the general prosperity to the same extent as those in manual jobs. Prof. Paul Douglass estimates that while the real wages of manual workers in manufacturing (in 1924) have risen 28 per cent on the basis of their average wage from 1890-1899, the wages of clerical workers and minor executives have decreased 5 per cent.[2] The National Industrial Conference Board Study of Clerical Wages in 1926 shows medians for various jobs which vary from $15.38 to $49.87 a week, but it states significantly that the average salary for six of the occupations which are characterized by routine work performed under supervision is $25.00, or $2.27 lower than the average for manual workers.[3] They assert that the greater regularity and higher social status of clerical work compensates for this difference. This relatively poor position of the clerical worker seems to be due to the fact that although office jobs have increased tremendously the supply of office workers has grown even more rapidly. The predominance of women in many of the clerical positions serves also to keep salaries at a lower level.

What bearing have all these facts on the future of organization among clerical workers? It would seem in many ways that they would be favorable to it. The growing mechanization of the jobs themselves, with its accompaniments, specialization, large scale offices, and in some cases piece work duplicate many of the conditions out of which organization has arisen. Individual effort as the basis for improvement has less meaning under such circumstances. The consciousness of common needs and common problems makes more natural the suggestion of collective effort.

At the same time certain of these changes are recognized as symbols of a new status. The objections that are raised to the installation of time clocks, piece rates or minute specialization are often that it makes the job "no better than a factory." When these have become familiar it is possible that the superior social status so long associated with the office will be seen to indicate less real difference than was supposed. One of the most important psychological elements in the situation, however, arises out of the expectation of advancement. As long as the eyes of the clerical worker are fixed hopefully on the upper levels to which he will attain, he is not going to have much concern for the conditions of the temporary position he now holds. It is only when the clerical positions are considered to be permanent vocations that their condition will receive the attention necessary to create organization. Much of course depends also on the salary level. As long as salaries do not sink noticeably below that which is customary in the group or below that which it is known that other workers are receiving, they are not likely to give rise to controversy. If they continue to fall proportionately to others, or if the increasing supply of office workers produces serious unemployment and drives salaries still lower, it is possible that clerical workers will develop a common interest in their economic situation.

A closer look at the office reveals certain other conditions which create further doubts. Perhaps the most serious is based on the preponderance of women. From 6 per cent in 1880 the proportion of women in the clerical jobs has risen steadily until in 1920 there were 45.6 per cent, with every reason to believe that another decade will see them in the majority. They are, moreover, a very young group, 59.0 per cent of the women being between fifteen and twenty-four as compared with 39.0 per cent in those ages of all women employed. Youth,inexpe-

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rience and the expectation of marriage all serve to make them consider the job merely as a stop gap. Their major interest is not their occupation and they have little concern for the girl who will go on with the job when they retire, for a while at least, to the home.

Most important of all, however, is the attitude of mind which separates shop and office and which keeps the office worker from participating in a movement which is connected definitely with manual workers. Very often differences of race, education or religion add their prejudices to the relationship. Fundamentally, the barrier, however, is built out of different outlooks. The clerical worker looks, perhaps inadvisedly but none the less persistently, toward the comfort and stability of middle-class membership. To share in the benefits of the *status quo* in his aspiration. Not only his hope of rising to higher levels in the business field but his satisfaction with his present attainment, often secured at great sacrifice both of himself and his family, makes him unwilling to disturb what he has gained. The bases for such satisfaction may be insecure enough but the state of mind is the important element in the situation.

In the light of such conflicting factors, it is clear that at present there is no positive indication of the future growth of organization. Many circumstances, however, seem to be moving toward the production of the conditions out of which organization would naturally arise. The recognition of those circumstances and the dealing with them will no doubt lag behind the facts by many years.

1 Nichols, F. G., "A New Conception of Office Practice," p. 63.
2 Douglass, Paul H., "The Movement of Real Wages and Its Economic Significance," Economic Review Supplement, March, 1926.
3 National Industrial Conference Board, "Clerical Salaries in the U. S., 1926," pp. 24, 35.

THE steamship City of New York was selected for the South Pole expedition, under command of Richard Byrd, because she is an unusually well-built craft. Built in Norway, nearly 40 years ago, she was recently refitted at New York, and represents perfection for her task.

