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THE CHEAT

Edgar A. Guest

I cheated a good friend yesterday,
Kept what was his, and went my way,
Wronged him by silence—for in haste
I let a glad thought go to waste.

I had a word of cheer to speak,
To strengthen him when he grew weak,
To send him smiling on his way—
But what I thought I didn't say.

He would have richer been to know
That deed of his had pleased me so,
But oh, I failed to let him see
How much his conquest meant to me.

I cheated him of words of praise
Which would have cheered his troubled days;
In this a faithful friend I wronged,
By keeping what to him belonged.

The praise was his by right to hear,
To him belonged my word of cheer;
In silence, though, from him I turned
And cheated him of what he'd earned.

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The Asbestos Worker

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The modern trade union has many aspects. It is a technical instrument for advancing production. This has been repeatedly proved. It is a weapon of negotiation for advancing the common interests of members on the industrial field and to protect important economic interests. Though these functions are primarily important, tremendously important also are its benefits, won through co-operation, to each and every member. These are not so well known, and not so frequently stressed. Never have they been so graphically set forth as by Chairman Ford in this article which answers conclusively the question, Does trade unionism pay?—The Editor.

Cost of Membership in Labor Organizations

CHARLES P. FORD,
Chairman International Executive Council, I. B. E. W.

THE United States Department of Labor, independent research bureaus, economists and statisticians, have devoted much time during the past ten years in determining the all-important matter of changes in living cost, including in their survey such major items as food, housing, clothing and other important commodities having to do with the living standards of the great mass of the people.

There is one important item of expenditure that is necessary for all trade unionists to meet, that has either been overlooked or treated in a very minor way—cost of membership in labor organizations.

An examination of this matter discloses that the dues and assessments of members of labor organizations in dollars and cents are very considerably higher than ten years ago, a rather natural situation resulting largely from the change that has occurred in the purchasing value of the dollar. It is known that what the dollar will buy at present compared with some past period represents the most practical "yard stick" for measuring living costs.

To really determine what cost of membership in labor organizations is at present, compared with some past date, consideration must be given to such factors as the ever-changing standards of industry, to the new methods resulting from what is known as the machine age, to the new methods necessary for labor organizations to use in meeting the evolution that is

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constantly occurring in industry and commerce. While the fundamental objective of trade unions of a decade or two ago, in fact during the entire life of the movement, is largely the same, methods and service have undergone very revolutionary changes. Today for representatives of organized labor to enter into a conference with employers on matter of wages and working conditions without possessing competent data and information relative to industry and commerce means a great disadvantage, if not certain defeat. Experience shows that those who do enter into such negotiations or conferences without being adequately equipped usually lose everything they had hoped to gain. This fact means that labor organizations must maintain methods of fact-finding unthought of a few years ago. Such requirements mean a considerable addition to operating expenses, and represent one very prominent reason why cost of membership has apparently increased. And, too, labor organizations have by no means found it possible, practical or advantageous to dispense with any considerable part of the old systems of operation.

LEGAL EXPENSE MOUNTS

Another constantly growing expense incidental to the operation of labor organizations is the ever-growing and constantly developing tendency of those unfriendly to the interests of labor to involve labor organizations in costly litigation. It is not necessary for the cause of action to possess reason or merit, for anybody with funds sufficient to employ a lawyer can institute suits at law against anybody else. Cause or reason for the suit need not exist, and with what some people claim to be the rapid degeneration of our judicial system there is constantly growing a feeling that organizations or individuals are no longer secure in their property possessions or other rights. Whether this feeling towards the courts is just or unjust matters little. The important thing is that such beliefs are entertained by a very large number of the citizens of this country, and organized labor's experience with legal involvements demonstrates that there is not a complete absence of reason for this feeling towards the courts, as there is scarcely a day but what organizations of labor are confronted with some new legal action, defense of which represents vast outlays of money.

However, what this analysis contemplates is the cost of membership in proportion to the returns.

First, it is known that wages and working conditions are the returns ordinarily expected from trade union membership, and in theory the dues and assessments are paid by the members in order that proper standards of wages and working conditions may be obtained and maintained. So it follows, if such returns are an approach to satisfaction, the purpose for which the members have made their contributions has been attained. However, it is possible in the modern trade union to go further in cost analysis as well as results, and it is interesting to see what such analysis shows; it also is interesting to see what people grouped together may accomplish by the collective mobilization and the cooperative use of a portion of their funds.

As an impartial illustration it seems better to take a view of the situations both from an international and local union standpoint.

As an international example, the Brotherhood of Electrical Workers will be used, as an exhibit, it being an organization at least of average size and average progress in the American labor movement.

COST PER YEAR ANALYZED

The membership of the Brotherhood of Electrical Workers and pay to their International Organization $24 per year. This amount covers all operating expenses, such as per capita to the American Federation of Labor and the affiliated departments thereof, salaries and expenses of officers, representatives and other employees, legal expenses international in scope, and

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all other items incidental to the proper and efficient operation of the organization. As a summary, the payment of this per capita tax is primarily made as insurance against low wages and inferior working conditions, and as assurance of progress in the future. The experience of the members shows that their expectations relative to this form of protection are reasonably well met, and it would appear that the cost of protection of the Electrical Workers' economic welfare is within reason, and about what they expected to spend.

However, a survey of results developed some very illuminating information. The Electrical Workers not only receive their economic insurance in return for their contributions, but also receive life insurance from the International in the maximum of $1,000, and old age annuity at age 65 of $40 per month, so as an international matter the Electrical Workers have three forms of insurance: Life, old age annuity and full protection of economic conditions, for $24 per year.

Of further interest, let us see what similar protection would cost an individual. To obtain life insurance at all, the individual must satisfactorily meet the physical requirements of life insurance standards. Then assuming that no one in the Brotherhood of Electrical Workers is over 35 years of age, the cost of $1,000 life insurance as an individual would be $20 per year. At the same age an old age annuity for a man age 35 would cost not less than $12 per year for $10 per month. This annuity to become effective at age 65. As an individual no protective economic insurance is obtainable so we have the following interesting exhibit:

Cost of membership in the Brotherhood of Electrical Workers (local dues not included), $24 per year.

Members receive life insurance, $1,000, old age annuity at age 65, $40 per month. Economic protection.

Acting as an individual the cost would be:

	Per Year
Life insurance, age 35	$20.00
Old age annuity at age 65, $40 per month	48.00
Total	$68.00

PAID TO BELONG

Another way of stating it would be that considering the protection received, other than economic welfare protection, the members are paid $44 per year to belong to the Brotherhood.

It is a natural reaction for members to figure that the $24 paid to the international body is only a portion of what their gross payments to the local unions represent so again it is interesting and informative to analyze the cost of membership in a modernized local union.

To simply use one local would bring up the argument "not a representative example" so several local union exhibits are used, selected from various parts of the country, and preparation of the exhibits is based on the same assumption that no member of these locals is over age 35 and that all members could meet the usual physical requirements of life insurance standards, and it will be noted that each member in his item of cost is allowed interest at 6 per cent on his initiation fee.

