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THAT WE SHOULD DO UNTO OTHERS AS WE WOULD HAVE THEM DO UNTO US—THAT WE SHOULD RESPECT THE RIGHTS OF OTHERS AS SCRUPULOUSLY AS WE WOULD HAVE OUR RIGHTS RESPECTED—IS NOT A MERE COUNSEL OF PERFECTION TO INDIVIDUALS, BUT IT IS THE LAW TO WHICH WE MUST CONFORM SOCIAL INSTITUTIONS AND NATIONAL POLICY, IF WE WOULD SECURE THE BLESSINGS AND ABUNDANCE OF PEACE.

—HENRY GEORGE.



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The Asbestos Worker

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THE UNEMPLOYMENT SITUATION

ONE of the most striking facts of our present economic situation is that, although we have abundant resources, a vast accumulation of capital equipment, and large numbers of highly skilled and energetic workers wherewith to produce larger surpluses than at any time in the history of civilization, millions of workers do not have opportunity for regular work. This phenomenon appears in every modern industrial nation.

A summary of present conditions affecting unemployment is given by various writers in the *Survey Graphic* for April, 1929. It is estimated by Professor S. H. Slichter of Cornell that during the last eight years there has been a decrease of about 2,300,000 in the number employed in farming, manufacturing, railroading, and mining. The population of the United States increased by 13,600,000 between 1920 and 1928. If employment in certain industries had not greatly increased, Professor Slichter says, "we should undoubtedly be confronted with unemployment of unprecedented volume." But between 1920 and 1927 the number of workers employed in the building trades increased by about 300,000, the number engaged in selling and servicing automobiles about 750,000, hotel workers about 500,000, telephone employes about 78,000; and public school teachers about 135,000 between 1920 and 1926. It is claimed that the number of insurance agents has increased by 100,000 since 1920 and barbers and beauty-parlor workers about 200,000. "Finally, the students in secondary schools and colleges have increased from 3,100,000 in 1920 to nearly 5,200,000 in 1926, or 67 per cent. Whether or not the net result has been a growth in unemployment no one knows, because there are too many uncertain items on each side of the balance sheet. One thing, however, is certain—occupational shifts of almost revolutionary size and rapidity have been occuring. These shifts are the outstanding characteristic of the present labor market."

It is pointed out by Dr. W. M. Leiserson that, although the number employed in manufacturing in 1928 has risen above the low points of 1927, the index of the United States Bureau of Labor indicates that there were 14 per cent fewer workers than in 1923. The data upon which the index is based cover about 40 per cent of the workers engaged in manufacturing. It

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is estimated that if the conditions are generally typical there were 800,000 fewer workers in manufacturing in 1928 than in 1923 and 200,000 fewer than in 1925.

Cases are cited by Beulah Amidon where changes in technical process enable one man to do the work of 40; two men the work of 128; 3,000 men the work of 5,100; and 16,500 men the work of 24,000. This displacement of men by machines, along with the continued increase in production, creates a situation characterized as technological unemployment which accentuates the other difficulties of unemployment.

But Professor Slichter maintains that too much emphasis has been put upon unemployment which results from technological changes. He says that "in about 23 industries *a* major, if not *the* major, reason for the shrinkage of employment has been contraction in the market. These industries account for about three-fourths of the total drop in factory employment between 1919 and 1925." Furthermore, "the industries which have been characterized by most revolutionary technical changes do not necessarily employ fewer workers. The petroleum refining, automobile, pottery, cement, and cast-iron pipe industries have all experienced radical technical changes during the last seven or eight years, but in every instance there has been a substantial increase in their total employment since 1920."

Professor Slichter also discounts the theory that unemployment has been caused by the fact that the producing power of industry has been outrunning the purchasing power of the public. In support of his objection he points to the data on the increase of production in agriculture, manufacturing, railroading, and mining which indicate that there has been no "extraordinary flood of goods" which has taxed the public's ability to purchase. However, while the "*physical* product" of these industries increased at a moderate rate, "the *value* product, due to falling prices, diminished from approximately $107,420,000,000 in 1920 to $84,917,000,000 in 1923, and $88,033,000,000 in 1927. In other words, the amount received by farmers, manufacturers, railroads, and mines for their output in 1927 was approximately 18 per cent less than in 1920, and only about 3½ per cent more than in 1923. During the same time, however, the number of dollars spent by the country was rapidly growing. The best index of national expenditures is furnished by debits to individual accounts. . . . It is conservative to assume that the dollar expenditures of the country in 1927 were at least one-fifth more than in 1920 and one-fourth more than in 1923. Since the output of farms, factories, railroads, and mines has been diminishing in value while the country's volume of spending has been increasing, it is scarcely possible to explain the trend of employment in these four main branches of industry by the country's inability to purchase their products."

