THE ASBESTOS WORKER



REGISTERED

Volume VIII
Number 12

DECEMBER, 1929

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

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THE ASBESTOS WORKER

December, 1929

VOLUME EIGHT NUMBER TWELVE

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142 Berkeley Street, Boston, Mass.

Printed on Union Watermarked Paper



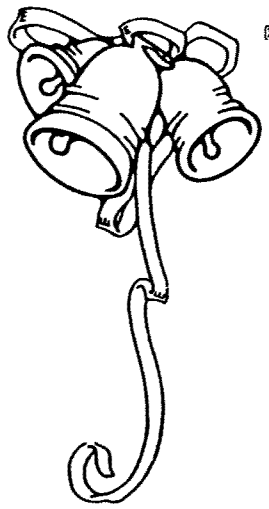
The Official Monthly Journal of and Published by the International Association of Heat and Frost Insulators and Asbestos Workers. Published from the office of Lopez Company, Incorporated, 3 School Street, Boston, Mass.

Entered as second class matter July 8, 1926, at the Post Office at Boston, Mass., under the Act of August 24, 1912. Monthly subscription rate, Ten Cents. Yearly subscription rate, One Dollar and Twenty Cents.

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Christmas Greetings

To the members and their families, to the employers and friends of the International Association of Heat and Frost Insulators and Asbestos Workers, we extend wishes for a Merry Christmas and a Happy New year. May the spirit of the season be with you and yours, and may the Christmas of 1929 be very cheery and bright for you, and the new year 1930 bring to you blessings untold . . .



Peace on Earth, Good Will to Men

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The Asbestos Worker

VOLUME VIII. DECEMBER, 1929. NUMBER 12

AMERICAN LABOR MOVEMENT AND ITS ORGANIZED POLITICAL ACTIVITIES

WILLIAM GREEN
President American Federation of Labor

IS NOT ON THE PROGRAM MAPPED OUT BY THE LEADERS OF THE MOVEMENT — THE EXAMPLE OF BRITISH LABOR IN FORMING A SEPARATE POLITICAL PARTY WILL NOT BE FOLLOWED IN AMERICA— THE PRESENT POLICY OF BRINGING ORGANIZED LABOR'S INFLUENCE TO BEAR ON SEEKERS FOR POLITICAL PREFERMENT WILL CONTINUE

THE American Federation of Labor has sent most hearty congratulations to British Labor on its political victory. The Labor Government is a victory for democratic government and foreign policies that seek peace between nations. The Labor Government was elected to carry through a constructive program. In the campaign, the Labor Party proclaimed that it was neither Communist nor Bolshevist and that it was opposed to force, revolution and confiscation as the means for carrying on its objectives. The representatives of the British labor movement who occupy places in the Cabinet are able, staunch trade unionists. The major economic problem has been entrusted to that able tactician and legislator, James H. Thomas. The Labor Department is entrusted to a distinguished woman, Margaret Bondfield, an efficient trade unionist of many years' service.

British Labor assumes this new responsibility purged of all delusions as to the value of the general strike as a method for securing constructive results, and with a declared policy of union co-operation with employers for mutual progress. Since the Labor Party will need the support of the Liberals, it seems probable that those social measures will be pushed to which the Liberal Party has given its sanction. The fundamental purpose of every

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labor movement is to promote the social welfare of the underprivileged. As the British trade union movement is the bone and sinews of the Labor Party, we may be sure that labor ideals will have real influence in the government.

That the American labor movement rejoices in the victory of British Labor in no way means that we believe that the same methods would bring us the results we need. Policies must be adapted to the conditions and circumstances in which they must operate. Not only must a method be theoretically good, but it must be practical under specific conditions in order to be effective.

Though the labor governments of all countries have the same ultimate ideals, we find each movement evolving its own distinctive methods and practices. This is because nations, even when separated only by an artificial boundary, have distinct personalities as expressed in national institutions. The labor movement of each country is one of these distinguishing national institutions.

In Great Britain, when the trade union movement was facing the urgent need for legislation legalizing the labor movement and its essential activities, it decided that the most effective method was to mobilize Labor's political strength in an independent labor party. The United Kingdom is a compact industrial country, where industrial communities are practically continuous. The population is about four hundred and ninety persons per square mile. It has a homogeneous population, speaking the same language, with pretty much the same standards of living and with the same social ideals, without color or race problems—the product of centuries of national development. Political activity in Britain, as compared with the United States, has had a very different place in national life. For a number of years British Labor had been electing independent candidates to Parliament. They were accustomed to think of themselves as a separate class. Independent party action seemed to promise practical results.

The results have justified the policy. Within a short time the trades disputes act legalized peaceful union picketing and other legitimate union activities. During war time the Labor Party, serving as the medium of labor opinion, achieved a new influence and prestige. In a very tangible way it expressed the democratic ideal which the World War popularized. It came into power when the old political policies broke down under the new problems and lost under the world-wide tide of reaction that put conservatives and reactionaries in power.

Labor in the United States has to meet very different conditions and practices. The United States is in the New World, which has been the land of opportunity for men and women of all nations. The adventurous and the oppressed of many countries have sought homes and better fortunes here. A virgin continent had to be brought under control. Even today there are frontier communities where settlers must cope directly with primitive forces and where they must rely upon individual resourcefulness. We have a population of forty persons to the square mile.

Until recently the United States was definitely an agricultural country, with widely separated urban and industrial communities. The distances of this country are practically incomprehensible to those who live in Western Europe. We have been the melting pot for the citizens of the whole world, so that we have a most cosmopolitan population. In our industrial cities, and in agricultural communities as well, we have national blocs that have as yet resisted assimilation into our nation. We have foreign language problems, race and color prejudices, and even among our own native born we have still the aftermath from our Civil War.

In addition to these elements of separation, wage earners in the United States have never regarded themselves as a distinct class. There have always

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been wage-earning groups; but there have been many doors open to opportunities in other fields. There has also been the modifying fact that wage earners were politically equal with all other groups after manhood suffrage became an accepted practice. Wage earners became members of the old line parties and through these parties exercised a more or less effective influence for social ideals.

When Labor in the United States came to face the problem of being practically outlawed after the provisions of the Sherman antitrust law were interpreted as applying to trade unions, and injunctions were issued to prohibit trade union activity, even the disbursing of union funds, we faced the problem of what kind of political activity would get us remedial legislation in the shortest time.

The American Federation of Labor had followed a non-partisan policy in politics after it experienced the disruptive consequences of an indorsement of free trade. We knew that many early labor organizations had found partisan politics fatal. We had seen the National Labor Union wrecked by an attempt to nominate a presidential slate. Politics contributed to the dissolution of the Knights of Labor. Indorsement of free silver had brought us difficulties in the Bryan campaign. We found that wage earners responded to appeals to support friends or causes, but resented efforts to control party affiliation.

Third party movements in the United States have never had real success. Though there have been more than two parties at times, the situation has repeatedly resolved itself back to the two-party system. Even the Bull Moose Party, led by Theodore Roosevelt, the most romantic and magnetic leader of the last fifty years, did not last longer than one campaign.