Our first exhibit will show a local union of the Electrical Workers in the largest city in the nation, Local No. 3, New York City.

	Per Year
Annual dues	$66.00
Interest on initiation fee	9.00
Total . .	$75.00

Members receive $3,000 life insurance, $40 per month old age annuity at age 65.

Cost of same protection as an individual:

	Per Year
$3,000 life insurance at age 35	$60.00
$40 per month old age annuity at age 65	48.00
Total	$108.00

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Members save $33 per year by co-operation; also receive their usual union protection of economic standards.

PITTSBURGH, LOCAL NO. 5

	Per Year
Annual dues	$87.20
Interest on initiation fee	9.00
Total	$96.20

Members receive $3,000 life insurance, $40 per month old age annuity at age 65.

Cost of same protection as an individual:

	Per Year
$3,000 life insurance, at age 35	$60.00
$40 per month old age annuity at age 65	48.00
Total	$108.00

Members save $11.80 a year by co-operation; also receive their usual union protection of economic standards.

CHICAGO, LOCAL NO. 134

	Per Year
Annual dues	$72.00
Interest on initiation fee	12.00
Total	$84.00

Members receive $4,000 life insurance, old age annuity of $75 per month.

Cost of same protection as an individual:

	Per Year
Life insurance $4,000, at age 35	$80.00
Old age annuity of $75 per month	90.00
Total	$170.00

Members save $86 per year by co-operation; also receive the usual union protection of economic standards.

LOCAL NO. 1—ST. LOUIS, MO.

	Per Year
Annual dues	$72.00
Interest on initiation fee	9.00
Total	$81.00

Member receives $2,600 life insurance, $40 per month old age annuity at age 65.

Cost of same protection as an individual:

	Per Year
$2,600 life insurance at age 35	$52.00
$40 per month old age annuity at age 65	48.00
Total	$100.00

Member saves $19 per year by co-operation; also receives the usual union protection of economic standards.

LOCAL NO. 64—YOUNGSTOWN, OHIO

	Per Year
Annual dues	$102.00
Interest on initiation fee	9.00
Total	$111.00

Member receives $3,300 life insurance, $40 per month old age annuity at age 65.

Cost of same protection as an individual:

	Per Year
$3,300 life insurance at age 35	$66.00
$40 per month old age annuity at age 65	48.00
Total	$114.00

Member saves $3 per year by co-operation; also receives the usual union protection of economic standards.

In compiling these exhibits the most conservative calculations have been used. Evidence of this exists in the

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fact that no consideration was given to sick and accident benefits which the various locals provide out of the cost figures used herein, such benefits averaging approximately $12 per week for 13-week periods. This was purposely left out of the exhibits for the comfort of the few critics present in all organizations of labor who, thoughtlessly or otherwise, constantly oppose all movements towards modernizing the labor movement and developing and utilizing every latent possibility that labor organizations have.

These exhibits by no means cover the field of labor organizations that have brought modern practices and benefits into the organizations' life. They are selected as representative examples of what can and is being accomplished by the great mass of trade unionists who are determined to relegate to the past hat-passing and to substitute independence for dependence, elevating the members of organized labor, their families and dependents to a higher economic level and constantly adding to the toilers' self-respect by removing the cause for alms giving.

This article probably contains some very distasteful information for those who are opposed to the workers' progress and who would prefer to keep the great mass of toilers on the borderline of poverty. It probably contains little comfort for anti-union organizations, exponents of company unions, and members of trade unions who are opponents of orderly and progressive steps forward.

SEMI-ANNUAL MEETING

General Executive Board

CINCINNATI, OHIO

The General Executive Board will hold its next regular semi-annual meeting in Cincinnati, Ohio. The Session will open at 10 A. M. on Monday, March 11, at the Hotel Metropole and continue until such time as all Official Business has been considered and acted upon with probable adjournment Friday evening, March 15.

All communications in relation to appeals, decisions, etc., should be in the hands of Secretary McNamara at General Office not later than Friday, March 8.

Communications mailed later than March 8 should be addressed care of Secretary McNamara, Hotel Metropole, Cincinnati, Ohio.

Fraternally yours,

Thomas J. McNamara

Secretary-Treasurer.

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False Education Deadens the Workers' Will to Accomplish

THE power of will, imagination and enthusiasm is often overlooked by trade unionists.

Without these faculties advance is impossible. They are distinct from the intellect and its development.

Will power, imagination and enthusiasm are applied by captains of industry, by scientists and by engineers, whose triumphs make playthings of the wonders of the ancient world.

Their mass production, their inventions, their bridges, tunnels, towering structures, transportation systems, wireless communication and synthetic processes discount the pyramids of Cheops, the hanging gardens at Babylon and the Colossus that strode across the harbor at Rhodes.

The wonders of our modern world are possible through will power, imagination and enthusiasm. Daring and courage is the background for partial knowledge, as genius invades unexplored fields.

Action and daring come from will power, imagination and enthusiasm. These faculties have made America great.

No man accomplished great things without enthusiasm and the will to do.

Education alone can not automatically bring change and this is especially true in the social, economic and political fields.

When men face the realities of life a scholastic atmosphere is out of place.

The field of action is the great school room for trade unionists.

Out of this action comes experience —and experience is life.

The value of action is indicated by President Green, writing in American Federationist, December issue, on the need for organization to cope with new production methods.

"In all probability," he says, "the decisions themselves may emerge from successful enlistment of these workers in trade unions."

Education through study is essential, but education that comes from experience is doubly important. The latter education is inseparable from life.

Workers are invincible if they adjust their imagination and enthusiasm to the facts of every-day life.

There are millions of workers in this country whose wages do not permit a living standard. The far-reaching consequences are evident.

No one can present these workers with facts that will brighten their grim life. Their need is organization. This is the first step on the road to manhood, progress and self-development.

To ask these workers to postpone action that inquiries may be made of conditions in the next county or state —to discuss, to investigate, to study, to probe—is to deaden their will and chill their enthusiasm for a better life.

It is no defense of non-action if these workers are told other workers in the same calling are not paid a living wage, and higher wages, therefore, would create unfair competition.

If these workers are organized they can enforce their edict that such an industry is not entitled to live.

Trade unionists should understand why those who would control organized labor through devious methods frown on the agitator.

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For some months the Federal Trade Commission has been investigating the propaganda issued by public utilities. The Information Service of the Department of Research and Education of Federal Council of the Churches, is to be credited with a digest of the more important evidence brought out at the hearings. This material was taken from the record as printed in the "United States Daily".—The Editor.

Public Utilities Propaganda

(Continued from the February Issue.)