Professor Slichter finds the explanation in a reluctance of the public to buy more of these products rather than in lack of purchasing power. In supporting this contention he calls attention to the decline since 1920 in wages, the price of producers' goods and long-time interest rates: "But producers' goods and interest rates have decreased much more than wages. Consequently, employers have found it profitable to use relatively more capital and relatively less labor. . . .

"To assert that price movements are causing the displacement of men is not simply another way of saying that new inventions are displacing men. Technical change *might* take the form of methods which require less capital and more labor. But the price movements of the last eight years have created an incentive for a *particular kind* of technical change, namely, methods of production, which require relatively little labor. Behind the par-

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ticular kind of technical change which has occurred are the price movements that have made this sort of change especially profitable."

But the question is, if the number of workers has fallen off in agriculture, manufacturing, railroading and mining while production has been moderately increasing and prices falling, where has the public spent the money it could have spent in supporting these industries? Unless this is explained, the fact that there has been only a moderate increase of production and a fall in prices would point to the inability of the public to buy because of lack of purchasing power, because of the unsuitability of the product or because of satiety. In answer, Professor Slichter points to examples of huge sums which are being spent in ways that set relatively little labor to work. "For example, in 1928 the public spent nearly $70,000,000,000 on the New York stock exchange—more than twice as much as in either 1920 or 1923.

"The number of real estate transfers has also increased since 1920. It is obvious that expenditures for neither stocks nor real estate create many jobs. On the other hand, some of the shifts in spending have created many new jobs. Behind the rapid increases in the number of building tradesmen, teachers, telephone employes, and life insurance agents is the fact that since 1920 the country has approximately doubled its expenditures for their products. It is these spectacular shifts in the nation's expenditures which make the employment problem of today primarily one of *shifts* in the demand for labor rather than of *shrinkage* in the number of jobs.

"Nevertheless, large and rapid shifts in the demand for labor, even though not accompanied by a net decrease in the total number of jobs, may create serious unemployment in some occupations and in some regions. Indeed, being thrown out of work by a permanent decrease in the staff is often more burdensome than being thrown out by a seasonal or a cyclical slump. In the latter cases the workman is often fairly certain that within a few months he will again be needed by his old employer and that he will soon be back at his old job. He is without *work*, but he does not necessarily regard himself as without a *job*, or without an *employer*. But the man who is dismissed because of a permanent reduction of staff is without both work and a job. He must find a new employer, possibly in a new industry, and often in another city."

Obviously, extensive shifts in the demand for labor increase the need for a system of employment exchanges to bring demand and supply together. When Henry Ford wanted 30,000 additional workers and a notice to that effect was carried in the newspapers a jobless army of men from many states flocked to Detroit regardless of the warning that unemployed citizens of that city would be given preference. Commenting on this in the *New Republic*, March 6, Dr. Leiserson says:

"We talk about industrial waste. Could anything be more wasteful than this method of supplying our industries with the labor they need? Yet this is the prevailing method; the Detroit incident is only a dramatic example of what is happening every day."

For several decades we have known that the unemployment problem is something more than "making work for tramps or making tramps work," and yet we have done very little to direct those who need work to the jobs available. Both Great Britain and Germany have demonstrated how it can be done on a nation-wide scale.

President Hoover stated this need in his presidential address before the Federated American Engineering Societies, November 19, 1920, as quoted by the *American Labor Legislation Review*, March, 1929: "In help against the misery in the great field of seasonal and other unemployment we indeed need an expansion and better organization of our local and Federal labor

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exchanges. We have a vast amount of industry, seasonal in character, which must shift its labor complement to other industries. The individual worker is helpless to find the contacts necessary to make this shift unless the machinery for this purpose is provided for him."

To an increasing extent the risks of business have been covered by elaborate facilities for insurance, and yet accidents are the only principal industrial risk affecting workers which has been covered to any considerable degree in this country. Sickness, old age and unemployment are as important, or more so, and just as susceptible of protection. Here again, Great Britain and Germany have experimented in an impressive way.

But such measures are not real correctives. The problem remains of improving coordination throughout the economic system. This is mainly a job of industrial engineering and efficient management. But it is one in which the Government can play a considerable part. President Hoover has suggested that a $3,000,000,000 public construction reserve be established as an aid to the stabilization of industry and employment. This would involve timing public construction projects to offset industrial depressions. The effect of purchases by the Government of materials, commodities and labor would be felt throughout the economic system. "Public construction is a lever big enough to lift the whole business machinery out of a hole and start it running on the broad highway again," says O. T. Mallery in the March issue of the *American Labor Legislation Review.*

"Moreover, when the Federal Government has set the example, it will be easier for governors and mayors to follow. The releasing of its reserve by the Federal Government would be a useful signal to local authorities to do the same."