Labor has always been able to find persons in both parties willing to support its humanitarian purposes and its pleas for justice. This remained true until the organized opposition of anti-union employers barricaded opportunities for labor legislation. Accordingly it was the organized labor movement that led the movement to secure reform of congressional rules to break the dictation of the speaker and to secure open consideration of legislative proposals.

When the Federation came to consider its urgent need for legislation it had this background of political experience against which to judge proposals for action. Weighing the difficulties of an independent labor party against the urgencies of our need, we decided that to mobilize labor votes in support of principles offered greater promise. We began to systematize and direct more efficiently the methods we had been using. We drafted a bill of grievances which we submitted to Congress and told our representatives therein that if they did not heed our pleas we would appeal to the electorate. We developed a system of congressional records so that we might advise all trade unionists how their representative had voted on measures of special concern to Labor and urged them to use their ballots to further the best interests of Labor. It was in the year nineteen-six that the Federation entered the congressional campaign.

When the presidential campaign opened in the year nineteen-eight the executives of the Federation submitted to the platforms of both parties Labor's legislative needs and asked their endorsement. The reactionaries ridiculed us and tried to discourage us; the radicals tried to persuade us to independent labor partyism. But the Federation continued unperturbed. Changes began to happen in congressional elections; outstanding reactionaries encountered opposition and frequently defeat at the polls.

A new voice had challenged the consciences and intelligence of voters. Organized Labor earned a respected standing politically. This, in turn, helped workers identified with both parties to get more sympathetic consideration for labor proposals. By the year nineteen-fourteen we had helped

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effect such changes in Congress that there were incorporated in the Clayton anti trust law labor provisions intended to correct the two major grievances from which we had suffered. Six years is a short time in which to secure action on any important subject. We feel a justifiable pride in the record. That the Clayton act has not been found adequate is quite outside this discussion of political tactics. The important thing is that we have developed an effective method of meeting our political needs.

In the last congressional campaign we supplied Labor in each district with the labor records of candidates for the Senate and House of Representatives. We have had letters from many elected, attributing the success to Labor's support. An illustration of how the method works is the following: Of fifteen candidates for the Senate, friends of Labor, only one was defeated in the last campaign.

We have secured the enactment of a long list of labor laws. Major laws in this list include the creation of a Federal Department of Labor; establishment of postal savings banks; the federal commission on workmen's compensation and liability, and the federal compensation legislation; the parcel post; vocational education; strengthening of the Bureau of Mines; promoting railroad legislation, such as the Adamson and Howell-Barkley acts; the Watson-Parker bill, extending the eight-hour day to various groups of federal employees; organic law for Porto Rico; war risk insurance for enlisted persons in the World War; creation of the Women's Bureau; vocational rehabilitation; and others. This list of federal legislation has been supplemented by state laws protecting the interests and rights of labor under state jurisdiction.

In addition to federal organization to secure congressional legislation, state federations of labor have been pursuing the same tactics within states. Our problems of securing legislation with sovereign states, a sovereign Federal Government and a Supreme Court undertaking to interpret the meaning and pass upon the legality of all legislation, makes progress complex and a bit slow.

Outstanding in importance is compensation legislation. In every state except four, compensation law protects wage earners against accident losses. Compensation procedure is simple and avoids legal difficulties that obstruct justice. We have aided in the development of state labor departments and the compilation of labor statistics. We have looked to the Government for certain major services and have expected our trade unions to make the most of the opportunities secured.

The final criterion by which the political and all other policies of the American Federation of Labor are to be judged is the well-being that has been brought into the home and work lives of those who carry out work orders. We find distinct progress in reducing the work time—both the work week and the work day. We have doubled the application of the five-day week in the past two years. A new standard of a six-hour day for men in railroad operating service has been raised. Comparing our progress with that of unorganized groups, we find proof of the wisdom of our methods.

Standards of living are higher in the United States than in other countries. This is due to increased production and higher wages. The technical progress of the past years has put in our markets things that provide comforts and opportunities for wage earners. We have achieved a standard of living that includes the automobile. There is in the United States one automobile for every five people. A study in a typical community showed that twenty-nine per cent of the automobiles were owned by laborers, firemen, artisans and motormen. Since the year nineteen-thirteen, eleven million baths have been installed in the United States; there are eleven and a half million residence telephones; radio sets and phonographs are common in labor homes throughout the United States.

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The major problem of the present age is to finance the consumer. Mass production relies upon mass consumption. Unless wage earners, who constitute the mass of the population, have incomes that enable them to enjoy the products of our land, we shall find our progress checked by an over-supply in our markets. The problem itself indicates a new development in progress, which we confidently expect to see result in higher standards of living for all.

Organized Labor, more than any other group, was active in establishing our policy of a free public school system. We have continued to urge expansion of educational opportunities. Our program now includes provision for adult education. The estimated expenditures for education in the United States for the years nineteen-twenty-five and twenty-six were two and three-quarter million dollars. This was an increase of two hundred and fifty per cent over the years nineteen-thirteen and fourteen. During the same time enrollment in elementary schools was increased to nearly three million, or over seventeen per cent.

More leisure and higher national standards of life we hope to turn into higher opportunities for wage earners and all other citizens. We believe that the progress of any one group is interdependent upon progress of all other groups. As organized wage earners, the American Federation of Labor plans to use its political strength to secure continuously greater opportunities for individuals and organized constructive groups.

There appeared some months ago in *The Atlantic Monthly* an article dealing with the childlike simplicity of the people of the Latin-American countries. The author, William F. Jones, told how they are enslaved by old habits. The man who tries to show them how to do their work in an easier but newer way has his troubles. In this, these people do not differ greatly from many business men in our northern country who refuse to make changes because, as they say, "We have always done our work that way." Such men, of course, are slipping into failure; the sad thing about these failures is the fact that they are so unnecessary. To be enslaved by a habit is as bad as to be enslaved by a person. Both mean lack of freedom. Progress is made by people who are willing to experiment, who try new things, who adapt themselves to changes that are taking place constantly in the world in which they are playing a part. To make changes does not call for the taking of great risks. Research saves those who use it properly from dangerous losses. Safety lies in knowing the new and using it at the right time and in the right way.

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Not many years ago we were concerned only with the emigration and immigration of persons. Now we are concerned with the migration of factories. A factory is closed in Massachusetts so that one may be opened in Indiana. A plant is closed in Detroit so that one may be opened in Ireland. Largely this migration of factories is a pursuit of cheaper workers—like the migration of cotton mills to the south. But that is not the whole story. Much of the product of these factories that are taken abroad is shipped back here to sell. Selling prices are based on American wage rates. The difference is profit. The payrolls go elsewhere. American wage earners lose. The profits come back to Wall Street and Wall Street gains. Consumers here buy the product and pay the whole bill. They are trimmed. There is, it seems, very little that is patriotic about business.—I. L. N. S.

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STABILITY OF EMPLOYMENT

BUREAU OF LABOR STATISTICS
U. S. Department of Labor

A GREAT many labor unions seek, through the medium of trade agreements with their employers, to stabilize or equalize employment for their members. No such arrangements can, of course, increase the amount of work to be done, but there are many ways in which a given amount of work can be so distributed as to improve greatly the regularity of employment.

One of the most common provisions directed to this end is the prohibition of all overtime work during slack seasons or when members of the trade are idle. Also in a number of cases overtime work is prohibited if there is available space in the shop or factory for an additional worker, and in some of the trades overtime is limited to a certain number of hours a day or a week.