The crew selected by Commander Byrd was equally well chosen. Realizing that the most competent men are to be found in the Seamen's Union, Commander Byrd selected seven members of his small crew from the International Seamen's Union of America.

The ranking trade unionist of the expedition is J. Jacobsen, the sailmaker, who pleads to being 60 years of age. Jacobsen served 25 years in the United States Navy and was with the Baldwin-Zigler North Pole expedition in 1901 and has been 14 years in the American merchant marine.

Carpenter C. F. Gould, also a member of the Seamen's Union, has been on previous expeditions and has served several years in the American merchant marine and is a member of the American Legion.

Boatswain Strom, a loyal union member, has served several years in the Arctic. He has been master of his own sailing vessel and sailed on the American coast as an able-bodied seaman in his younger days.

The three members of the steward's department are proud of their union membership. They also have seen Arctic service and are well qualified for their work. The lowest wage rate paid on Commander Byrd's ship is $90 a month.

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The Strike

From "COMRADE YETTA" *by* ALBERT EDWARDS

LOOKING more and more like an orchid, Yetta stood there alone, the blood mounting to her cheeks, and waited for the storm to pass. "I'm not going to talk about this strike," she said when she could make herself heard, "it's over. I want to tell you about the next one—and the next. I wish very much I could make you understand about the strikes that are coming. . . .

"Perhaps there's some of you never thought much about strikes till now. Well. There's been strikes all the time. I don't believe there's ever been a year when there wasn't dozens here in New York. When we began, the skirt finishers were out. They lost their strike. They went hungry just the way we did, but nobody helped them. And they're worse off now than ever. There ain't no difference between one strike and another. Perhaps they are striking for more pay or recognition or closed shops. But the next strike'll be just like ours. It'll be people fighting so they won't be so much slaves like they were before.

"The Chairman said, 'perhaps I'd tell you about my experience.' There ain't nothing to tell except everybody has been awful kind to me. It's fine to have people so kind to me. But I'd rather they'd try to understand what this strike business means to all of us workers—this strike we've won and the ones that are coming. . . .

"I came out of the workhouse today, and they tell me a lady wants to give me money to study. She wants to have me go to college like I was a rich girl. It's very kind. I want to study. I ain't been to school none since I was fifteen. I guess I can't even talk English very good. I'd like to go to college. And I used to see pictures in the papers of beautiful rich women, and of course it would be fine to have clothes like that. But being in a strike, seeing all the people suffer, seeing all the cruelty—it makes things look different.

"The Chairman told you something out of the Christian Bible. Well, we Jews have got a story too—perhaps it's in your Bible—about Moses and his people in Egypt. He'd been brought up by a rich Egyptian lady—a princess—just like he was her son. But as long as he tried to be an Egyptian he wasn't no good. And God spoke to him one day out of a bush on fire. I don't remember just the words of the story, but God said: 'Moses, you're a Jew. You ain't got no business with the Egyptians. Take off those fine clothes and go back to your own people and help them escape from bondage.' Well, of course, I ain't like Moses, and God has never talked to me. But it seems to me sort of as if—during this strike—I'd seen a blazing bush. Anyhow I've seen my people in bondage. And I don't want to go to college and be a lady. I guess the kind princess couldn't understand why Moses wanted to be a poor Jew instead of a rich Egyptian. But if you can understand why I'm going to stay with my people, you'll understand all I've been trying to say.

"We're a people in bondage. There's lots of people who are kind to us. I guess the princess wasn't the only Egyptian lady that was kind to the Jews. But kindness ain't what people want who are in bondage. Kindness won't never make us free. And God don't send any more prophets now a

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days. We've got to escape all by ourselves. And when you read in the papers there's a strike it don't matter whether it's street car conductors or lace makers, whether it's Eyetalians or Polacks or Jews or Americans, whether it's here or in Chicago it's my People—the People in Bondage who are starting out for the Promised Land."

She stopped for a moment, and a strange look came over her face—a look of communication with some distant spirit. When she spoke again, her words were unintelligible to most of the audience. Some of the Jewish vest makers understood. And the Rev. Dunham Denning, who was a famous scholar, understood. But even those who did not were held spellbound by the swinging sonorous cadence. She stopped abruptly.