Writing in the *Survey Graphic*, Mr. Mallery says: "The income of the United States as a going concern is about ninety billion dollars. A 10 per cent industrial depression would be a drop of nine billions. All construction is about seven billions. Public works is about one-quarter to one-third of all construction. If public works were doubled in a year of depression, the increase would therefore fill one-fifth to one-fourth of the hole made by a 10 per cent industrial depression. So even according to a purely mechanical theory of the business cycle, now out of date, public works are an important factor."

Just how a public construction reserve fund would be made available at the time and in the amounts needed by the Federal, state and local governments is a problem in public finance of some magnitude in itself. But F. G. Dickinson estimates (*American Labor Legislation Review*) that if such a reserve had been in existence between 1919 and 1928 it could have been used to bring about almost a complete stabilization of employment. Furthermore, according to the authors of *The Road to Plenty,* W. T. Foster and W. Catchings, the shifting of public construction work from the most prosperous to leaner years would enable the Government to get the work done more cheaply and at the same time bring about an acceleration of private business when most needed.

Bills now before Congress provide for the collection of unemployment data, for the establishment of a system of employment exchanges, for the construction of public works during periods of business depression and for a federal employment stabilization board. The bill (S. 4158) providing for the collection of data authorizes the Department of Labor to obtain statistics from the following industries and their principal subdivisions: manufacturing, mining and quarrying, building construction, agriculture, transportation and communication, retail and wholesale trade and such other industries as it may be

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important to include. The sum of $100,000 per year would be appropriated for this purpose.

The bill (S. 4157) providing for a system of employment exchanges establishes the United States Employment Service as a bureau in the Department of Labor. If the bill becomes law the bureau must establish and maintain a system of employment offices in cooperation with the various states. The sum of $4,000,000 per year until June 30, 1932, would be appropriated, 75 per cent of which might be allotted to the various states in proportion to their populations on condition that they were willing to make appropriations to maintain the service in cooperation with the United States.

It would be the duty of the Secretary of Labor and the director of the bureau to supervise the employment offices in accordance with the rules and regulations and standards of efficiency established by the United States. If the standards should not be met the Secretary could cut off the allotment.

If the states which have no public employment offices should be slow about making appropriations the bureau would have power to establish and maintain offices until June 30, 1931. In a state which has employment offices but whose state treasurer is not authorized to receive and use the funds which may be allotted by the United States, the bureau could make an agreement with the governor to allot funds to a board or an officer designated by the governor. Pending the making of an agreement, but not for more than six months, the United States could establish and control the employment offices.

Another bill (S. 4307) provides for a Federal Employment stabilization board composed of the Secretaries of the Departments of Labor, Commerce, Agriculture and Treasury. If this bill becomes law it will be the duty of the board to keep track of the trend of business activity and employment and advise the President of the approach or existence of business depression. Upon advice of the board the President will trasmit to Congress by special message the need for emergency appropriations to be expended upon public works which have been planned in advance. For emergency purposes the bill authorizes the appropriation of "such sums as are necessary to relieve unemployment . . . not in excess of $150,000,000 in any one fiscal year, and such sums as are necessary to carry out the purposes of this act."

The National Unemployment League, Inc., (420 Madison Avenue, New York City) was formed in 1922 for the purpose of advocating and supporting laws enacted to prevent and eliminate unemployment. It is particularly interested in the relief of unemployment through the promotion of public works by Federal, state and municipal governments. The League has for several years sponsored measures in Congress providing for the stabilization of employment and for the development of public works during periods of business depression.

Replying to a query propounded by William J. Moran, editor of the Labor Advocate, El Paso, Texas, C. B. Parker, editor-in-chief of the Scripps-Howard newspapers, wired from New York: "* * * As a general proposition, I firmly believe in good wages as the chief contributing factor to prosperity. Conversely, economic stagnation is inevitable where wealth is confined to the few and poverty prevails among the many. No better exemplification of that truth can be found than by comparing economic conditions across the border with those generally prevailing in this country. Mexico has the natural resources of the United States, but doesn't have the pay roll. In order for prosperity to reach its greatest growth it must be possible for labor to buy the things that labor produces. Such prosperity can exist only through the payment of adequate wages."

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THE EYE THAT NEVER SLUMBERS

DURING the last two years some interesting new applications have been made of an "electric eye," which responds instantly to slight changes in the intensity of light. At lectures or expositions the public may be admitted through a gate in such a manner that each person entering interrupts a beam of light. With each interruption a circuit is closed, actuating a counting mechanism that registers the total number of persons that have passed through. There is no need for physical contact with a turnstile or for an attendant to press a button. The same principle may be applied in toll bridges or vehicular tunnels, or for counting items in mass production in general. The electric eye is more accurate and more sensitive than the human eye, is unwearying, and responds equally well by day or night in any sort of weather.