Another method of stabilizing employment is the provision, which occurs in several agreements, for equal distribution of the work available among all employees during the slack seasons. A number of agreements also provide that during the dull season there shall be no discharge of an employee who worked during the busy season, but such employees shall be given an equal share of whatever work is available.

Lay-offs during slack seasons are arranged for in a number of the agreements, it being provided that lay-offs are to be in rotation so that all employees shall share equally in the work, and in some cases are limited to one day a week, while in others each employee may be laid off for a week at a time.

Provision for a reduction in the number of hours to be worked in a day or a week before any employee shall be laid off or discharged constitutes another method for equalizing such work as is available.

A guaranteed period of employment for regular employees is provided for in a number of agreements. In some cases employment for a certain number of weeks during the year is guaranteed, while in others a full week's work is guaranteed if the employee works any part of the week.

Unemployment insurance is provided for in certain of the clothing-trade agreements. According to provisions in some of these agreements the unemployment fund is contributed to by both employers and employees, while in others the employees are not required to contribute to the fund.

A more detailed discussion of these trade-agreement provisions for stabilizing employment is given below. It is based on an analysis of trade agreements, covering 229 locals, received by the bureau from 1926 to 1928.

REGULATION OF OVERTIME

Thirteen locals of bakery workers either prohibit or limit overtime work; two of these permit no overtime work by regular employees at any time; four permit overtime work only when substitutes are unavailable; one limits the overtime work to two hours per day if substitutes are unavailable; six will permit not more than two hours per week overtime by regular employees if extra men are available.

Two locals of brewery workers prohibit all overtime work while employees are on part time or when members are unemployed.

One local of broom makers permits

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overtime work only when the factory is working full time—44 hours per week; one permits overtime work when the union can not furnish extra help.

In the building trades one local of bricklayers and masons provides: "When 50 per cent of the trade is unemployed no overtime work shall be permitted where it is possible to employ more men during regular working hours." One local of carpenters provides: "Members not to work more than 8 hours in 24 hours when local can furnish carpenters, except in case of emergency and then not more than one week in any one month"; another provides: "No member shall work overtime except when the district council is unable to supply the required number of men, or to save life or property." One local of lathers provides: "On all overtime work unemployed members shall have the preference if qualified." Three locals of operative plasterers prohibit overtime work when members are out of employment. Two locals have the following provision: "When continuous overtime is worked on any building, such overtime, as far as is possible, shall be given to unemployed members." One local of plumbers provides: "Overtime on new work shall not be permitted while members of local are out of work." One local of sign painters provides: "The union reserves the right to prohibit members working overtime during the slack seasons."

Cloth Hat, Cap, and Millinery Workers' Union in one agreement provides:

> No overtime work shall be performed during any part of the months of June, July, and August. During the rest of the year overtime work may be performed only with the consent of the union.

The International Ladies' Garment Workers' Union, in agreements covering eight locals, has the following provision:

> No overtime shall be permitted so long as there are vacant accommodations in the shop for additional workers, and workers can be supplied by the union within a reasonable time.

Six locals provide: "No overtime permitted unless union is unable to furnish sufficient help to do the required work in regular hours"; and eight locals provide: "No overtime work shall be exacted or permitted between November 15 and December 31, nor between May 1 and July 15."

Fur workers' agreements covering four locals prohibit overtime except in four months of the year—August, September, October, and November—when overtime not to exceed two hours daily five days a week is permitted; and two locals provide: "Overtime work not exceeding three hours a day shall be permitted between the second Monday of September and second Monday of December on the first five working days of the week, and four hours on Saturday." One local provides as follows: "No overtime shall be permitted while there are any members of the union unemployed and who can be furnished to the firm by the union."

The Typographical Union in one agreement has the following provision:

> If employee accumulates a full day's overtime in 30 days he shall take a day off within the next financial week and put on a substitute.

EQUAL DISTRIBUTION OF WORK

Trade-agreement provisions for the protection of the regular employees during the dull periods or slack seasons are many and varied. The one calling for equal distribution of work is the one most generally used.

Three locals of broom makers stipulate that sufficient material shall be furnished to all employees to work steadily during the time shops are running; one of these provides that no new help shall be hired until all old employees are working full time. One local provides that if one journeyman waits for material all the journeymen in the shop shall stop work until all are furnished with material.

One local of sign painters provides that during slack periods all work shall be distributed equally among regular employees.

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The agreements of 13 locals of cigar makers stipulate that in dull seasons all employees shall be placed on equal limit, and that no new help shall be hired until that limit is removed. Two of these also provide: "When men are limited to a stipulated number each week they shall not be required to report every day provided the stipulated amount can be made in less time."

The following is the provision of one local of cleaners, dyers, and pressers: "During dull periods employer agrees to divide as much as possible the work equally amongst all employees. New employees with less than six months' service shall be laid off before the division of work."

Three locals of boot and shoe workers provide for an equal distribution of work during the slack season; two of these also provide that there shall be no lay-off during the slack season.

Four locals of cloth hat and cap makers provide for an equal distribution of work among all the workers during slack seasons.

Amalgamated Clothing Workers' agreements covering seven locals have a provision for an equal distribution of work during slack seasons, and that all workers shall be given an equal opportunity for a share of whatever amount of work there may be, without discrimination.

The International Ladies' Garment Workers' agreements, covering 26 locals provide for an equal distribution of work during slack seasons; 7 of these locals also provide that workers shall not be required to report for work every day during the slack season and remain in the shop when there is no work for them; 19 locals also stipulate that workers required to come into the shop during the dull season shall be given at least one-half day's work.

The United Garment Workers' agreements provide: "During slack seasons no new employees will be hired and no work will be divided with any employee who has been a member of the local union for less than nine months."

The Fur Workers' agreements, covering 11 locals, provide for an equal division of work during the slack season; eight of these locals provide as follows:

> Equitable division of work shall be carried out wherever possible during the months of June, November, and December for those who have worked with the firm not less than seven consecutive weeks prior to the period when equal division of work is begun in each establishment.
>
> In the event of the union claiming that an emergency affecting unemployment prevails in the industry, the matter shall be referred to the conference committee to establish whether or not such alleged emergency exists and upon finding the existence of such an emergency, ways and means for mitigating this condition shall be devised. In the consideration and action of such matter the chairman of the conference shall act only in the capacity of mediator.

The journeymen tailors' agreements, covering 11 locals, provide for equal distribution of work during slack seasons and that no employee who worked during the busy season shall be discharged during the dull season.

The Glass Bottle Blowers' Association agreement covering stopper grinders provides: "When work becomes slack in any shop, each man, including apprentices, shall receive an equal share of work."

Two locals of machinists stipulate that in case of depression there shall be an equal division of work in order that all men shall have a share of the work; one of these also stipulates that the company shall not discharge regular employees during the depression.

The International Pocketbook Workers' agreement has the following provision:

> It is agreed that during the slack season all work shall be distributed and divided equally among the workers in the factory. In case when and where it is absolutely necessary for an employer to reorganize his working force he shall bring such matter for adjustment before the association and the union. The union will be given a reasonable time to place in other employment such workers as are affected by the reorganization. Equitable distribution of work shall be practiced during the period of reorganization.