MR. G. F. Oxley, publicity director of the National Electric Light Association, was later inclined to believe that Mr. Wyer had not been paid the money. In any case, the National Electric Light Association purchased about 25,000 copies of the pamphlet. A number of other "studies" were made. The expenses of Professor E. A. Stewart of the University of Minnesota were paid for two trips to Canada to study the situation there. (Professor Stewart was in charge of the experimental rural line project at Red Wing, Minn.) His pamphlet on the subject was also given wide circulation. About 10,000 copies of *Niagara in Politics*, by Professor James Mavor were sold or distributed. Of these, 5,243 copies were placed in college or public libraries.

Paul Clapp, director of the National Electric Light Association, was asked by Judge Healy ". . . you mean to get your views of the subject of municipal ownership to every person that can be reached in this country?" A. "Yes, sir, we feel that that is a responsibility." C. W. Davis, chairman of the Texas committee, admitted that the campaign against public ownership is "a part of everything we do in an educational way."

One of the most interesting things in connection with this whole campaign (and, particularly, that against municipal plants) is the widespread use of the familiar "red" charge against advocates of government ownership. This seems to have been fairly common all over the country. Thus, the Illinois state committee circulated "Reds in the United States" which presents the familiar attack on such groups as the Foreign Policy Association, the Y. W. C. A., etc. B. J. Mullaney, director of the Illinois committee, said in a Chautauqua address that ". . . those who are in favor of public ownership if they do not think they are traveling in the direction of eventual communism are either fooling themselves, or trying to fool us . . . ." The Illinois committee issued 25,000 copies of this address and also circulated "quite extensively" another address in which Mr. Mullaney said that "government ownership is the Masked advance agent of communism." The New York committee reprinted in its bulletins a statement from the president of the Southern California Edison Company that " all government ownership advocates are enemies of society." The "argument" that advocates of public ownership are "red" has been used most vigorously against Carl D. Thompson, secretary of the Public Ownership League of America. Various letters which were read into the record show the manner in which Thompson, and, to some extent, former Governor Bryan of Nebraska, were fought. It is evident that efforts were made to observe Carl D. Thompson's activities and, when

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possible, to prevent him from securing speaking engagements. A system seems to have been installed for "exchange of information between the directors of public utility information committees. Wherever speeches were made by proponents of public, state or municipal ownership, they made notes of the fact and told each other about them."

Most vigorous action against Mr. Thompson seems to have taken in the middle-western states. J. B. Sheridan, director of the Missouri committee, tried to have Mr. Thompson's engagements cancelled and to persuade the Chautauqua circuit for which he was speaking to drop him from its list of speakers. The "radical" argument was again used, as is shown by the following excerpt from a letter from Mr. Sheridan to the director of the Iowa committee about Mr. Thompson: ". . . if it comes to a show down and he gets too gay fight him; not upon the private and public ownership question, but on his socialist, communist, single tax and land nationalization record." In at least two towns (Edina, Missouri, and St. Cloud, Minnesota) local groups were persuaded to force the cancellation of Mr. Thompson's lectures. Mr. Sheridan evidently urged local companies that were sponsoring Chautauquas in their communities to threaten the withdrawal of their support if Mr. Thompson lectured there.

On cross-examination, Mr. Sheridan admitted that he did not believe the charges of "radicalism" against advocates of municipal ownership and that municipal ownership was sometimes beneficial.

The following statement was contained in a letter written by the director of the Rocky Mountain committee:

"Every company that attaches any value to its continued existence not only must acquaint its executives with the necessity for being always well in advance, but every employe, clerk, bookkeeper, alineman, meterman and all others must be trained up as never before." If it had not been for the work of the committee, he says, "state, municipal and government ownership would be 100 per cent ahead of what it is today."

WORK WITH NEWSPAPERS

Much of this propaganda work must of course be done through the daily press. News bulletins of various sorts are issued by most of the state committees and by the national organizations as well. It should perhaps be noted that the use of these bulletins is by no means confined to newspapers. In some cases they are also sent to school principals, members of the state legislature, various public officials, public libraries, colleges, civic clubs, business organizations, and the public service commissioners. Special releases are also made both to individual newspapers and the Associated Press and United Press. The amount of material reprinted cannot be accurately estimated, but it is undoubtedly enormous. G. F. Oxley, publicity director of the National Electric Light Association, testified that there are "more newspapers in the country using the materials we send out than there are newspapers that are not." As an illustration the figures given by E. Hofer & Sons may be cited. This national syndicate, subsidized largely by the utilities, reported that, during 1927, the reproduction of its material was estimated at 25,928 newspaper pages of 120 inches each in 12,784 newspapers. The magazine and weekly news service of E. Hofer and Sons is now sent to from 13,000 to 14,000 country dailies and weeklies all over the United States. R. M. Hofer, a member of the firm, insisted that the $84,820 paid his company yearly by the utilities made no difference in material sent out by his agency. He admitted that they had persistently opposed government participation in business and the municipal operation of utility plants. Much of the material sent out by his syndicate might be

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designated as "canned editorials." Mr. Hofer admitted that they had printed nothing to the disadvantage of the utilities companies since the arrangement for subsidy was made four years ago. In addition to the news service E. Hofer and Sons also carried on correspondence with editors giving them the arguments against municipal ownership of utility plants.

While there seems usually to be some indication of the source of the material on the news bulletins, it is evident that this is frequently, if not usually, omitted from the articles as reprinted.

The director of the Illinois committee stated: "The use of paid advertising in a good modern newspaper does nothing more than establish acquaintance with the man that runs the paper." The advertiser, he explains, "has got the right to talk to the publisher on matters of mutual interest." Interesting in this connection is the fact that local companies are sometimes asked to check on what happens to the news bulletin in the local newspaper offices.

On August 9, 1924, J. B. Sheridan of the Missouri committee wrote a letter in which he said that "the fact that Carl Thompson had received practically no notice in the Missouri newspapers was . . . due to the fact that the electric light and power companies were good customers of the newspapers. . . . It is not very easy for anyone to bite the hand of a good customer." In another letter, dated March 27, 1924, Mr. Sheridan said: ". . . . what the country press is worth to people who are honest and use it honestly is beyond calculation. I have spent as much as $300 in three years entertaining editors, etc. . . . All of them are . . . grateful for the smallest and most insignificant courtesy."

The former director of the Michigan committee explained to an inquirer that he visited newspaper offices in cities and towns as a matter of policy. "They are usually social calls with just enough business interspersed to determine that everything is healthy so far as the utility situation is concerned. . . . The business of calling upon editors, like everything else, has its own technique."

One propaganda method used is to write articles to be signed by prominent individuals. The director of the committee for North and South Carolina admitted that "editors, governors, judges, district attorney generals, presidents of women's clubs, presidents . . . [of] chambers of commerce" had signed articles which he had prepared. Sometimes, he said, the phraseology might be changed, but not the content.

The utilities representatives usually insist that the material is not "propaganda." The director of the Texas committee explained that "We protect the business interests by giving the public the proper information. When they get the proper information they are fair to the public utilities. . . . When the information is poisoned . . . then the people cannot exercise their correct judgment on any proposition." He also said that he believes it is "the function of industry to protect itself."