"It's Hebrew," she explained. "It's what my father taught me when I was a little girl. It's about the Promised Land. I can't say it good in English I "

"Unless I've forgotten my Hebrew," the Reverend Chairman said, stepping forward, "Miss Rayefsky has been repeating God's words to Moses, the Lawgiver, as recorded in the third chapter of Exodus. I think it's the seventh verse: 'And the Lord said, I have surely seen the affliction of my people which are in Egypt, and have heard their cry by reason of their taskmasters; for I know their sorrows;

"And I am come down to deliver them out of the hand of the Egyptians and to bring them up out of that land unto a good land and a large, unto a land flowing with milk and honey!"

"Yes. That's it," Yetta said. "Well, that's what strikes mean. We're fighting, fighting, for the old promises."

THE "breakdown of man power" is responsible for wrecks and loss of life on the New York Interborough Rapid Transit system, according to investigators.

These employes work long hours for wages that are set by a company-controlled "union." The "yellow dog" must be accepted by every worker.

If an employe hints that a trade union would relieve conditions he is reported by company spies, and officials of the "union" insist that he be discharged.

Frank Hedley, president of the Interborough, complies. If he does not he faces a strike of his company "union" employes, he says. And this without a smile

The speeding up, long hours, low wages and a denial of elemental rights have shattered the workers' morale.

The morale of passengers is likewise shattered, as it is shown that between August 24 and September 6 the Interborough carried 1,036,923 fewer passengers than in the corresponding period a year ago.

Mr. Hedley is paying a costly price for running (?) "his" business.

* * * * * *

I KNOW a realtor—I should have said a real estate man, that tried to sell a modern flapper a home, and she said, "A home? What do I need with a home? I was born in a hospital, I was educated in a college, courted in an automobile and married in a church; I live out of the delicatessen and the paper bags; I spend my mornings on the golf course, my afternoons at the bridge table, and my evenings at the movie, and when I die, I am going to be buried at the undertaker's. All I need is a garage!"—W. B. Weisenberger, "Presto! Over Night the Whole Scene Changes."

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The Carpenters' Home

ON the peaceful shores of Lake Gibson, near the City of Lakeland, Florida, the United Brotherhood of Carpenters and Joiners of America have built their home for aged and decrepit members of their organization. On October 1, in a most impressive ceremony, the buildings and the grounds were dedicated to the future use of the United Brotherhood of Carpenters and Joiners of America for the care and comfort of those members who are in need of medical and physical attention. It is to be a home for members who need a home.

The Twenty-second General Convention of the organization was in session at the Home and the delegates were enabled to attend the dedicatory exercises. The huge auditorium, which comfortably seats more than nine hundred persons, was crowded to overflowing and many interested citizens of the surrounding community were standing throughout the halls and area-ways in their efforts to hear the inspiring program which was given.

President William L. Hutcheson presided as Master of Ceremonies. Seated with him on the stage were various officers and members of sister organizations who had come from all parts of the United States and Canada to be present and to participate in the festivities of this memorable occasion. Flowers, heaped in beautiful baskets and vases, decorated the stage over which hung the Flag of the United States and the Flag of the Dominion of Canada gently swaying in the southern breeze. It was a moment of intense emotional feeling when the magnificent pipe organ poured forth the strains of America and the voices of the entire throng joined in the singing of the national hymn.

The blessings of God upon the assembly, the great organization of the United Brotherhood of Carpenters and Joiners of America, and the entire organized labor movement, were invoked by Reverend Thomas McDowell of the Dixeland Baptist Church.

The program which followed consisted of welcoming addresses by Hon. W. F. Reid, Mayor of the City of Lakeland; Mr. Ira C. Hopper, President of the Lakeland Chamber of Commerce; and Hon. Herbert J. Drane, United States Congressman from the State of Florida, representing the governor of the state of Florida. Addresses were delivered by the Secretary of Labor, Hon. James J. Davis; Hon. William Green, President of the American Federation of Labor; Mr. Thomas Moore, President of the Canadian Trades and Labor Congress; Mr. C. Woudenberg, Secretary of the International Union of Woodworkers, and Mr. Frank Duffy, General Secretary of the United Brotherhood of Carpenters and Joiners of America. Musical selections by Mrs. J. D. Grffin and the Thomas Mixed Quartet were interspersed among the addresses and formed an enjoyable part of the program. At the completion of the exercises President Hutcheson extended to the guests an invitation to be present at a luncheon to be given in the dining room of the Home.