The National Brotherhood of Opera-

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tive Potters' agreement provides as follows:

Manufacturers are requested when work is short to instruct foremen to divide work as equally as possible, and not to prefer some man over others in the distribution.

Five locals of upholsterers stipulate: "When there is not sufficient work for all employed to put in full time, the work shall be divided equally among those employed." One of these also provides for equal distribution among the apprentices at the same time.

LAY-OFFS DURING DULL SEASON

Six locals of bakery workers provide that during dull seasons men shall be laid off for one to three days in rotation; one of these provides that if the employee is not notified on evening before of lay-off the next day he shall be paid for the day; one also provides that there shall be no discharge of regular workers during the dull season.

Thirteen locals of brewery workers stipulate that during the dull season the employees shall be laid off in rotation; five of these stipulate that the lay-off shall be for one week and never by the day or hour; two, that the lay-off shall be not more than one week nor less than one day at a time; three, that the lay-off shall be for one day per week for each employee; and one, that if the employee is off sick such time shall be considered as his lay-off time.

One local of coopers stipulates that "Men shall not be discharged on account of slack work; they shall be laid off in rotation for not longer than one week nor less than one day."

In the agreements of two locals of bookbinders is the following provision:

When through lack of work it is necessary to lay off any of the regular force, phalanxes shall be formed so that every employee shall take a day off in turn.

Two locals of stereotypers and electrotypers stipulate that if men are to be laid off on account of a depression a definite schedule must provide an equal time off for journeymen and apprentices.

Two locals of typographical workers have the following provisions:

If necessary to lay off any regulars through lack of work, phalanxes must be made so that every employee (except foreman) shall take a day off in turn.

If owner or stockholder is a member of the union and employed as workingman, other employees must not be laid off during slack season.

The agreement of one local of teamsters and chauffeurs provides that in dull seasons each member shall lay off for one week, and if necessary may lay off another week in the same order. The provision by one local is as follows:

During the winter months when work becomes slack no regular union man shall be discharged, but may be laid off; lay-off to take place impartially and no man to be laid off for less than one day.

REDUCTION OF HOURS

The agreement of one local of structural-iron workers provides as follows:

In case of depression, work shall be reduced to seven hours a day and five days a week. Should a further reduction become necessary, the force shall be reduced and seniority shall govern.

One local of hotel and restaurant workers provides: "This local may for reason of unemployment institute a 5-day week, with wages to be paid pro rata."

One local of leather workers stipulates that in case there is not enough work, the hours of work shall be cut in order to give work to all employees.

The following provisions are found in the agreements of three locals of machinists:

If business falls off there shall be no lay-off until working hours have been reduced to seven hours a day and then those last employed shall be the first laid off.

In case of depression in trade, hours shall be shortened all that is necessary to keep normal force employed.

In case of depression in trade the hours shall be shortened on Saturday before reduction in force takes place.

Two locals of photo-engravers stipulate as follows:

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should it become necessary to reduce the working hours, the employer shall designate the hours of work, provided such reduction shall be equal on each day of the week and shall affect the entire working force. Such reduced schedule shall be operative for not less than one complete week.

The Maintenance of Way Employees' agreement with the Chicago, Burlington & Quincy Railroad Co. has the following provision:

When it is necessary to make a reduction, a full force may be retained and the hours of service reduced to 40 hours per week before the force is reduced, when mutually agreed upon with the majority of the men directly affected.

Three locals of upholsterers provide: "When work is scarce the hours shall be reduced to 40 hours per week from May 1 to Labor Day in order to provide employment for a larger number of workers."

GUARANTEED EMPLOYMENT

The agreement of one local of brewery workers guarantees at least one-half time employment to all employees during the winter months; that of three locals provides that the average number of employees in April and May shall be the minimum number of employees for the succeeding year and that extra men may be employed during July, August, and September.

Two locals of sign painters stipulate in their agreement as follows: "All regular employees shall be guaranteed 40 hours' employment for each successive week. Regular employees whose services will not be needed must be notified one week previous." The agreement of one local of scenic and pictorial painters provides: "All regular employees shall be guaranteed 44 hours' employment for each successive week. When services are not required the following week, they shall be notified not later than the preceding Saturday."

The agreement of one local of the International Ladies' Garment Workers' Union guarantees designers 26 full and consecutive weeks' work, after a trial period of two weeks.

One week's work to all old employees except when they lose time of their own volition is guaranteed by the agreement of one local of laundry workers.

One local of typographical workers has the following provision:

In an office where only one journeyman is employed, such journeyman must be employed for five days in the week. If not enough work, he must be paid for five days.

The agreement of one local of street-railway employees provides that extra men who answer the roll call shall be guaranteed a rate of $20 per week; another guarantees all extra men an average of 7 hours each day for 26 days if they are available for work; a third guarantees welder and grinder helpers, bridge and building carpenters, and truck drivers 42 hours per week, provided they report for work.

Two locals of teamsters and chauffeurs provide that steady drivers and helpers shall be paid a full week's wages, unless they are discharged for cause.

Three locals stipulate that week workers shall be guaranteed a full week's pay whether work is provided or not, except for a week with a holiday on which they do not work.

The agreement of the United Wall Paper Crafts, covering machine printers, color mixers, and print cutters, contains the following provision:

The manufacturer guarantees to the machine printers, color mixers, and print cutters subscribers hereto 50 weeks' employment, 45 weeks at full pay, and half pay for any time subscribers hereto shall be idle up to 50 weeks.

UNEMPLOYMENT INSURANCE

One agreement of dyers, cleaners, and pressers contains the following provision:

Employer agrees to pay in addition to wages agreed upon an additional sum equal to 1 per cent of the total pay roll of the union employees for the first year, 1½ per cent for the second year, and 1½ per cent for the third year of this agreement, said sum to be remitted weekly to the office of the union to be used for nonemployment fund.

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Agreements of cloth hat, cap, and millinery workers, covering nine locals, provide for unemployment insurance. Agreements for eight locals provide as follows:

The employer agrees that he will pay to Local No. — of the Cloth Hat, Cap, and Millinery Workers' Union on each and every pay day during the life of this agreement a sum equal to 3 per cent of the pay roll of that particular week, covering all the workers coming under the terms of this agreement. These payments shall be by check payable to the order of Local No. — of the Cloth Hat, Cap, and Millinery Workers' Union, shall be forwarded to the said local, and shall be accompanied by a statement on a form supplied by the union setting forth a list of the workers, the amount of wages paid to each, and the total sum of wages paid for that week, thereby supplying the data on which the 3 per cent payment for the week in question is being made.

The sums of money thus received by Local No. — shall become its absolute property, to be used at its discretion in such ways or forms as it may deem necessary for the payment of unemployment benefit to the members of Local No. — of the Cloth Hat, Cap, and Millinery Workers' Union.