Prominent persons have been employed to write articles for the utilities. Reference has already been made to the employment of Richard Washburn Child to collect material for a book. G. F. Oxley of the National Electric Light Association testified that Mrs. John D. Sherman, former president of the General Federation of Women's Clubs, has been paid $600 a month since October, 1926. Mrs. Sherman wrote articles, largely based on the Federation's home equipment survey, to which, it will be recalled, the utilities contributed considerable amounts. Some of this material has been printed under her name in various magazines, especially the farm journals, through Lord & Thomas and Logan, advertising firm. Other material prepared by her has

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been rewritten or cut up into smaller articles without bearing her name. Mrs. Sherman was paid by the Lord & Thomas and Logan firm, and the firm was reimbursed by the National Electric Light Association.

Very interesting in this connection is the work of the *Public Service Magazine*. The publisher testified that all the stock was owned either by himself, utility companies or individuals interested in utilities. Various companies or groups (such as the state committees) purchase about 26,497 subscriptions to be sent to a selected list. Usually the members of the state legislature are on the list, as well as other influential members. Recently a survey of municipally owned utility plants was carried out by the magazine, at a cost of $105,000. The publisher estimated that a large part of this cost was paid by the utilities. Mr. Gonden explained that the magazine was started because of the demand of the utilities for such a magazine. It has always been opposed to government ownership and nothing favorable to government ownership has ever been published in it. The magazine declares that it "has done more to expose the fallacy of municipal ownership than any other ten publications in the country." For some time, Mr. Gonden, the publisher, testified, the publishing company secured much of its revenue from conducting local campaigns for the utilities against municipal ownership proposals.

The *Missouri School Journal* wrote to Mr. Sheridan practically offering itself as a publicity organ for the utilities. In return Mr. Sheridan secured advertising for it. The presiding officer of the Federal Trade Commission remarked to one particularly active director of a state committee that he should not call himself a retired newspaper man, since he seemed "to be editing and operating quite a string of newspapers yet."

Mr. Sheridan admitted in cross-examination after some of his letters had been read to him that he did not like some of the methods he had to use and that he did not believe all the material put out by his committee. In a letter dated June 12, 1922, he said of a story on service charges and rates, "I frankly admit that it is not entirely sound. . . . It is not quite honest but it is honest enough."

WORK WITH SCHOOLS AND COLLEGES.

The effort of the utilities to influence the teaching of economics, sociology and civics in schools and colleges, as revealed in the hearings, has probably received more attention than any of the other revelations. This work was directed mainly along three lines: the provision of class room material for public schools, the elimination of "objectionable" textbooks in both schools and colleges, and efforts to influence either individual professors or the entire institution.

Many of the state committees have distributed one or more of a series of pamphlets on the utilities (electricity, gas, street railways and telephone) to the schools. Some committees, however, considered that these were not adapted to conditions in their states and have prepared their own. It is estimated that about 500,000 copies were printed by the national associations in 1927. In Illinois, the director of the committee estimated that three-fourths of the high schools use the committee's literature. The Connecticut committee claims that its pamphlet is used in 76 per cent. of the Connecticut schools, mainly in civic classes. The Ohio committee reports that nearly 200,000 students in 600 Ohio colleges, high schools and junior high schools have used pamphlets distributed without charge by that committee during the last two years. In Rochester, N. Y., a textbook, compiled by Edward Hungerford and issued by a committee of representatives of utility companies, city departments and members of the Rochester Board of Education, was put into the city schools as a course. In Missouri about

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97 per cent. of the state high school enrollment is reached by these pamphlets, according to the state committee. Thousands of pamphlets have also been distributed to the schools of New England, New York, New Jersey, Pennsylvania, West Virginia, Michigan, Iowa, Nebraska, Wisconsin, Tennessee, Louisiana, Mississippi, Colorado, Washington, Oregon and others. The quantities issued vary from 110,000 in New York State to about 3,000 in some of the other states.

In a statement issued to the press P. H. Gadsden, chairman of the executive committee of the National Utility Association, says: "Representatives of gas, electric, street railway and telephone companies have from time to time made examination of textbooks used in some of the public schools. Incorrect statements relating to the utilities, obsolete material and omissions of essentials have occasionally been found. In some instances distinct propaganda favorable to government ownership accompanied by unfair attacks upon the privately owned utilities have been discovered.

"Such conditions, where noted in connection with the surveys made, have frequently been called to the attention of school authorities and publishers. In some cases the biased material has been eliminated by the responsible parties. . . . Public utility companies have prepared and furnished to teachers, not to students as a matter of fact, pamphlets explaining the business of operating gas plants and electric light plants, carrying on telephone .communication and operating electric railways. These are instructive and informatory booklets containing historical and technical data, statements of fact as to which there can be little, if any, dispute. . . . As for literature combating government ownership and operating propaganda, this has of course been distributed somewhat widely by representatives of the utilities."

It should be noted that in several cases the pamphlets distributed to the schools were definitely approved by the school authorities.

Another interesting point is the distribution of these pamphlets "by request." In some cases a voluntary request was forthcoming only after considerable stimulation. Form letters were sent to the lists of teachers or principals offering the pamphlets, several "follow-up" letters were sent; the pamphlets were advertised in teachers' journals. Some state committee directors spoke at teachers' conferences offering the pamphlets. Finally, the local utilities companies frequently took the matter up with the local school authorities. The director of the Rocky Mountain committee admitted that it was sometimes "necessary to work with them individually for weeks."

H. T. Sands, president of the National Electric Light Association, made the following comment with reference to the pamphlets distributed to the schools, in his presidential address before the Association on June 4, 1928: ". . . I say that if they had ever undertaken any scheme to corrupt instruction, the individuals who were guilty of it could not be too strongly condemned and would find themselves already beyond the pale of good utility society. . . . It is true that the utilities have furnished material for the use of teachers in the schools. They have done so openly, frankly asserting authorship and gladly assuming responsibility. . . . Each association, each company, each individual must take responsibility for its or his own acts, receiving the credit or the blame that the record brings. . . . The entire industry should not be condemned because of the misdeeds of a few, if any."

Reference has already been made to the claim that these pamphlets contained no propaganda. The various witnesses also usually insisted that the pamphlets were entirely accurate and not propaganda at all. They agreed, however, that nothing unfavorable to the utilities was printed. And, in some

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cases, they admitted that certain statements were questionable. Regulation, the costliness of low rates, a community's dependence on its utilities, government ownership, the need for monopoly, rates, the reality of superpower systems, customer ownership as real public ownership, etc., are frequently discussed in these pamphlets. Judge Healy asked C. T. Willard of the Connecticut committee, ". . . you do undertake to prove to the high school children that municipal ownership is a bad thing, don't you?" A. "As a matter of fact, yes." Judge Healy asked Mr. Willard how he had checked up the accuracy of statements that municipal ownership of utilities increases the cost of living in these towns and puts the plants into politics. He replied that he had submitted the pamphlet to his committee and they had approved it.