There are three types of apparatus designed to render such service. The first or photo-resistant cell is based on the change in resistance that the element selenium in crystalline condition experience when light falls upon it. Such cells have many applications, but cannot be applied in television, because the selenium does not respond instantaneously to changes in the light intensity. The second type of apparatus is a modification of the vacuum tube, familiar in radio. A thin film of metallic potassium or sodium is deposited on the inner surface of the tube and a collector is placed in the center of the bulb facing the coating. When the cell is exposed to a source of light, the metallic coating emits electrons in much the same manner as the heated filament of an ordinary vacuum tube. If the electrons are made to pass through a grid, the principle of control and amplification is afforded that is used in radio circuits. Cells of this type require potentials up to about 600 volts.

A third type of light-sensitive apparatus is one in which no outside source of potential is needed, for a difference of potential is created by exposing one of two plates immersed in a solution to a beam of light. The feeble current (several tenths of a milliampere) may readily be amplified. One of the surprising things about so many recent applications of electricity is the very small amount of energy that may be needed. An electric eye may be actuated by as little as a millionth of a watt. A fly crawling up a wall six inches a minute expends energy at about that rate.

Mr. John V. Breisky of the Westinghouse Electric & Manufacturing Company gave a demonstration at the American Institute of Electrical Engineers in New York City several months ago in which a pan of gasoline was set on fire with a match. The first wisp of smoke from the burning fuel operated a photo-electric smoke detector, which released carbon dioxide from a cylinder and extinguished the fire instantly. Such a method of protection against fire is of course much more to be desired than one that turns in an alarm only when the fire has gained sufficient headway to produce a change of temperature.

The electric eye has been applied in the automatic sorting of cigars into grades according to the color of the wrapper. Package goods carried under the eye on a moving belt may be automatically rejected if discolored or imperfectly labeled. The electric eye has been suggested as a protection against

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theft, although there are of course other electrical devices depending on the vacuum tube that accomplish the same result. A device may be installed inside a safe with an electric circuit so delicately balanced and adjusted that a hand outstretched toward the combination will ring an alarm or trap the intruder.

The lights in a store may be placed under the control of an electric eye, so that they will be switched on and disclose the entire interior if a policeman throws his flashlight through the front door. A burglar alarm may be arranged to be set off if a door is opened in such a manner as to interrupt a beam of infra-red light, invisible to the human eye. In Chicago an electric eye stares across a highway day and night, counting the vehicles that pass. Street lights of a city may be automatically switched off and on at sunrise and sunset, and will even come into action on cloudy or foggy days. The flow of gas oil to a furnace may be instantly cut off, if the flame happens to be extinguished, by placing the valves under control of an electric eye. Window displays may be set in operation if an observer outside the window interrupts a beam of light. Some years ago John Hays Hammond, Jr., developed an electric dog which followed its master about, held in leash by a beam of light. It seems only a step to develop one to pursue and set teeth in a prowler.

"WHEREAS" AND "RESOLVED"

WHENEVER a set of men nurse a real or imaginary grievance until it becomes an affliction, they either write a letter to a newspaper or assemble in a body and pass a few "whereases" and some "resolveds." For some unexplainable reason this method of relieving injured feelings is supposed to be a cure-all, has long been so considered and will probably continue to be so considered for a long time to come. Perhaps it is just as well. Having given vent to a lot of words and phrases that mean little or nothing when dissected and analyzed, the hurry of the passing days brings other and more important matters to the fore and another wrong is born and nursed. There are men who thrive and grow fat on resolutions about this, that and the other thing, but what, in the name of heaven, about the innocent public? A resolution is a resolution; that's all there is of it—there is usually no reply, no rebuttal, no contradiction. Once resoluted the matter is a fixed and final entity. It is settled. Fortunately—and this is the real point—resolutions may be loaded for a large-caliber arm, but the subsequent report sounds like a wet firecracker. Much whoopee, little effect.

The only way in which men can be effective in any activity whether in business, social activity or union activity, is to acquire thorough knowledge of all facts, concentrate upon the result desired and then devote all the energy possible in bringing about that result.

In doing this it will be found that personal contact and salesmanship accomplish what resolutions never will.

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JEWISH RABBIS ON SOCIAL QUESTIONS

THE newly established *Bulletin* of the Commission on Social Justice of the Central Conference of American Rabbis contains in its April issue a summary of a questionnaire circulated among the members of the Conference concerning the relation of the synagogue and the rabbi to social and industrial questions. About 50 per cent of the membership replied. The editor of the *Bulletin*, Rabbi Edward L. Israel, characterizes the returns in language that probably few would use in describing the attitudes of the rank and file of Protestant ministers:

"Judging from the majority sentiment as expressed in response to these questions, the picture that we get of the rabbi belonging to the C. C. A. R. is that of an individual very deeply interested in the ethical aspects of industrial and political life. He feels it practically mandatory for the rabbi to take part in industrial and political controversies when an ethical issue is involved. The public, however, does not seem to have recognized the value of this ethical opinion as indicated by the comparatively small number of rabbis who have been asked to take part in industrial controversies. His attitude toward the laborer is one of deep friendship. He is a true believer in social, industrial, and religious democracy. His approach to fundamental social problems is along the lines of the generally accepted attitude of liberal and enlightened social service. He looks upon the synagogue not as an escape from the problems of life, but as the means of a true approach to these problems in all of their aspects. He feels for the greater part that religion has a contribution to make to life in addition to its purely social aspects."