The agreement covering one local has the following provision:

Employers and employees engaged in the cap trade and business in large industrial centers realize the duty and corelative right of workers to protection against periods of economic stress and unemployment; that the employees are not responsible for slack seasons and depressions in the trade; that the trade owes the employee a livelihood in slack as well as in busy seasons. Therefore it is agreed and understood that in the event that party of the first part fail to employ party of the second part or members of party of the second part, for a full period of 48 weeks, then and in that event party of the first part shall be liable for and pay to party of the second part for the use and benefit of its members employed by party of the first part a sum of money equal to 5 per cent of the total wages paid to said employees during the current year in the following manner: In the event that said employment is less than 48 weeks and more than 43 full weeks, 1 per cent of the sum equal to 5 per cent as herein stated shall be paid to party of the second part for each week less than said 48 weeks; in the event that said employment is equal to 43 full weeks or less for the current year, the whole of said 5 per cent as hereinabove described shall be paid by the party of the first part to party of the second part, which latter party shall equitably divide and distribute same among those of its members employed by party of the first part as and for an unemployment insurance. Said 5 per cent to be paid in cash equal to weekly pay roll with verified statement to chairman of party of second part; and in the event members of party of the second part shall be employed 48 weeks or more during the current year, said total insurance will be returned to party of the first part, and for each week less than 48 weeks 1 per cent will be deducted and balance returned.

Three agreements of the Amalgamated Clothing Workers provide for unemployment insurance. In one agreement the employer contributes 3 per cent of the weekly pay roll and the employees contribute 1½ per cent. One agreement provides for equal contributions from employer and employee—1½ per cent of the weekly pay roll. Under the terms of this agreement the contribution of 1½ per cent by the employers begins May 1, 1928, the date the agreement became effective, while the employees do not begin contributing to the fund until May 1, 1929. In the other agreement the employees are not required to contribute to the unemployment insurance fund, but it is to be maintained by a weekly contribution by the employers amounting to 1½ per cent of the total labor cost of all clothing manufactured for the employers, whether in their own inside shops or in contract shops making up work for them.

Three agreements of the International Ladies' Garment Workers' Union provide for an unemployment insurance fund. One of these agreements provides that the employer, while making no actual cash payment to the fund, shall give a surety bond for an amount equal to 7½ per cent of his direct labor pay roll. The workers are guaranteed 40 weeks' employment; those workers having more than 12 weeks' unemployment during the year are entitled to benefits from this amount, to one-half their weekly wage for each week in excess of the 12 weeks. The two other agreements have the following provisions:

The employer agrees to cooperate with the union in maintaining an unemployment

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insurance fund for the benefit of the members of the union. The fund shall be made up of contributions from the employer and the individual members of the union. The contribution of the employer shall be equal to 2 per cent of the weekly pay roll and that of the workers to 1 per cent of their weekly wages. The employer agrees at the end of each and every week to forward to the union the total contributions of both the total pay roll and that of the individual worker.

The employer hereto hereby agrees to establish a fund to be known as the unemployment insurance fund, to which both the employer and the employees are to pay a stipulated amount. The employer is to pay 1½ per cent of his total weekly pay roll, and the employees to pay three-quarters per cent of their total weekly wages; said fund is to be administered by a board of trustees constituted and elected as hereinafter provided, and which said fund is to be maintained for the purpose of rendering relief to workers in the industry, who are unemployed and who are members of the union.

MISCELLANEOUS

The following provisions are not included in the foregoing classification, but seem to have the same end in view —a more equal distribution of work among union employees.

Two agreements of waiters, members of the Hotel and Restaurant Employees' Union provide: "Members working steady shall not be permitted to accept extra work under any consideration." One agreement of street railway employees provides: "Regular employees not allowed to perform extra work when extra men are available."

Two agreements of paving cutters have the following provisions:

The company shall not employ any more men than they can keep going with steady work.

In periods of depression the employer shall confer with a committee of paving cutters to discuss conditions before laying off men.

One agreement of lathers provides: "No employer shall hire men from another shop while there are members idle."

LARGEST MERGER IN BUILDING INDUSTRY

The Johns Manville Corporation, the Insulite Company and the United States Gypsum Company have joined in the largest amalgamation in the history of the building industry, with assets directly involved in excess of $250,000,000.

J. M. Kamps, general sales manager of the Insulite Company, said that the transaction did not involve any exchange of stock and should be viewed more as a pooling of manufacturing and distribution interests.

Mr. Kamps said the Insulite organization would manufacture all Johns Manville insulation products west of the Alleghany mountains. The Insulite and U. S. Gypsum Company will pool their tremendous resources throughout the United States and in all foreign countries. Taking into consideration the foreign affiliations of the companies, business properties worth more than $1,000,000,000 figure in the deal.

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THE PROBLEM OF SECURITY IN OLD AGE

"THERE is no experience more poignant and heart-breaking," declared Jane Addams recently, "than those connected with old age when it is surrounded by poverty and indifference and given over to neglect and loneliness." Governor Franklin D. Roosevelt expressed the same appreciation of the difficulties of our aged in his recent statement that "No greater tragedy exists in our civilization than the plight of citizens who find themselves, after a long life of activity and usefulness, unable to maintain themselves decently."

The following story, taken from the report of the California Commission on Old Age, illustrates the difficulties which aged workers encounter: "Thomas Harkins has passed his 69th birthday. He lived all his life in California. He worked for twenty-five years for a well-established lumber company, at their saw mills, logging, piling, sawing and doing general labor. As he grew older the former superintendent took him off the heavy work and gave him responsibility for the care of tools, janitor in office, etc. About 9 years ago a new management took over the mill and arbitrarily placed a deadline at 55 years, discharging every one over that age. Harkins was stunned, the mill had been his life for twenty-five years; so he hung on, lying about his age, as he frankly admits. His old friends at the mill did not betray him, because they knew he needed the work and could do it. One day a new man noticed him at work and reported an old man in the place. . . . He was called into the office and dismissed. One of his friends in the mill put him back and told him to keep out of sight when the boss came around. He got through a few months that way, but finally his gray head was discovered, and he was discharged again. The old man became discouraged and for years now has depended upon the $10 from the county and such odd jobs as he can find. Every old resident of the town knows his willingness to work and sympathizes with him, but there is nothing to be done. When he gets a job he relinquishes the county aid and works as long as he can. . . . He is active, keeps his own cabin clean, cooks for himself and is in fairly good health. He does not want to go to the county hospital."

DIFFICULTIES FACING THE AGED

The difficulties confronting the aged today are largely a result of the modern mechanization of industry with its concomitants of specialization, speed and strain. The introduction of each new machine involves the discharge of men since the older workers find it harder to adjust themselves to new processes of work they are the first to be "let out." It is now an established fact that modern American industry does not want men and women past middle age. Many of our large industrial concerns have a frank and above-board rule against the employment of new workers who have passed the age of 40 or 45; in some instances the age is set as low as 35 and even 25. A recent study by the National Manufacturers' Association showed that 30 per cent of the concerns investigated admit the adoption of a definite age limit, ranging all the way from 25 to 70. In the words of Henry Ford, modern industry prefers "the plastic human being without kinks in him to unlearn."