The Secretary of Labor, Mr. Davis, bore the personal greetings of the President of the United States to President Hutcheson and to every member of the Carpenters' Union. He delivered a masterful address in which he reviewed the achievements of the United Brotherhood of Carpenters and Joiners of America and dealt with the industrial developments which have

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followed the introduction of machinery in industry. He made many historical references to the working conditions which prevailed years ago and lauded the Brotherhood for its concrete expression of love and concern for the members who had grown old in service and in years and who were faced with the anxieties of a lonely old age. Secretary Davis stated the home excelled any similar edifice he had ever seen and reiterated his impressions of amazement and astonishment when he first came to the home and saw and realized the stupendous undertaking which had been inaugurated and so speedily brought into operation by the Brotherhood.

One of the outstanding statements made by the Secretary was that wherein he stated that he had been informed by President Hutcheson that it cost each carpenter in the organization the sum of $6.00 to erect the beautiful home and that it would cost that amount yearly to maintain it in the years to come.

Mr. Thomas Moore attended the ceremonies as a delegate to the convention and as a representative of the Trades and Labor Congress of Canada. He stressed the beauty of the words, "Brotherhood" and "Home" and expressed the hope that for all time to come the home might be carried out in the spirit of its founders, the officers and members of the United Brotherhood of Carpenters and Joiners of America, always making paramount those two words—"Brotherhood" and "Home."

President Hutcheson explained that the Brotherhood had affiliations with the wood workers in other parts of the world. He then introduced Mr. C. Woudenberg, of Amsterdam, Holland, Secretary of the International Union of Woodworkers. He addressed the audience in the Dutch language and his secretary later translated it into English. He told of his intense emotions when he first saw the Home and referred to the comprehensive article with reference to it which he had caused to be printed in his official publication, the *Bulletin*, in description of the home. He further dwelt upon the economic and social problems of old age and the care of the aged. He paid tribute to the organization for the symbol of brotherhood and solidarity and referred to the contributions of the local branches and the generosity of the members. In closing his remarks he presented to President Hutcheson a beautiful floral token of the sympathy felt by the International Union of Woodworkers and its affiliated organizations for the grand work achieved under the supervision of its officers and extended hearty congratulations to all who had had a part in the planning and creation of the Home.

The fraternal greetings of the millions of working men and women who make up the American labor movement were extended to the Brotherhood of Carpenters and Joiners by William Green, President of the American Federation of Labor. In commenting upon the architectural beauty of the buildings and the modern conveniences with which they were equipped, President Green stated the Home was the most beautiful building of its kind and character he had ever seen. He referred to the interior decorations and finishing, the work of the tradesmen who had helped in the erection and completion of the building, and stated that in considering the finished products of their labors the thought came to him that the building gave visible proof of the skill, training and genius of the men who were members of trade-union organizations and who followed the different building trades.

President Green said he welcomed the opportunity to express the appreciation of the American Federation of Labor for the great service rendered the cause of Labor by the United Brotherhood of Carpenters and Joiners of America. He paid high tribute

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to the officers of the organization for their foresight and vision of the accomplished project and for their undying zeal and enthusiasm in carrying the vision and dream into a reality. He referred to the great debt of gratitude the organized labor movement owed to the Brotherhood for the service it rendered in the early days when the struggle was made for the eight-hour day. He spoke of other ideals which the labor movement is seeking to realize and outlined briefly the views of the organized labor movement with respect to wages and conditions of employment.

In referring to the Home in his closing remarks, President Green called attention to the great anxiety which possesses working men when they contemplate the age of incompetence and inability to follow their trade. He said the knowledge that the carpenters would have that here was a place owned and controlled by them wherein they could spend their declining days, would be of great solace and comfort to them and would remove from their minds the mental tortures of advancing age. He wished that every member of the trade-union movement could see this great humane development and carry away a full realization of the great good which it would accomplish for the members of the Brotherhood. His address ended with an appeal for the consideration of greater benefits and blessings which could be brought about through the realization of dreams and ideals which rest in the hearts and minds of the men and women of organized labor.