The testimony of the director of the Missouri committee is particularly interesting here. One pamphlet stated that the public service companies were largely owned by people of small means, "many of whom are widows and orphans" and that the regulation of these companies must be carried on with the interests of these small investors in view. The director said, "I regret very much that that 'widows and orphans' occurred . . . it is just a kind of nonsense." He also said that the pamphlets "undertake to teach that the public utilities are built up on borrowed money."

The publicity secretary of the American Gas Association wrote the director of the Louisiana-Mississippi committee saying of its school magazine, the *Miss-Lou Review*, "I wouldn't dare to attempt any such thing in the schools here in the East. I don't see how you can get away with it like you do, but you certainly deserve credit for the good work you are doing."

Among the reasons given for issuing the pamphlets to the schools are: "solely for the purpose of helping their business"; "to develop the industry"; to "fix the truth about the utilities in the young person's mind before incorrect notions become fixed there"; "to help the utilities through informing the school children and perhaps, through them, their parents on the problems of public utilities . . ."; "to secure the goodwill of the coming generation."

The acceptance of these varied activities has varied with the locality. In Illinois it is said that the literature was used "without question." In Washington their use was attacked in a political campaign. The attitude of Iowa State College and of the State University of Iowa is said to have changed from "one of quite open antagonism to one of friendly relations" since the Iowa committee has been at work.

In 1925, the director of the Missouri committee said that his committee had in four years "done much to change and direct the economic thought and economic practice of the American people. . . . It may be assumed that the special texts supplied by the state committee to the schools will do much to rectify the prejudice which the pupils and teachers may derive from the perusal of the textbooks used in the schools . . . the prospect of privately owned utilities having in the 20,000,000 children of the United States 20,000,000 future citizens prejudiced against them is appalling."

Work on textbooks has had several different aspects. Authors who contemplated the preparation of textbooks have been offered help in securing a publisher. From June, 1927, through November, 1927, Ernest Greenwood was paid $5,569.71 by the Joint Committee. In part at least this payment seems to have been connected with the publication of his book *Aladdin, U. S. A.*, issued in 1928. Mr. Greenwood assigned his royalties up to $5,000 to the Joint Committee and received cash advances. His contract with Harper and Brothers stated that (Judge Healy's paraphrase) "an essential condition of the publication of this work will be . . . the securing of

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. . . an order, of not less than 5,000 copies of this work." The books were "to be delivered and paid for at the usual trade discount, and shall be delivered by the publisher to the purchaser on the date of publication." Mr. Oxley went with Mr. Greenwood to the publishers when arrangements were being made for its publication. But he insisted that this was solely to see if he could secure the trade discount and if Harper and Brothers would issue a dodger to be sent to member companies. He declared he had never seen the contract and did not undertake any obligation to buy 5,000 copies. More than 6,000 copies were distributed. Mr. Greenwood also did other work for the Joint Committee. Mr. Greenwood has stated that he received only royalties for *Aladdin, U. S. A.* The Illinois committee stated that as a result of their textbook survey and of their assistance to authors "we have located practically every textbook and also have found the textbooks in course of preparation and have been able to be of considerable assistance to the writers of these books in providing them with reliable data."

The survey of textbooks has been an important activity in many state committees. The director of the Illinois committee said in a memorandum to his then associate director. "Most of the textbooks thus reviewed as they relate to the public utility industry, are no less than poisonous."

The textbooks studied were usually those on economics, sociology and civics. They were classified as "friendly," or "unfriendly," "favorable" or "unfavorable," and "sound," or "unsound." In New Jersey, the survey was made from the records of the State Department of Education.

It is evident that the various groups interested in the problem exchanged copies of their surveys and consulted each other about certain problems. Thus the director of the Kansas committee wrote to the Pennsylvania committee referring to *Community Civics*, a textbook written by a man named Hughes of the Peabody High School of Pittsburgh whose views are "unfair and inconsistent," and asking if the Pennsylvania committee could not "be of assistance in adjusting this situation."

Just what success the utilities reached in their attempts to influence the publishers it is hard to say. Major Richardson testified that the Pennsylvania committee had had an agreement with the Winston Publishing Company whereby the company was to submit to it textbooks discussing the utilities. But, apparently, only one book was so submitted, and that after publication.

A report of the Washington Committee on Cooperation with Educational Institutions stated that the chairman had examined textbooks on economics, civics and municipal government at the offices of I. K. Gill and Company.

Ginn and Company agreed to submit its textbooks on industry to the National Electric Light Association's educational committee, "reserving the right to publish only such material as they chose." One book which was then being revised was submitted and several changes were suggested. The committee preferred that nothing should be published about their relations with the publishers since this "might embarrass the publishers." But Ginn & Co. preferred that the fact should be made public. Apparently only one other book was submitted.

The campaign to get "objectionable" books removed from the schools has been carried on in various ways. To a great extent this has been the special responsibility of the local companies in the various communities who have taken the matter up with teachers, principals or members of the local boards of education. The local managers have been urged to carry on this work "in a manner well safeguarded from suspicion." It was also suggested that "the utility companies might assist in the purchase of textbooks . . . to correct the wrong im-

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pressions which were being spread from the ones in use that were faulty . . . ." One of Major Richardson's correspondents commented that authors are hostile to big business "because they are not successful themselves in a business way" and suggested that leaders of business "could well consider the advisability of giving some real attention to their economic welfare." Major Richardson replied that "the utility companies in a discreet way could foster a movement for adequate remuneration of teachers' personnel . . . and that good results would come." The Iowa committee reported that with the help of the local utility men "in nearly every instance where such [unfair] textbooks were used they were removed and placed on library shelves."

The distribution of literature and the study of textbooks have not been the only activities in the schools. A report of the Rocky Mountain committee stated that lectures by utility men had been delivered in 100 high schools in three states. (The director of the committee said this was an exaggeration.)

The director of the Texas committee said that in Texas the pamphlets were used mainly as a means of getting opportunities to speak before the schools. Other more important activities include dramatics, moving pictures, home economics demonstrations, etc. In some states, the teachers send essays and notebook reports to the state committee which issues "'certificates of efficiency' for the good work done by each pupil." In Washington, an essay contest was held on state regulation of utilities. The prize was a four-year college scholarship. This contest aroused much criticism. Mrs. Preston, Washington state superintendent of schools, declared she "did not realize that the seniors in high school could not study a government function without offending municipal ownership" until the political attack came.

Much of the work with colleges has been done by a national committee on cooperation with educational institutions working with the state committees. (The latter are usually subcommittees of the state joint committees.) A few educators are represented on these committees. Prominent in this connection are Dean C. O. Ruggles, formerly of Ohio State University now of Harvard, and Dean R. E. Heilman of Northwestern University. The executive committee of the Public Relations Section of the National Electric Light Association on January 19, 1927, voted that "It is recommended that a contact representative be appointed by the utilities for cooperation with each educational institution carrying on definite instruction in the public utility field."