The problem of the aged is especially acute in the United States. Since the

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beginning of this century our nation has witnessed the most rapid industrialization and urbanization. The drift from farms to cities has been steady and persistent. More and more we are depending upon our daily jobs for our daily bread. Even the heads of large corporations no longer work for themselves but are merely paid employes. Jobs are becoming more and more insecure. At the same time, family ties are weaker in the United States than in other countries. Furthermore, through the development of medical science and sanitation we have made possible a phenomenal lengthening of the average span of life. The present expectancy of life is 58 years, as against an average of 40 years in 1855. But the lengthening of life has not been accompanied by a proportionate extension of the working period. Not only manual workers, but even professional and technical men are unable to support themselves by their own work for as long a period as their fathers and grandfathers did. A few sample advertisements will serve to illustrate this tendency in several fields. A well-known chain of department stores in advertising for a man who must be "a linguist, a man of continental experience, an executive of the forceful type, well able to handle people diplomatically and a man who has a right to be trusted with real managerial and financial responsibilities" specifies also that he must be "not more than 35 to 40 years of age." An experienced assistant credit manager can find no employment because he is "nearing 40." A capable young clerk of excellent reputation is denied work because he is "too old" at the age of 32, while a well-known group of restaurants considers women waitresses "too old" for employment after the age of 25.

WHY THE EMPLOYMENT DEADLINE?

The manufacturers answering the inquiry of the National Manufacturers' Association cited among the important reasons for the inauguration of an employment age deadline the adoption of private industrial pension plans, the adoption of group insurance policies, the declining efficiency of middle-aged workers, and the liability of the older workers to greater injury and thus to larger compensation. Considering the last two points, Abraham Epstein, executive secretary of the American Association for Old Age Security, in a recent letter to the *New York Times* flatly denies that the present bar against the employment of middle-aged workers is due to their declining efficiency. He states: "The employment age deadline is a result of definite social and economic conditions. It is not a result of the declining efficiency of workers at middle age. We are healthier today at this period than ever before. Certainly it is absurd to talk of an 'age of incapacity' at 35 and 30 years, periods used by some concerns as the age limit for new employes. A recent study of the subject by the National Manufacturers' Association disclosed that the deadline ranged all the way from 25 years up. Obviously such a bar has little relation to the physical capacity of the employe."

With regard to the middle-aged worker's greater liability to accident, Mr. Epstein says: "Examinations which I have made of the industrial accident statistics in the files of the Pennsylvania Department of Labor do not show the slightest increase of accidents with age." A recent study by the Michigan Department of Labor fully supports the Pennsylvania figures.

Twenty-one per cent of the concerns which reported to the National Manufacturers' Association the adoption of a maximum hiring age ascribed it to the policy of industrial pensions. These systems have been adopted extensively during the last fifteen years in order to induce young employes to remain with the corporation. Approximately 400 concerns employing over 4,000,000 workers have now adopted formal industrial pension systems. These schemes usually provide for the retirement of employes at the age of 65 or

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70, after they have worked for the firm continuously for from 20 to 30 years. American concerns generally have not recognized any obligation toward aged employes who have not been with them for the specified period. Workers who are to benefit by these provisions must begin their employment at an age which makes it possible for them to qualify. Stuart Chase in *Harper's* for August, 1929, states the case succinctly. "Let us say," he writes, "the system calls for 25 years of service. A man of 50 is taken on. He serves the company faithfully for 15 to 20 years, and is finally forced to retire because of ill health. He receives nothing, as he started too late to come under the provisions of the system. 'Poor Jim,' say his fellow employes, 'poor old fellow; it's a dirty shame. Only a low down company would do a thing like that.' The men grumble and gather in groups to talk it over, the foreman is uneasy, the company receives a black eye. Better to save this trouble, and employ only men who can work into the pension system —which means men below 40."

Apart from this larger social question, the significance of industrial pensions as a solution of the problem of worn-out employes has been questioned recently. Industrial Commissioner Frances Perkins, of the New York Department of Labor, said before the Second National Conference on Old Age Security last April: "There are only a few industrial pension plans that are decently and well conducted and perhaps financially sound, where provision has been made for old employes who stay in the employ of the particular firm for 20 to 30 years. But the statistics of the United States Department of Labor tell us that only about 3½ per cent or 4 per cent of all employes of any firm ever stay in the employ for so long a time as that. In the end only a handful of people will benefit by these plans."

Murray W. Lattimer of the Industrial Relations Counselors, who has been studying the problem intensively, stated before the same Conference that "Records of railroad companies which have had pension plans established for many years show that the number of pensioners at a given time is from 3 to 6 per cent of the total number of employes 25 years previously." On the basis of actual data obtained from a number of concerns, Mr. Lattimer said further: "For persons of 20 and 25, the chance of surviving in the employment of these firms to age 65 is not more than 3 out of 100. At 30, it is possibly 4; at 35, 5 or 6, and at 40, possibly 8 out of 100. After 45, the probability of surviving rises rapidly, but more rapidly probably, falls the probability of a person out of work getting a job. . . . For the typical industrial employe, therefore, the likelihood of his remaining employed by the same company to age 65 is slight, from 1 to 5 out of 100."

Group insurance, that is, the attempt on the part of employers of labor to protect the dependents of deceased employes by insuring the lives of all or most of their workers in a group, has spread rapidly in American industry. More than 6,000,000 workers are covered in this way. Students of the problem state that, as group insurance has spread, the older worker's hold on his position has become more tenuous, because the greater the average age of the factory or office force the higher the premium under the group insurance policy. While probably few employers would discharge an older employe on this account, it is plain that, other things being equal, they prefer to pick young workers when hiring.

EXTENT OF OLD AGE DEPENDACY

The number of aged persons in the United States and their proportion to the total population have been steadily increasing. In 1870 the population 65 years of age and over numbered but little over 1,000,000 and constituted 3 per cent of the whole. Today the number of such aged is close to 6,000,000 and constitutes about 5 per cent of the total. How many of these are dependent? There are no exact data. Guesses

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vary all the way from "almost no dependency, aside from those actually receiving public or private charity," to the statements, for years circulated by insurance companies and banks, that out of 100 young men starting life at 25, 36 will die before reaching 65; of the 64 living at the age of 65, 1 will be wealthy, 4 will be well-to-do, 5 will be just able to get along, and the remaining 54 will be dependent upon children or upon charity. However, a number of recent studies help us approximately to gauge the magnitude of the problem.

The first study of aged dependency in the United States was made in 1908-09 by the Massachusetts Commission on Old Age Pensions, Annuities and Insurance. Basing his calculations upon this report, L. W. Squier, in his book, *Old Age Dependency in the United States*, published in 1912, estimated that approximately 1,250,000 persons 65 years of age and over in the United States depend upon public and private charity.

Dr. A. M. Edwards, special agent of the United States Census Bureau, made a careful study to determine whether or not there was any truth in the statement that 85 per cent of men aged 65 were dependents and failures. He estimated the proportion of aged dependent males to be "somewhat between a minimum of 17.9 per cent and a maximum of 40 per cent with strong probabilities that the actual proportion approaches 40 per cent."*

The latest Massachusetts Commission on Pensions, which has gone into the subject extensively, presented in 1925 more comprehensive figures. According to these findings, 32.8 per cent, or approximately one-third of the population of Massachusetts 65 years of age and over, not in receipt of aid from public or private organized charity, have individual incomes of less than $300, and 36.8 per cent have incomes of less than $400 a year. Of those 70 years of age and over, 39.9 per cent have individual incomes of less than $300 and 43.6 per cent have incomes of less than $400 per year. Of the 17,420 persons 65 years of age and over interviewed by the Massachusetts Commission, 39.4 per cent reported ownership of property valued at less than $1,000, while 30.8 per cent stated that they possessed no property at all.