The address of General Secretary Duffy proved to be of unusual interest, because he told in detail about the consecutive actions taken by the officers and the Executive Board in bringing into actuality the plans and purposes of the Brotherhood. He referred, with warmth and affection, to the pioneers of the organization—many of whom have died—and with each name the applause of the delegates attested the esteem and honor in which the man was held. In taking up the history of the Home, Secretary Duffy said it was the culmination of thirty years' labor and endeavor. He referred to the fact that a pension system was to be inaugurated under which those who, for good reasons, did not find it possible to come to the home to live could be paid a pension which would assist them in their home localities.

All the delegates were greatly interested in the recital of events leading up to the selection of the present site and the business negotiations which followed when the Chamber of Commerce of Lakeland, suggested the selection of the beautiful location where the Home is now situated.

Secretary Duffy characterized the Home as a Monument to Labor, and to the men and women who toil.

The list of visitors for the occasion included many representatives of organizations of organized labor and many friends of the movement. Notable among the names were those of Mr. Rubush and Mr. Hunter, the architects, who were presented to the audience by name and who responded by a brief acknowledgment of the compliments and tributes which had been paid to them. Many telegrams and messages of congratulations were received by the officers of the Brotherhood and made a part of the record of the Dedication Session.

This most interesting event in the annals of trade union history brings to our close scrutiny the accomplishments and achievements of the United Brotherhood in its mission of Brotherhood and Humanity. It is of outstanding importance that our members be given an accurate and detailed account of the preparations which have been made for the care of those who will make Carpenters' Home their home.

The total acreage of land in the state of Florida which has been purchased and is now owned by the Brotherhood is 1,886 acres. Nine hundred acres of this valuable land is cov-

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ered with groves of orange, tangerine and grape-fruit trees. These groves are producing and will constitute the basis of a substantial annual income to the funds. The lake, with its piers, provides fishing, bathing and boating and the quiet shady spots to be found on every hand will give to those who are unable to engage in active pursuits, an opportunity to rest and recuperate in comfortable and pleasant surroundings. Ample recreation grounds are laid out and are ready for the enjoyment and use of those who come here to live.

The building designated as the Home has ample accommodations for 400 occupants, providing for two persons to each room. The hospital unit will provide for 24 people and is located in the Home. Each room contains two single beds, a dresser, chairs, rugs, a clothes closet for each occupant and ample and adequate toilet facilities. On each floor are commodious bath divisions attractively furnished and arranged and with the most modern bath equipment and plumbing. They will accommodate many people at a time.

The main building might well be described as being in the shape of the capital letter E. The central wing is made up of two large rooms which are to be used as a Board Room and a Conference Room and opening from the same corridor are the approaches to the auditorium with a seating capacity of 956. It is intended to use this auditorium for church services, entertainments and social meetings, and because of this fact, a very fine pipe organ is installed and a large stage is built. The auditorium is equipped with all the facilities necessary to make it a most attractive and useful adjunct to the Home.

Located near the Home is a modern laundry with stationary tubs, mangles and all laundry and pressing machinery necessary for the management of a great enterprise such as the Home will be. The power house and the water plant are also located nearby and the purity of the water is one of the great advantages to be gained by the present location of the Home.

It is the proposed plan, when the building is filled, to build bungalows consisting of living room, bed rooms and bath large enough to accommodate two, four, six or eight people; such occupants to take their meals in the dining room of the main building.

Giving true expression to the spirit of cooperation various district councils, about fifty local unions and several individuals provided funds with which to furnish certain rooms and sections of the building. The lounge room is furnished with massive chairs and davenports upholstered in red leather. The tables, bookcases and other appointments in the lounge are of the finest woodwork and all furniture in the home bears the label. This room was furnished by the Chicago District Council.

The dining room, which seats 400 persons at one time, is the gift of the New York District Council. The tables are very beautiful and four can be seated at each table. The steam tables and serving arrangements are of the highest order and make it possible to serve hundreds of people in the course of an hour.

The hospital division was furnished by the Texas State Council of Carpenters and is complete in every detail, providing hospitalization facilities for 24 patients.