Dean Ruggles, while on a year's leave of absence, made a survey to find out what is done by the colleges to prepare men for the utilities and what the utilities are doing in cooperation with educational institutions. In this connection he traveled widely, holding regional conferences with college and university professors. In most cases the men who attended these meetings received their expenses, at least, from the utilities. The purpose courses on public utilities or in the preparation of material for such courses at the University of Pennsylvania, Temple University, Pennsylvania State College, Harvard University School of Business, the University of Colorado, the University of Minnesota, etc. The extent of this assistance cannot be adequately estimated. In some cases the suggestion that the course be given evidently came from the utilities. Cash subsidies have sometimes been given to make such courses possible. Lecturers have been provided. Apparently, the courses have sometimes been practically planned by the utilities.

Several other aspects of the work with colleges may be noted. In a number of states there are committees on the relation of electricity to of these meetings has been variously

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described. The most explicit comment is that by Thorne Browne, director of the Nebraska committee, who explained that the purposes of Dean Ruggles' conference were "to get better men from the colleges into the power and light business" and to provide contact with college faculties "to impress upon them the changed conditions which make it necessary or advisable to broaden their college courses to include a considerable instruction in the economics of public utilities." Mr. Browne also said that he had paid the college professors who attended the conference with "power company money" and "told them so in advance." Fellowships have been established by the utilities in several colleges and special research funds in others. Harvard University has received $33,000 yearly for several years. Northwestern University has received $25,000. The Michigan Gas Association is now paying about $17,000 a year to the University of Michigan for the study of gas. Boston University was paid $600 for a study of the consumer's use of apparatus. At the University of Colorado the utilities paid half the salary of a fellow in the extension division.

The questions involved in this matter would seem to depend on the type of study made and the use made of the material. Usually these studies are described as technical engineering problems. But at Harvard University the subject studied was the theory of regulation and at Northwestern the "consideration of government ownership of every character." Part of the work of the fellow paid by the University of Colorado was to make a survey of textbooks for the utilities and a fact-finding study on the development of the Colorado River. Colorado high schools had a series of debates on Boulder Dam. The Rocky Mountain committee sent out a form letter to the local companies saying that material opposed to the Swing-Johnson bill could be secured from the University of Colorado.

Another noteworthy development has been the introduction of courses on public utilities (particularly the economics of public utilities) in the universities. Representatives of the utilities assisted in the introduction of agriculture. These committees, financed largely by the National Electric Light Association, include representatives of the utilities, the state agricultural colleges and the state farm bureaus. Experimental rural electric lines in charge of the agricultural colleges are given subsidies ranging from a few hundred dollars to $15,000. It is difficult to say whether the purpose of these lines is, as it is usually stated, to solve technical problems in adapting electric power to farm use or, as the evidence indicates, to persuade the farmers that privately owned lighting plants will serve them more adequately than publicly owned ones. University professors such as Dean R. E. Heilman of Northwestern, Theodore Grayson of the University of Pennsylvania, etc., are sometimes engaged to deliver addresses on government and business or the public and the utilities, at meetings of various sorts. Such speakers, introduced as coming from a university, would appear to have a more impartial attitude than speakers known to be paid by the utilities.

Adolphus Adler had been the subject of interested comment amongst his friends and relatives. "Why doesn't he get married?" they asked each other. "He's got plenty of money, and quite good-looking, too." One day he startled them all by announcing the fact that he was marrying a widow. But his brother remonstrated with him. "I could never be a widow's second husband," he said bluntly. The newly engaged man smiled. "Well," he murmured, "I'd much rather be her second than her first."

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A Real American

HE has a humor of his own, but laughs with his eyes more than with his mouth. Once in four years he goes on a political debauch, yielding himself up to the most primitive and narrow party spirit but when it is over he is once more an American, forgets his late passions, and is for the man who was elected, no matter which party was successful.

He likes to make money, but likes to see everybody around him making money also. He does not enjoy riches in the midst of poverty.

He wants a family of his own, a business of his own, a house of his own, and an opinion of his own.

He is a reformer, not a revolutionist.

He is an evolutionist.

When laws do not suit him he does not break them, he changes them.

His is the newest Nation; his is the Youth of Humanity.

He is loyal to his family, to his friend, and to his country.

He wants nothing for his own country he would not be willing for other countries to have for themselves.

He does not want the United States to rule the world, but to be the Big Brother to the world.

When you go to work tomorrow morning, Young America, don't forget your imagination!

Napoleon said: "Imagination rules the world."

What is this super-sovereign?

It is the long arm of inner energy, reaching out beyond today to lay tomorrow's foundation.

It spells the difference between the blind detail-doer, who, from the economic standpoint, dies long before his last breath, and the never-satisfied delver who lives long after he is dead.

Non-thinkers have a notion it is needed only by poets and painters. The fact is this—imagination is most valuable in practical matters.

With it a machinist becomes a Watt or a Stephenson—without it, he remains the village foundryman whose name you can't remember.

A counter salesman with it, develops into a Marshall Field or John Wanamaker; but without it, remains the poor old fellow retained at a small stipend a week out of sympathy.

Do these things. Act these things and you will be a Real American. A Real American likewise believes in unionism and collective bargaining.

The young dramatist walked nervously into the manager's office. "Might I ask if my three-act play has been read yet?" he said. "And if it has been read may I inquire whether you have accepted it for production?" "Three different people have read it," answered the manager, "and each thinks it will do with one act cut." "I'm glad to hear that it is no worse," replied the other, with a sigh of relief. "But," continued the manager, "each wants to cut out a different act."

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The Union Label

LIKE a giant searchlight the Union Label shines to guide the groping consumer in his quest for sound products. The buyer nearly always works in the dark. He must depend on the reputation of the seller for assurance that the merchandise he gets will be good. The guarantee of no manufacturer or merchant quite equals the Union Label as surety of sound value.

Union workmanship is always dependable. Furthermore, products of union shops are always made under healthful conditions and will not carry infections. The best of materials, fashioned into articles by non-union, child or convict labor, may well lose their worth as a result of inferior workmanship.

Those are reasons why all consumers, within and without the ranks of labor, should insist upon the Union Label.

For union men there are many reasons for searching out label bearing goods. It has been repeatedly declared by wise union leaders and by disinterested economists that the battle of labor will be won the day all staunch unionists and their wives come to realize their duty to buy only union-made goods and service. The label affords a method for organizing labor in a two-fold way—first as producers and second as consumers. Labor is the most important consuming class in the country. The label and better wages go hand in hand. The demand for union-made goods is dependent upon the wages paid in other trades. Owners of union shops, therefore, can soon be made to see the economic soundness of the living wage principle.

Every time a union member buys "unfair" goods he strikes a blow at the union craftsmen in that trade, which blow naturally reacts against the buyer and all union workers.