Recent studies made by the National Civic Federation—an opponent of old age pensions—also showed that 32.9 per cent of the aged persons interviewed have annual incomes of less than $300.

Taking these estimates as a basis, Abraham Epstein in his *Challenge of the Aged* (Macy-Masius: The Vanguard Press, 1928), states: "It is not unfair to conclude that a person at 65 with no property of at least $1,000 and no income of approximately $1 a day is either already dependent, or is on the verge of dependency. Indeed, the findings of the Massachusetts Commission justified the director of the Commission to declare that about 38 per cent of the men and women in Massachusetts over age 65 are supported in whole or in part by children, relatives or organized charity."

Since the estimates of the Massachusetts Commission were based upon the most thorough investigation, Mr. Epstein considers that "they may serve as fair indications of the conditions prevailing in the entire country. Granting, however, that possibly better conditions may exist in our less industrial states, it would seem rather conservative to state that approximately one-third of the aged population in the United States is definitely dependent in part or entirely upon children, relatives or organized charity for their support. Accordingly, of the approximately 5,500,000 to 6,000,000 persons 65 years of age and over in the United States at the present, from 1,800,000 to 2,000,000 are supported in one way or the other. Only a small proportion of these are under the care of organized philanthropy."

Mr. Epstein further calculates that "the total cost of supporting this army of dependent aged in the United States

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is, in round numbers, about three-quarters of a billion dollars a year. This makes a per capita expenditure of about $6.50 a year for every man, woman and child, or, taking the average family at five persons, a levy of $32.50 a year for every family head in the country. In the light of such tremendous expenditures on our part, Great Britain's government Old Age Pension Law providing for the expenditure of a little over $100,000,000 a year, may not seem so shocking."

PRESENT METHODS OF CARING FOR THE AGED

Until a few years ago methods of provision for our aged consisted of the almshouse, outdoor relief, private and church philanthropy, and individual assistance from friends, relatives or total strangers. Except in a few states these still remain the prevailing methods. The poorhouse has long been recognized as a social disgrace and a symbol of the deepest humiliation. The poor laws of most of our states are modeled after the Elizabethan poor law system of 1601, and in many instances have remained unchanged for more than a century. Students of the American almshouse system unanimously condemn it as inadequate, antiquated and exceedingly costly considering the returns. A study conducted by the United States Department of Labor in 1925 shows that the annual cost of maintaining an inmate in an almshouse amounts to $334.69 exclusive of the investment involved. If only 6 per cent interest on the investment and depreciation is added, the average maintenance cost amounts to $439.76 a year. The Pennsylvania Department of Welfare found that of every dollar spent by these institutions in that state only 30.5 cents go into actual maintenance; 69.5 cents go into payment for administrative and plant operative expenses. In the above-mentioned study by the United States Department of Labor it was found that 29 per cent of the total expenditures go for "pay roll expenses only."

The first Pennsylvania Commission on Pensions in 1919 made a careful analysis of the quality and quantity of food consumed in one typical county almshouse of that state on the respective tables of inmates and stewards. The analysis showed that during the year the inmates' table served on an average 313 persons, while the stewards' table served 32 persons. The following differences in table fare were found:

Character of Food	*Per Steward*	*Per Inmate*
Butter	30 lbs.	7½ lbs.
Eggs	200	38
Milk	101 qts.	23 qts.
Chicken	10 lbs.	1 oz.

THE MOVEMENT FOR OLD AGE SECURITY

The increasing problem of old age dependency and the spectacle of outworn and woefully inadequate methods of caring for the aged have given rise, in recent years, to a movement for a more up-to-date method of handling this problem. It is suggested that the individual states or the national Congress adopt a system of old age pensions for the needy aged, or that a compulsory system of insurance be inaugurated. Although, as we shall see later, such systems of pensions and insurance have been in operation in foreign countries for many decades, the movement in the United States is of comparatively recent origin. It may be dated from the creation of a Massachusetts Commission to study the subject in 1907. A year later the first federal bill on old age pensions was introduced by former Secretary of Labor William B. Wilson. Since that time a number of bills have been presented in Congress. Resolutions introduced by Senator C. C. Dill and Representatives Hamilton Fish and William I. Sirovitch of New York asking for an investigation of the subject are now pending before the special session of Congress.

While the old age pension bills in Congress have so far met with little success, the various states have made considerable progress. During the last ten years bills were introduced in practically all the state legislatures, and

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many states have appointed commissions to study the subject of old age dependency and pensions. A New York Legislative Commission, of which Bishop Francis J. McConnell is a member, is now engaged in investigating the entire problem and will present its findings to the 1930 legislature. Since 1914 the legislatures of 14 states and the Territory of Alaska have passed old age pension bills of one type or another. At this writing, old age pension laws are on the statute books of California, Colorado, Kentucky, Maryland, Minnesota, Montana, Nevada, Utah, Wisconsin, Wyoming, and the Territory of Alaska. In the state of Washington a bill passed by the legislature was vetoed by the Governor. In Arizona a law adopted in 1914 was declared unconstitutional because of the ambiguity and loose wording of the Act. In Pennsylvania the 1923 Old Age Assistance Act was declared null and void because of certain constitutional limitations. So far, pensions have been paid only in Montana and Wisconsin. The California law will go into effect January 1, 1930. In all likelihood pensions will be paid soon in a number of counties in Utah. In the other states the laws have not been put into operation largely because the adoption of the plan is left optional with individual counties.

The year 1929 marked the greatest progress in this movement. About 50 bills have been presented in 27 state legislatures this year. In addition to the passage of old age pension laws in the states of California, Minnesota, Utah and Wyoming, bills have passed one house of the legislature in 6 other important states. Thirteen bills have been presented in the New York Legislature, resulting in the creation of the aforementioned commission to study the subject. Governor Franklin D. Roosevelt has been one of the most ardent champions of pension legislation. The bills, as well as the laws enacted, generally provide for the payment of a dollar a day to needy aged at the age of 70 or 65, provided they qualify in regard to citizenship and residence.

On October 15, 1929, the American Federation of Labor in convention adopted a resolution favoring government old age pensions of at least $300 per year for men and women 65 years of age and over who are in need of assistance. The Federation decided to draft a model compulsory old age pension law and carry on a vigorous campaign for its enactment in every state and county.

IN MEMORIAM

BROTHER FRED LEMKE
Local No. 17

WHEREAS, It has pleased the Almighty to remove from our midst our esteemed Brother, Fred Lemke,

WHEREAS, We mourn the loss of one who in life was a true friend and a credit to his organization; be it

RESOLVED, That the Charter of this Local Union be draped in mourning for a period of thirty days, a copy of these Resolutions be spread upon the minutes and a copy sent to the International for publication in the official Journal; and be it further

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

C. V. CONWAY, Recording Secretary

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THE EDITOR'S PAGE

Old Age Pensions

OLD-AGE pensions will not solve the problem of workers who are forced into idleness because of the age limit in industry, according to Miss Esther de Turbeville of the California Department of Social Welfare.

"A longer life period and a shorter work period have brought about the ironical result of a longer stretch of old-age dependency," said Miss de Turbeville.