As you leave the Home you invariably look back upon the scene. Resting against a background of tall, slim trees through which can be seen the glistening ripples of the lake you see a group of magnificent buildings. The broad walks weave in and out among the flowers and shrubs which mark the way to the long spacious portico which reaches out to greet the guest, the visitor and the members of the United Brotherhood of Carpenters and Joiners who seek rest and quiet far from the noise and turmoil of a busy world.

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EACH IN HIS OWN TONGUE

William Herbert Carruth

A fire mist and a planet,—
A crystal and a cell,—
A jellyfish and a saurian,—
And caves where the cave-men dwell;
Then a sense of law and beauty,
And a face turned from the clod,—
Some call it Evolution,
And others call it God.

A haze on the far horizon,
The infinite, tender sky,
The ripe, rich tint of the cornfields,
And the wild geese sailing high,—
And all over upland and lowland
The charm of the goldenrod,—
Some of us call it Autumn,
And others call it God.

Like tides on a crescent sea-beach,
When the moon is new and thin,
Into our hearts high yearnings
Come willing and surging in,—
Come from the mystic ocean,
Whose rim no foot has trod,—
Some of us call it Longing
And others call it God.

A picket frozen on duty,—
A mother starved for her brood,—
Socrates drinking the hemlock,
And Jesus on the rood;
And millions who, humble and nameless,
The straight, hard pathway plod,—
Some call it Consecration,
And others call it God.

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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

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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

Trade Unionists Should Be Stern Realists

■ ■ ■

WORKERS should hold to principle while creating an anti-labor injunction sentiment in this campaign.

If the next Congress is to correct this evil a sound public opinion must be developed and progressive lawmakers elected.

Injunction courts now attempt to dilute injustice by assuring their victims that trade unionism is both lawful and necessary.

Wage workers are not interested in honeyed words that are intended to detraction attention from wrong.

The injunction judge approves trade unionism—except where it is effective; except where it accomplishes purposes intended. When trade unionism interferes with profits or threatens prospective income, the injunction judge reveals his true self.

Patronage and good will are now classed as property and any interference with same is held unlawful.

These were formerly considered an individual matter, inherent in each person. Now we are told that a business man has a sort of first mortgage on his patrons—whenever workers are involved.

To break a strike—to check interference with the employer's income—the injunction judge labels such strike a "conspiracy." This paves the way for equity process.

The employer's loss is incidental to the worker's exercise of

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rights, but this is ignored by the injunction judge.

Workers are then pictured as foes of good order, while trade unionism—as an abstract, far-away principle—is praised.

The new policy of courts is shown in the so-called Granite City decision by the United States Supreme Court.

In that case Chief Justice Taft ruled that control of picketing is within the province of the court. He referred to the term "picketing" as "sinister"—but he was enthusiastic in his praise of trade unionism.

No thinking worker will be attracted by this empty laudation and overlook the joker that orders him off the streets.

Workers should keep in mind that the one purpose of the labor injunction is to protect the employer. An act by workers that is legal when no strike exists can be enjoined in strike times if it reduces the employer's sales or threatens prospective income.

The consideration of human rights has no place in an equity court.

The injunction court decides what is lawful whenever the employer charges that his employes are making their strike effective —that they are lessening his income; injuring his "property."

That is the sole issue. The injunction judge is not interested in the strikers' legal rights.

The injunction judge is one-man government. He rules by conscience and replaces government by law, where the rights of every individual are defined and protected.

Workers should be stern realists in their fight against the labor injunction.

They know their unions are both legal and necessary. They should not be trapped by the ancient trick of "red herring" compliments that are intended to hide vicious jokers.

THE eight-hour day makes for stability of employment in the cotton mills, is one of the findings of a study made by the Women's Bureau of the United States Department of Labor. Women who worked 55 hours a week lost 13 days more a year from their work than did women working 48 hours a week. Among the personal reasons assigned for absence, personal illness and home duties led; among the mill reasons, shut-downs led.

Obviously the employer who wants the benefit of a stable work force, regularity of attendance, should establish the eight-hour day. The majority of the women working in the cotton mills have home duties in addition to their work. The eight-hour day permits them to attend to these duties with less tax upon themselves.

Furthermore, the workers who lose less time from illness, as a rule have greater physical resources and hence more energy for work.