The following will indicate the trend of the replies received to several of the questions presented:

Question: Are there circumstances in which it is, from your point of view, ethical for a rabbi to take sides in any industrial or political controversy?

Of the 130 rabbis answering this question, 123 were inclined to an affirmative, 47 gave an unqualified "yes," 47 stipulated that the issue involved must have an ethical aspect (11 qualifying this with the requirement that the rabbi must be certain of the pertinent facts), and 29 made various other stipulations. Five maintained that the matter must be industrial rather than political, several that sides should be taken only on invitation or on the acceptance of a voluntary offer, several, frankly, that such participation is "always ethical, not always expedient." Other qualifications suggested as determining factors were the substitution of the word "ethical" for "political" in the question, the rabbi's own strong conviction on the issue, a limitation to situations involving religious discriminations or sectarian questions. There were 7 replies in the negative, 3 decided, 1 hesitating, and 3 somewhat equivocal.

Question: Have you ever functioned as an arbitrator in an industrial dispute? When and where?

There were 134 answers, of which 108 were negative, 1 expressing the firm determination never to do so. Of the 26 who signified participation of this nature in industrial conflict, 6 pointed out that the action was unofficial, while 20 gave actual instances.

Question: On what basis do you agree or disagree with the contention

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that social questions be kept out of the place of worship because the place of worship should provide escape from the world's turmoil?

Five of the rabbis replying to this question agreed, four because the synagogue should be a refuge from such problems, and one believing that they should be confined to the open forum. Ten replies were equivocal. One hundred four disagreed, 99 definitely stating that a religion which does not concern itself with life's tumultuous social problems is inadequate. A number, in admitting the place of social questions in the pulpit, caution against overstressing and a controversial attitude.

Question: Can social endeavor be regarded as ultimately taking the place of ceremonial religion?

Of the 123 replies to this question, 84 were emphatic noes, 33 a qualified negative stating that there is no conflict, 4 said "yes" and 2 were equivocal.

Question: Would you feel the maintenance of a Temple center justified even if it failed to increase Temple attendance?

Of the 120 replies received, 99 said "yes" and 15 "no"; 6 were doubtful. The principal reasons for affirmative answers were: 35, social values; 25, strengthening Jewish consciousness. Both these groups stressed the religious value of social relationship, interpreting religion liberally, and the fact that Temple worship is only one aspect of Jewish life. Eleven approached this with the statement that one should not judge concrete results but community influence; 6 said the centers are worth while in themselves; 6 that "they would ultimately attract to services"; 5 that the mere contact with the Temple is good; 2 "better half a loaf than none at all"; and 1 that the synagogue is a power house and the center a factory.

Two interesting affirmative views are quoted:

"The Temple House should not be regarded as a mere feeder of Temple membership. Function of rabbis includes cultural, aesthetic, spiritual development for communal life. The community center on a secular basis is distinctly different from the Temple center. I believe the Temple center movement is destined to win out over the community center or Y. M. H. A. movement." "Increasing Temple attendance should not be an end of congregational and rabbinic activity, but merely an incident and a gauge of religious life and progress."

PAPER FROM CORNSTALKS

THE part invention plays in the "rural revolution" is illustrated by the news that the first book has been printed on paper made from cornstalks. Experimental editions of newspapers and magazines have also been published. Though the production of paper from cornstalks is not yet commercially practicable, a company has been organized which expects to make it so. Varying comments have been made as to the quality of the paper. It is alleged that it has an opacity and hardness that give it a peculiarly good printing surface. Others disagree on that score, however. It is believed that the manufacture of commercial paper from cornstalks will be a factor in preserving parts of our timber supply—from which large quantities of our paper are made—and that it may enable farmers to turn what is now wasted into a source of revenue. Throughout the corn belt hope is held out that it may be an important factor in increasing the net profits per acre.

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SOCIAL AND LABOR LEGISLATION

THE two most important new labor laws of 1927 are the federal Longshoremen's and Harbor Workers' Compensation Act and the women's so-called "eight-hour" law in New York. Other recent enactments mark advance steps in a wide range of legislation activities including, for example, employment agencies, wage payment, workmen's compensation, safety and health, working hours and rest periods, and the legal limitations upon the employment of women and minors.

The federal longshoremen's compensation act is the first federal legislation to protect a large group of laborers in private employments and its adoption has stimulated similar programs to cover seamen and railway men in inter-state commerce—the two remaining large national groups without the protection of modern accident compensation. Congress also liberalized the federal Civilian Employes' Act of 1916, bringing it in line with the increased levels of wages and cost of living. The maximum benefits were raised to $27 a week, an increase urgently needed, since the former limits were based upon pre-war wage rates.