American workers depend upon economic, rather than political means, to advance their causes. The strike is an economic weapon. Its use is well understood and ample proof has been offered of the workers' unswerving loyalty in collective bargaining. When understanding of the Union Label's importance reaches into all trades, the consumers' power will compare favorably with the producers' power in the struggle for industrial justice.

The rich and militant "open shop" crowd is "wide open" to receive a blow in this quarter. Widespread support of the label and the label principle by union members would send the forces of greed scurrying for cover.

Co-operation between union members in general and such organization as the building trades bodies would mean improved housing conditions—as required by law in most cities but flagrantly neglected—and would mean more work for honest craftsmen, besides exercising a very discouraging influence on the "open shoppers." Indeed, there is no limit to the possibilities of Label League co-operation.

The union workman is no grafter. If he was not honest by nature he would not be toiling for honest living. It is a well established truth that union workmanship means honest value. Further, it is perfectly reasonable to believe that the eventual acceptance of the "closed shop" by employers will mean fairer values to consumers of all products. The public generally will come to learn that the Union Label serves as a check on graft, when union members, themselves, prove their faith in the Label.

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THE EDITOR'S PAGE

THE
ASBESTOS WORKER
E. A. JOHNSON - - - Editor

The Official Journal of the International Association of Heat and Frost Insulators and Asbestos Workers

JOSEPH A. MULLANEY ....President
E. A. JOHNSON ..... Vice-President
HENRY J. OLIVER ....Vice-President
HUGH MULLIGAN ..... Vice-President
THOMAS J. McNAMARA. Sec'y-Treas.

Affiliated with the American Federation of Labor, and Building Trades Department, American Federation of Labor

The Asbestos Worker is devoted to the interests of our craft, and we earnestly solicit correspondence, but disclaim responsibility for opinions or views expressed under that heading.
All articles for the correspondence columns of The Asbestos Worker must be in the hands of the Editor not later than the 15th of the month preceding publication.

Address all communications to
E. A. JOHNSON, Editor
66 Walker St., West Roxbury, Mass.

Editorial

■ ■ ■

"Unto One of These"

THE little child typifies time and the future of mankind. With a potential development of limitless possibilities, the child comes into our midst. As it is plastic in bone and muscle so it is an embryo of mental and spiritual capacities. But for the way these possibilities are realized each child is rightfully dependent upon its immediate family and its community.

The rich possibilities with which mother love visualizes the future may be a heartbreaking contrast to the realities time may disclose and the shadow of what might have been may lay its pall of responsibility upon those who controlled the early decisions of child life.

To give protection and opportunity for all children is the great compelling purpose of the American Federation of Labor. We endeavor to make available the necessary material means and environment for development. We work for higher standards of living—material and spiritual—in order that children of those who work may have better homes, good food and clothing. We urge better schools for all in order that no child shall be denied the right to mental growth. We urge legislation to prohibit child labor that all children may be assured the right to growth and development of those faculties that are necessary to sustained progress in adult life.

The labor movement offers men and women who work the opportunity to have such relationships in shops and factories and all places of employment,

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that they may be self-respecting independent men and women, living their work lives in a way that will enable them to carry into home and community relationships a sense of self-respect and competence. Every family should have a head who brings confidence and cheer to the grave responsibility of molding the child's experience in home life.

The labor movement seeks to aid workers to be more competent citizens of industry and the community in order that standards of home life may be advanced for present and future generations. Our fundamental purpose is to provide life more abundantly for all—beginning with the children who must carry forward the torch of human progress. — *American Federationist*, January, 1929.

IN MEMORIAM

BROTHER HERMAN HANSEN

LOCAL NO. 6

WHEREAS, it has pleased the Almighty to remove from Our midst Our esteemed Brother Herman Hansen, and

WHEREAS, we mourn for the loss of One who in life was a loyal friend and a credit to Our Organization, be it

RESOLVED, that the Charter of Our Local Union be draped in mourning for a period of thirty days, a Copy of these resolutions be spread on the Minutes of Our Record Book, a Copy forwarded to Our International for publication in Our Official Journal, and be it further

RESOLVED, that a Copy of this Memorial Resolution be presented to the bereaved wife of Our departed Brother with the deepest sympathy of the Membership of Asbestos Workers Local No. 6.

JOHN W. HOFF, Secretary-Business Agent.

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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. 6, Boston, Massachusetts

EDITOR ASBESTOS WORKER:

Dear Sir and Brother:

We had our Annual Banquet Saturday, January 26th, at the Elks Ball Room, and as expected had a big turnout of members, their wives and families and a fine representation of employers, the affair was conducted cabaret style with dancing between courses, music being furnished by a popular and well known Jazz Band, several vaudeville numbers were also on the program.

Favors and noise makers were distributed making the scene a lively one, after the dinner came the introduction by Chairman John Hoff of the Toastmaster, International Vice-President E. A. Johnson who called upon officers of the union and the employers for short addresses, then came the surprise of the evening when Chairman Hoff, after a speech eulogizing Past Business Agent Palm, presented Brother Palm with a handsome white gold watch and chain the gift of the membership, Brother Palm, who was the guest of honor, managed to thank the members and expressed his appreciation of the tribute paid him and for the co-operation given him during his term of office of five years, Brother Palm is now shop foreman for the Hinman Asbestos Co.

Dancing continued until midnight, and everybody voted that Local 6 banquets are getting better each year.

Fraternally yours,

JOHN W. HOFF, *Corresponding Secretary.*

New England Joint Conference

Minutes of the regular meeting of the New England Joint Conference held at the Highland hotel, Springfield, Mass., Sunday, January the 6th, 1929.

Meeting called to order at 9:15 A. M. with International Vice-President E. A. Johnson in the Chair.

International Vice-President Johnson introduced Brother John W. Hoff as the newly elected Business Agent of Boston Local No. 6, who replaces Brother O. W. Palm, who has resigned as Local No. 6 Business Agent.

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Delegates in attendance: Boston No. 6, J. W. Hoff; Springfield No. 43, Fred Johnson; Providence No. 31, J. Swinson; Connecticut, C. W. Sickels; Portland, Me., not represented.

Minutes of last meeting approved as read. Bills ordered paid.

Report of Delegates.

Boston reports business good, prospects uncertain.

Providence good, few men idle. Old agreement renewed until January, 1930, with one change, namely, ratio of helpers three to one in the local and not to exceed one to one in the shop. Business Agent expresses appreciation for the help of Local No. 33 in keeping their membership at work.

Springfield reports business good through the assistance of Local No. 33 and appreciates this assistance in placing their idle membership. Future uncertain. Building Trades of Springfield with whom Local No. 43 is affiliated working on new agreement for $1.37½ per hour with the five day week. Prospects of effecting this agreement is good.

Connecticut reports business slowing up, most outside men having returned to their home local. The future will find Connecticut with all they can do to keep their own at work.

Resignation of Brother O. W. Palm accepted and vote of thanks given Brother Palm for his services as President of the Conference.