The wise employer will favor a work day that promotes a regular work force and efficient workers.

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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. 11, Baltimore, Maryland

Brother Thomas J. McNamara,

Dear Sir and Brother:

Local No. 11, of Baltimore, Md., signed up today with the Employers, under a two years agreement, as follows:

First year, Mechanics $1.37—Improvers $.93½.

Second year, Mechanics $1.50—Improvers $1.00.

The five-day work week was adopted as was the Apprenticeship System.

Fraternally yours,

S. MOHSBERG.

* * * * * *

Brother Schweitzer Awarded Gold Button and Certificate of Merit

Editor *Asbestos Worker*

Dear Sir and Brother:

Just a few lines to inform our brothers, that Brother P. Schweitzer of Local No. 12 New York was recently awarded a Gold Button also a Certificate of Craftsmanship by the Building Congress of New York City. On being presented with the button and certificate Brother Schweitzer was requested to say a few words

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and he responded as follows: "Gentlemen, I consider this a great honor which you have bestowed upon me today, and hope and trust that this certificate will be handed down from generation to generation to come." Brother Schweitzer is considered one of the best flat trowel artists and canvas men in Local No. 12.

Fraternally yours,

WALTER DUDDLESTON, Local No. 12.

[Editor's Note: The New York Bldg. Congress award certificates for meritorious work and craftsmanship to mechanics and laborers who excel in their work, each craft represented on a selected job are honored by the judges who select the workman whom in their opinion has performed the best class of work on the job. The Building Congress is composed of representatives of all the elements in the building industry, such as Architects, Engineers, Labor, Contractors, Sub-Contractors, Material Producers, Material Distributors and Finance. This is the first instance that has come to our knowledge of an Asbestos Worker in the person of Brother Schweitzer receiving the certificate of craftsmanship. Our congratulations to Brother Schweitzer.]

INDOLENCE and Deference are man's greatest foes.

By Indolence is meant man's disposition to let some one else do for him what he should do for himself.

This inaction is more pronounced when men are called upon to think.

Nothing is more troublesome to the average man. He is pleased to be saved this effort. He accepts second-hand opinions because this is easier than to form independent judgments.

The Indolent man is mentally lazy. He yields to a strong-willed man.

By Deference is meant man's willingness to accept the views of those whom he secretly considers his "superiors."

Men may be educated, but if they lack will power they are found in the ranks of Indolence and Deference. As a social force they are nil. They are only noticed by vote hunters and the census taker.

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IN MEMORIAM

Brother Andrea Franjola

LOCAL NO. 12, NEW YORK CITY

Whereas it has pleased the Almighty in His infinite wisdom to remove from our midst of family and friends our esteemed Brother Andrew Franjola.

Whereas, we mourn the loss of one, who in life was a true friend, always a loyal member of organized labor and a credit to his craft.

Whereas be it resolved that the members of Local 12, Asbestos Workers of New York City extend to his wife and family their deepest sympathy.

Be it resolved that these resolutions be spread on the Minutes of Local 12 and a copy be sent to his wife and family and to be published in Journal.

Be it resolved that the charter of Local 12 be draped in mourning for a period of thirty days.

GEORGE KAISER,
Recording 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, 91 Morrison Avenue, R. F. D. No. 4, Millvale, Pa. 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. Frederick C. Hysler, Secretary-Treasurer. Office, 230 East 58th Street.

No. 14—PHILADELPHIA, PA.—Meets First and Third Wednesdays at Electricians' Hall, 1807 Spring Garden Street. Nicholas G. Rossell, Secretary; John Murtha, Business Representative. Office, 1807 Spring Garden Street, Philadelphia.

No. 15—WINNIPEG, CANADA—Meets Second and Fourth Mondays at Labor Temple. William Joy, 471 Beverley Street, Winnipeg, Man.

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, 1001 North Alabama 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. D. Reed, Secretary, 700 South Willomet Street. A. J. Essary, Business Agent, 213 West 8th Street.

No. 22—HOUSTON, TEXAS—Meets Second Wednesdays, Houston Labor Temple. A. A. Stone, 417 Byrne Street.

No. 23—MONTREAL, CANADA—Meets First and Third Mondays at 417 Ontario Street, East. A. Padghan, 792 Evelyn Street, Verdun, Quebec.