By 1927, as a result of some years of practical experience with administration, thirty-four states had amended their workmen's compensation laws in order to make them more adequate. Two-thirds of a worker's wages is now regarded as standard compensation by 21 state laws and the two federal compensation laws mentioned above. Other provisions of the laws, however, such as the weekly maximum and the waiting period, cut down the actual compensation received to far less than two-thirds. Actuaries estimate that even under the laws which are most liberal as to waiting period and weekly maximum, the injured workman is reimbursed for only about one-half of the earnings he loses. In the New York law, the federal longshoremen's act and the U. S. Civilian Employes Act, an increase in the maximum weekly limit to $25 and $27, respectively, indicates a tendency to greater liberality.

Thirty-four states now have a non-compensation period of seven days. The tendency is to reduce the waiting period because experience shows that the fear of malingering is unwarranted. Experience also shows that medical care, unlimited both as to time and amount, is economical for both the employer and the employe because of the reduction in the period of disability.

During 1927, Maryland, Michigan and Illinois adopted measures requiring extra compensation to children illegally employed. The extra compensation—usually an increase of 100 per cent—falls directly upon the employer. This penalty effectively discourages the temptation to violate child labor laws.

Ten states have now adopted provisions for a special fund to compensate total disability in second injury cases and to provide vocational rehabilitation after first injuries.

In 1927, Maine and Kansas decided to cooperate with the federal government in maternity protection under the Sheppard-Towner Act. Only Connecticut, Massachusetts and Illinois still refuse to join in this special educational effort. Colorado followed the example of Arizona and Nevada in extending the legal eight-hour limit

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for work in and about cement and plaster mills. To counteract the migration of labor northward West Virginia joined other southern states in raising the license fee of employment agents for recruiting labor to go outside the state. California and Indiana tightened the regulation of their fee-charging employment agencies and Wisconsin extended her public employment offices.

New York's "eight-hour" for women is really a 49½-hour law, but it is a notable improvement on the previous 54-hour week. It provides for an eight-hour day when women work six days weekly, and a nine-hour day when a weekly half-holiday is granted; it permits 78 hours of overtime, which the employer may distribute evenly over the year or may use for a 54-hour week during a 13-week rush period.

UNVEILING THE STATUE

A STATUE of the late Senator La Follette, presented to the United States by the State of Wisconsin, was unveiled May 4 in the nation's capitol before a large assemblage of public officials and personal friends and admirers of that champion of freedom.

The white marble statue is of heroic size and weighs five tons. Jo Davidson, the sculptor, vividly depicts "Fighting Bob" nervously clutching the arms of his chair, poised to spring into verbal action.

Robert M. La Follette, Jr., who succeeded his illustrious father in the United States Senate, was chairman of the unveiling ceremonies.

The several speakers recounted La Follette's long single-handed fight against privilege and to restore popular government.

"Senator La Follette freed the seamen of the world, who were bondmen before passage of the seamen's act that bears his name," said Victor A. Olander, secretary-treasurer International Seamen's Union. "Seafaring men on the seven seas and in the ports of every nation revere his memory. It was La Follette who brought them the great gift of freedom," said Mr. Olander. "Freedom is the greatest gift of the Creator to mankind. In relation to seamen and the American merchant marine, therefore, the mission of Robert Marion La Follette was to 'justify the ways of God to men'. He did his great work well."

Edward Keating, editor of "Labor," said: "No man in the American Congress—or in any other legislative body in the world, for that matter—ever wrote into the law of his land so many constructive measures designed to safeguard the liberties and economic interests of workers as did Robert Marion La Follette."

Claud J. Bowers, editor New York World, said: "Every railroad enjoying immunity from regulation or full taxation, every powerful combination privilege could exploit, every bank subservient to the greed of its masters, every merchant and shipper these could coerce into compliance, were arrayed against him. There is not a friend of popular government and the rights of man who does not stand before his memory at salute. In all his public acts he symbolized the noblest tradition of the Republic.

Gilbert E. Roe, former law partner of the late Senator, recounted the social and political legislation that was originated by the departed lawmaker.

Senator Blaine of Wisconsin; Charles H. Crownhart, justice of the Wisconsin Supreme Court; Philip F. La Follette, son of "Battling Bob," and Mrs. Mabel Corey Costigan of Denver also spoke.

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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

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REVOLT IN SOUTHERN TEXTILES

LIKE an electrifying tocsin came the news of revolt among the southern textile workers. These workers at first more accustomed to raising cotton than to spinning and weaving it found mill life an untried work. At first they had no experience to know whether they were fairly treated or not, but the passing years have brought knowledge.