Brother John Swinson elected as President of the Conference to complete the term of Brother Palm.

The next regular meeting of the Conference will be held the first Sunday in June in New Haven, Conn.

Meeting adjourned at 12:15 P. M.

Attest,

C. W. SICKELS, *Secretary.*

ATTENTION, MEMBERS!

Our mailing list has increased by leaps and bounds to over three thousand addresses, because of the many corrections and additions starting with the January, 1929 issue. We are short on our reserve supply of January, 1929 numbers. Will those that have extra copies of the JANUARY, 1929 issue send same to the EDITOR, E. A. JOHNSON, 66 Walker Street, West Roxbury, Mass.

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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. Lee Lines, Secretary, 47 Alpine Place. J. E. Harman, Business Agent, 145 Broadway.

No. 5—LOS ANGELES, CALIF.—Meets First and Third Wednesdays at Labor Temple, 540 Maple Avenue. George E. Brown, Labor Temple, 540 Maple Avenue.

No. 6—BOSTON, MASS.—Meets First and Third Wednesdays at 3 Boylston Place. John W. Hoff, 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. J. Meyers, 4271 Fergus Avenue.

No. 9—NORFOLK and PORTSMOUTH, VA.—Meets First and Third Tuesdays at Eagles Home, 703 Const Street, Portsmouth, Va. J. F. Joinville, P. O. Box 546, 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 222 East 31st Street. Frederick C. Hysler, Secretary-Treasurer. Office, 222 East 31st Street.

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

No. 15—WINNIPEG, CANADA—Meets Second and Fourth Mondays at Labor Temple. W. E. Groves, 234 Johnson Avenue.

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, 8119 Colfax Avenue.

No. 18—INDIANAPOLIS, IND.—Meets Second and Fourth Thursdays at Plumbers' Hall, 312 East Washington Street. William F. Feier, 312 East North Street, Apt. 14.

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. P. O. Purtell, Secretary, 317 South Fleming 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. Frank Long, 1265 East Stark 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. Alfred E. Hayes, 64 Walnut Street, South Portland.

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 Dahlke, 1122 North Adams Street.

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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. 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 815 Pacific 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, Gillette Boulevard and Clamp Avenue, Mayfield Park, Box 442 W., Route D, San Antonio.

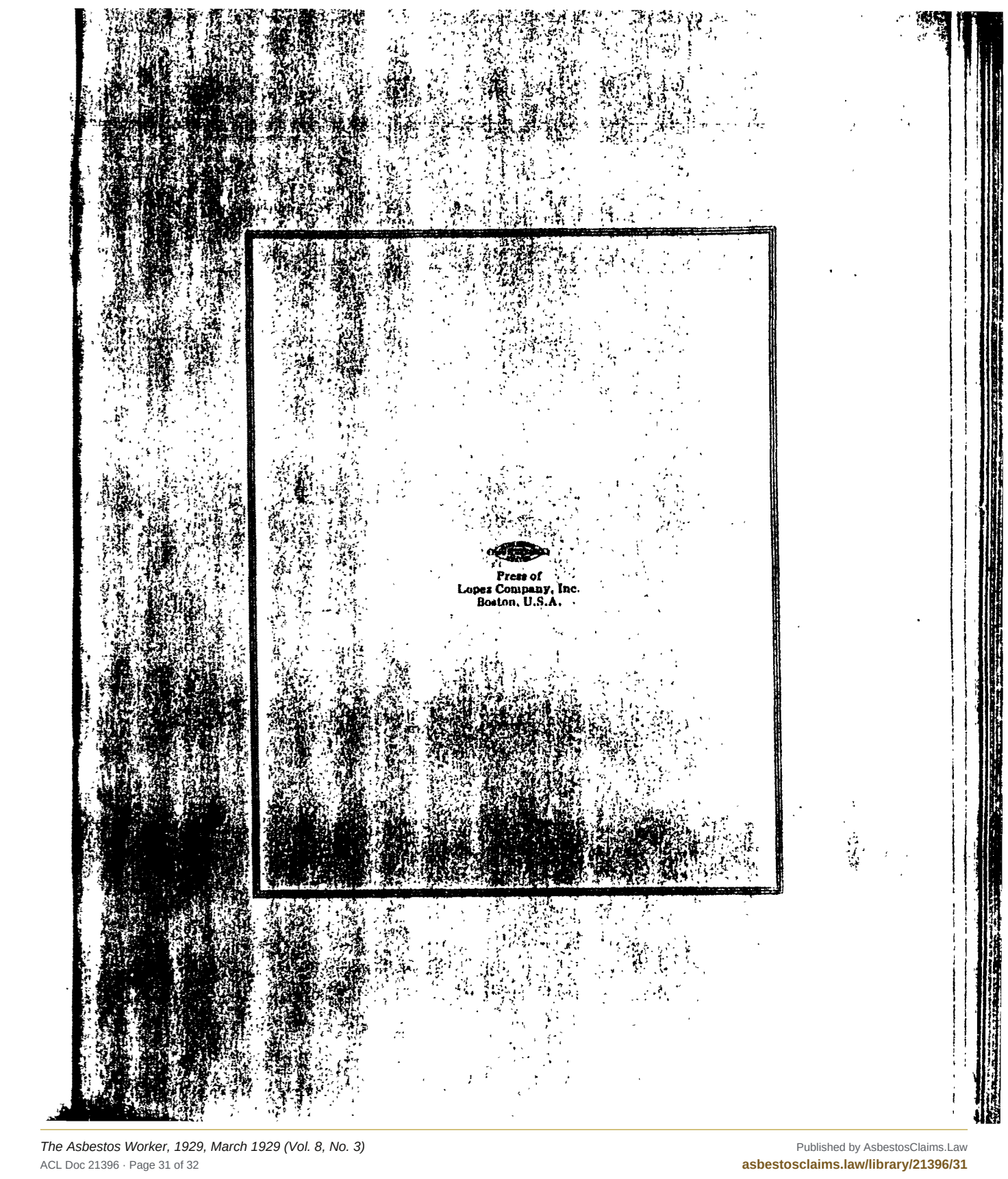
No. 88—RICHMOND, VA.—Meets First Mondays of every month. at Labor Temple, corner Eleventh and Marshall Streets. Charles Owings, 3116 Floyd Avenue.

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

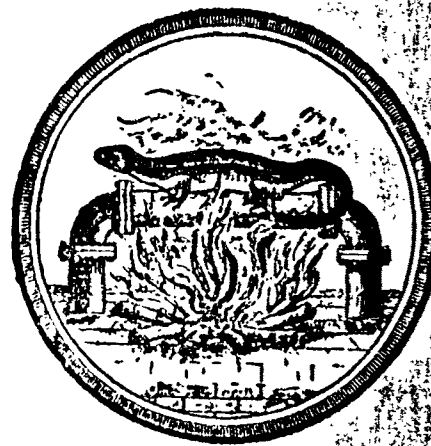
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