No. 24—WASHINGTON, D. C.—Meets Second and Fourth Fridays at Typographical Temple, 423 G Street, N. W. Robert Eames,2149 N Street, N. W., Washington, D. C.

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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 42 Exchange 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. Edward A. Stapleton, 224 Nicholas 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, 288 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. Ziegler, 77 Spruce Street, Wilkesbarre, Pa.

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

No. 40—ALBANY and TROY, N. Y.—Meets First Wednesday at Labor Temple, Albany, N. Y. John Wickersheim, 159 Madison Avenue, Albany, N. Y.

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No. 42—WILMINGTON, DEL.—Meets Second and Fourth Mondays at South Side Athletic Association, B. and Heald St., Edwin Wardell, Jr., R. D. A. 1, Box 112, New Castle, Delaware.

No. 43—SPRINGFIELD, MASS.—Meets Second Tuesday at Labor Hall, 21 Sanford Street. John A. Nygren, 44 Maple Street, Mittineague.

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

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

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

No. 51—LOUISVILLE, KY.—Meets First and Third Fridays at Union Labor Temple, 2nd and Market Streets. 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.

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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. 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.—Meets First and Third Mondays of every month at 19 S. Virginia Avenue. 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.

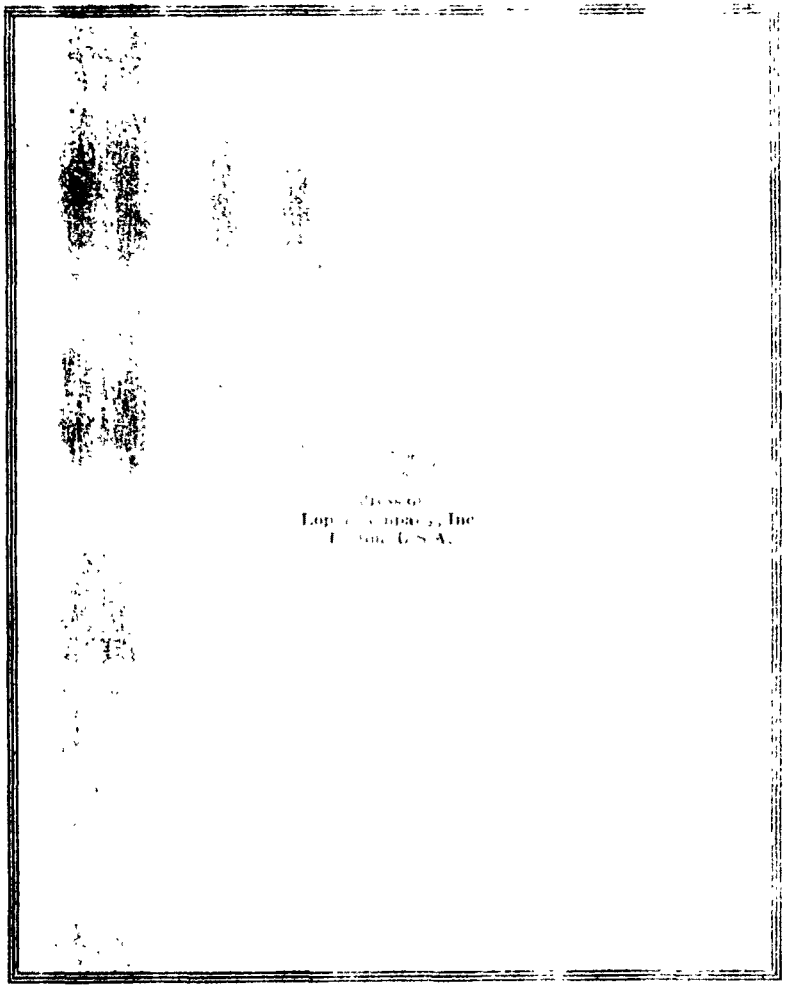
No. 88—RICHMOND, VA.—Meets First Mondays of every month. at Labor Temple, corner Eleventh and Marshall Streets. Charles Owings, 3116 Floyd Avenue.

No. 89—TRENTON, N. J.—Meets Third Mondays of every month at 319 Market Street, 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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