The United States first heard of Elizabethton when President Hoover made his southern campaign speech there. Then the country learned of the rayon factories there. Next we heard of the rayon workers on strike. Though theirs was a dignified orderly protest which was adjusted through an agreement between their union and their employers, representatives of the American labor movement who had come to counsel with the textile operatives were driven from the town by lawless violence.

But the trade-union organizers knew their legal rights and protests were lodged with those responsible for maintaining law and order as prescribed by our government. Four days later at a mass meeting held in Elizabethton, organized labor broadcast to the workers in Happy Valley and the whole South the message of constructive trade-unionism.

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The list of strikes has grown steadily in North and South Carolina. Aggrieved by a so-called stretch-out system which increased their work while it decreased their pay, textile workers are turning to unionism. Collective action is essential for protest as well as adjustment of work problems.

Mill operators cannot arbitrarily change work rules or conditions of work and expect the operatives to yield trustfully and gladly to their decision. They need the cooperation of employees—and the only way that can be had is by providing the channels for joint consideration of problems and decision making. Both management and workers have a very real interest in advancing the textile industry. These mutual interests should be the basis for joint relations. Efficiency will not result from forcing systems on workers, but by getting their cooperation in reducing waste and improving output. But such cooperation comes only with just and equitable relationships.

The trade-union movement has a service to render southern industries and southern factory workers. Southern workers have a keen sense of justice and a pride that makes them unwilling to submit knowingly to exploitation. That they have been developing an understanding of the need of work standards is evident in recent strikes against arbitrary changes in working conditions. They have found the need of group action in order to have a voice in determining standards. Southern textile workers are of the stock that first established representative government and it is obvious they will apply the same principles to industrial problems. The American Federation of Labor will give wholehearted cooperation.

—*American Federationist.*



It is estimated that approximately five billions of dollars are paid union men and women for their labor each year. What percentage of this amount is expended for union products is impossible to determine, yet it is safe to say that the amount is all too small, and that the proportion of these earnings utilized in the purchase of non-union goods and services is far greater than it should be.

In these days of mergers, amalgamations, combinations and the like it would appear wisdom on the part of union men and women to conserve their own best interests by spending union-earned dollars for union-made goods and services. If all did so, there would be fewer unionists out of employment, higher wages and less hours of labor for those employed.

It is such a simple thing to ask, and so easy—a sentence of six words, earnestly spoken, and the act is accomplished: "Does this bear the union label?"

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IN MEMORIAM

BROTHER JOSEPH LOSICH

Local No. 12

It is with deep regret that we announce the death of Brother Joseph Losich, who departed from this life May 10, 1929, in his 43rd year. To the family and relatives Local No. 12 extends its heartfelt sympathy and condolence.

JOHN HASSELBACH,
President

FRLDERICK C. HYSLER,
Secretary

BROTHER GEORGE KATES

Local No. 14

Whereas, it has pleased the Almighty to remove from our midst Bro. George Kates, be it

Resolved, that the Charter of this Local be draped in mourning for a period of 30 days, a copy of this resolution be spread on the minutes and our deepest sympathy be extended to the family of our departed brother.

FRED RICOT, *Secretary*

BROTHER JERRY HUGHES

Local No. 32

Whereas: Our Almighty Father, in His infinite wisdom, has seen fit to call to His eternal home our Brother member, Jerry Hughes, and

Whereas: We mourn his loss and will miss his kindly smile and good fellowship, be it

Resolved, That the members of Local 32 stand with bowed heads for a period of one minute, and

Be it Further Resolved: That a copy of this be spread on the minutes of our Local a copy sent to his bereaved family and a copy sent to our International for publication in our official Journal.

E. J. DOUGHERTY, *Secretary*

BROTHER JOHN WINN

Local No. 27

Whereas, It has pleased the Almighty to remove from our midst our esteemed Brother John Winn, and

Whereas, We mourn the loss of one who was a true friend and a credit to his Organization,

Be It Resolved, That the members of Local No. 27, Kansas City, Mo., feeling their loss, hereby tender to the bereaved family their heartfelt sympathy and condolence. Be it further

Resolved, That these Resolutions be spread on the minutes of this meeting, a copy sent to the Editor of Journal, for publication and one to the family.

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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. 18, INDIANAPOLIS, INDIANA

EDITOR ASBESTOS WORKER:

DEAR SIR AND BROTHER:

Local No. 18 wishes to take advantage of these columns, in order that they may express their appreciation to our International Vice-President Hugh Mulligan for his visit which he gave to us on Monday, April 8, 1929.

All that were present were well rewarded through the interesting and instructive advice from Vice-President Hugh Mulligan.

Local No. 18 wishes to thank Vice-President Hugh Mulligan for the splendid services rendered to the Indianapolis Local.

Yours fraternally,

PAUL KROPP, Secretary-Business Agent

LOCAL NO. 91, WHITE PLAINS, NEW YORK

EDITOR ASBESTOS WORKER:

DEAR SIR AND BROTHER:

As you are probably aware, on Sunday, April 7, 1929, Local No. 91 was duly organized and now stands ready to take its place as a unit in the field of organized labor.

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This was made possible through the courtesy of Locals No. 12 and 33, who surrendered that portion of their territories that now comprises this new local.

To those familiar with this locality it has been long recognized that a local was needed here to meet the requirements of the Building Trades in general and in particular to capture some of the work now being done by steamfitters, plumbers, etc.

This should prove to be a fertile field and provide an outlet for the surplus of neighboring locals with whom we hope to co-operate in order that that spirit will prevail which should be the aim of all Organized Labor.

Although few in numbers and young in years we hope to grow steadily and trust that what we have initiated may be perpetuated by those who succeed us and always maintained in an honorable manner.

Our meetings will be held on the 2nd and 4th Tuesdays at Mechanics Hall, 31 Main Street, White Plains, N. Y., and wish to be so recorded.

We have not yet selected our permanent officers but I will inform you as soon as they are elected.

Yours fraternally,

HENRY SCHULTZ, Secretary

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LOCAL NO. 79, DAYTON, OHIO

EDITOR ASBESTOS WORKER:

DEAR SIR AND BROTHER:

In appreciation for the enjoyable evening spent with International President Brother J. A. Mullaney, I take this means of thanking him in behalf of Local 79, for his visit to our city.

After a most interesting talk given on various locals throughout

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the country, Brother Mullaney gave us some very good advice as to how a local should be run.

Thanking Brother Mullaney for his interesting talk and advice and with best wishes to him, I am

Yours fraternally,

RAY PEELING, Secretary

C. Harold Smith, a New York millionaire, is credited in news dispatches with an urge to spend $10,000,000 in a manner that will reflect credit on the donor and be of service to humanity, and offers $1,000 for the best plan suggested. Here's an idea he may have for nothing, and he might choose a worse one:

Endow a fund to inculcate the principles of unionism, with the accompanying fair wage and short hours of labor. Set aside a portion of the interest from the endowment to expend in searching out the unorganized and putting before them in all sincerity the benefits of organization. This done, there will be little need for child-welfare work — a well-paid and steady father never rears a poorly nourished offspring. A contented workman under union conditions makes little demand on charitable institutions—hence the necessity for such institutions is lessened. In a word, general adoption of union principles would wipe out a score or more of associations and institutions with yawning strong boxes and permit the money of the ultra-rich to be devoted, if they wished, to the direct uplift of humanity by the shortest possible and quickest route.

The Easter sermon of Father McMenamin, of Denver, Colo., sounded a plea for organization and organized workers, and a defense of their right to the enjoyment of the emoluments of high wage rates. "I thank God for organized labor and I pray they may be given the strength to carry on the struggle," declared the cleric. "The workers must not cease until they have made collective bargaining universal in our land," he continued. "The rich point to the fact that many workingmen go to their places of employment in automobiles. Well, why shouldn't they? If we are not surprised to find the employer riding to his office in an automobile, why should we be surprised to find the employe riding to his shop? Is there any inherent difference between the two men? Is there any reason why the one should ride to work and the other walk?"

On February 20, 1929, the Executive Council of the American Federation of Labor voted to grant the Brotherhood of Sleeping Car Porters a charter. This action on the part of the federation came after a careful investigation of the efforts which the porters have made to establish a union and to gain recognition and a collective agreement with the Pullman Company. It amounts to an endorsement, which is of considerable importance to the porters. Recognition as a standard union affiliates the organization with the general labor movement and is calculated to enlist the aid and moral support of other unions. The porters claim that good results have already become evident because of their new status.

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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, 7020 Veronica Road, Stonehurst, Upper Darby; 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. Paul Kropp, Business Agent and Secretary, 302 East Eleventh 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. 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. Thomas B. Reed, Business Agent, 933 Allston Street. W. J. Kappe, Secretary, 1330 Omar 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. Joseph E. Cole, 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 every First Sunday at Labor Hall, 309 South Franklin Street. 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, 334 West Dewey 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 Street. Harry E. Mahan, 9 West Avenue, Holloway Terrace, Newcastle, 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. Frank Kahl, 910 Coventry Street, and Emil Baumgartner, 1521 Roosefelt 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. 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.—Meets First and Third Fridays at Labor Temple, 18½ Anderson Street. J. C. Javins, Nitro, West Virginia.

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 and Third 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.

No. 90—MEMPHIS, TENN.—Meets Second and Fourth Tuesdays at 119 Adams Avenue.

No. 91—WHITE PLAINS, N. Y.—Meets Second and Fourth Tuesdays at Mechanics Hall, 31 Main Street. Henry Schultz, 33 Poningo Street, Port Chester, N. Y.

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, E. A. Johnson, 66 Walker Street, West Roxbury, Mass.

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