"No longer is the hoary head a crown of glory, but rather a liability. Employment offices do not care to register men and women past middle age. Some of these men are trained workers and their years of experience, which should render them more valuable in industry, is counted against them.

"So serious has the increase in the number of aged dependents become that social workers in this State are seeking ways and means to meet the problem. A special department for old people asking for odd jobs was created in this city. This department is known as the 'hourly service bureau' because workers are paid by the hour for gardening, house cleaning, sewing or other work. An analysis made of 100 applicants showed that age was their chief handicap."

Miss de Turbeville said that the California old-age pension law, which becomes effective the first of next year, will not solve this problem as the pension will only be paid to those who are 70 years of age and over and who have been residents of California for 15 years.

Radio Monopoly

NO thinking man will deny that a radio monopoly — control of the air — is being considered by private interests.

The A. F. of L. convention at Toronto called attention to this probability, and demanded that labor's station WCFL, Chicago, be given an unlimited wave length. These privileges are distributed among select corporations and metropolitan newspapers that use them for their private interests.

The fight for freedom of the air should be waged now. It is unwise to wait until privilege is entrenched, when they can set up their usual claim of "property rights."

Radio communication is yet in its infancy. Far-sighted trade unionists realize this fact and their fight will be appreciated by future generations.

Every lover of freedom should protest to Senators and Congressmen at Washington, D. C., against monopolization of the air.

An influential group of Senators are alert to this danger. They should be upheld, and this can be done by developing a strong public opinion against the latest privilege seekers.

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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. 5, LOS ANGELES, CALIFORNIA

Editor Asbestos Worker
Dear Sir and Brother:

Local No. 5 threw a smoker last month just as a gesture to show that "all are not dead who are sleeping", that it went over is quite evident by the remarks that sprouted shortly thereafter. Some members said let's have one every month, others said let's slow-up that one will last a long time, so from this you can see that those not present can use their imagination.

Brother Nunley was in complete charge of the inner man and Brother Mochener sponsored the entertainment and that both Brothers done their stuff is a matter of record.

Craft conditions at the present writing are rather slow with an improvement in the near offing.

Yours fraternally,

GEORGE E. BROWN, Secretary.

LOCAL NO. 89, TRENTON, NEW JERSEY

Editor Asbestos Worker
Dear Sir and Brother:

We would like you to insert the following notice in the next issue of your Journal.

As a general notice to all affiliated locals, and particularly the locals adjacent to us we would like to inform them that in the future it will be essential to report in person when working in our territory.

The object of this is to obtain a substitute Building Trades Card, without which a traveler will not be entitled to work in the jurisdiction of the Building Trades with whom we are affiliated.

This is being done in conjunction with a recent ruling of the Building Trades Council.

All travelers, of all crafts, will be subject to this ruling. For the benefit of those travelers that might find it impossible to report in

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person, a card will be left at the residence of the Business Agent which can be gotten at their convenience (providing a report through mail is made a reasonable time previous), with reference to his name, his local number, and job he is going to work on.

The hours stipulated to procure these cards will be from 6 to 7 A. M. and 5 to 7 P. M. with the exception of the above mentioned reservation, when they may be obtained at any time during the day at the convenience of the traveler.

The hours specified above no doubt will be inconvenient for the majority of travelers, but it is the only feasable plan this local can make, due to the fact that we are unable to have a Business Agent on the road for the entire week.

For further information on this subject, write to J. Oswald, Business Agent, 319 Market Street, Trenton, N. J.

Trusting this will be thoroughly understood, I remain

Fraternally yours,

J. OSWALD, Business Agent.

HOMESICK TRAVELER FROM PITTSBURGH LOCAL

I am going back to Pittsburgh,
And I'm happy as a lark;
I was born in Allegheny
Close beside the city park.
I can hardly wait till evening,
When the lonesome hills grow dark,
For I'm going back to Pittsburgh
In the morning.

I have wandered, grim and lonely
O'er the arid burning plain,
I have cursed the sage and dobe,
In the land of little rain.
But I've packed up all my duffel,
And I'm ready for the train,
For I'm going back to Pittsburgh
In the morning.

I met Al Johnson in the East,
Hugh Mulligan in the West,
McGinnis down in New Orleans,
Ed. Sheehan way up north.
For the smoky, hustling city,
I at last will make a start,
For I'm going back to Pittsburgh
In the morning.

BILL MANSFIELD

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Official Directory, Meeting Places and Addresses of Secretaries

No. 1—ST. LOUIS, MO.—Meets First and Third Tuesdays at 626 N. Vandeventer Avenue, Italian Fraternal Building. J. H. Fitzgerald, 6627 Clemons 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, 456 Tremont Street. Office, 456 Tremont 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 Carpenters Hall, 1228 Walnut Street. John Meyers, 4271 Fergus Avenue.

No. 9—NORFOLK and PORTSMOUTH, VA.—Meets First and Third Tuesdays at Eagles Home, 703 Const Street, Portsmouth, Va. H. H. Harcum, Secretary, 1601 Elm Avenue. W. M. Hughes, Business Agent, 407 Dinwiddie Street, Portsmouth, Va.

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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. William Lavender, Business Agent and Secretary, 1045 Hervey 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. A. J. Essary, Secretary, 213 W. Eighth Street. L. F. Ornburn, Business Agent, 2117 Prairie Avenue, Fort Worth.

No. 22—HOUSTON, TEXAS—Meets Second Wednesdays, Houston Labor Temple. P. H. Obenour, Business Agent, 1631 Harvard Street, E. L. Comeaux, Box 222, Heights Station.

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. G. G. Cook, 274 Winton Road.

No. 27—KANSAS CITY, MO.—Meets Second and Fourth Wednesdays at 14 Woodland Avenue. 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. Charles J. Callahan, 334 Hillview 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, 145 Elm Street, West 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, 466 Sherwood 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 City Hall Annex. E. F. Kammer, P. O. Box 1631.

No. 51—LOUISVILLE, KY.—Meets First and Third Fridays at Union Labor Temple, 2nd and Market Streets. Ed Herbold, 529 North 17th 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.

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.

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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.—Meets every Second Tuesday at Labor Temple, 90 First Avenue East. L. W. Berryhill, 1004 Second Avenue West.

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

No. 83—ATLANTA, GA.—Meets Second and Fourth Sundays at Labor Temple, 91 S. W. Trinity Avenue. L. C. Davis, Business Agent, 443 Woodward Avenue, S. E.

No. 84—AKRON, OHIO—Meets Second and Fourth Tuesdays at Labor Temple, 163 E. Market Street. J. M. Reed, R. F. D. Route No. 3, Tel. County 46F41.

No. 85—ATLANTIC CITY, N. J.—Meets First and Third Mondays at Odd Fellows Hall, Room 5, third floor, 12 South York Avenue. Wilmer J. Kerber, 1426 Madison Avenue.

No. 86—NASHVILLE, TENN.—Meets First and Third Tuesdays at Labor Temple, 212 8th Avenue, North. F. L. Gunter, 1071 2nd Avenue, South.

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 every Third Monday at Paderatz Hall, cor. Whitaker and Beatty Streets. Jacob Oswald,

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, 16 Bulkley Avenue, Port Chester, N. Y.

No. 92—DULUTH, MINN.—Hans Barnstorf, 711 North First Avenue, East.

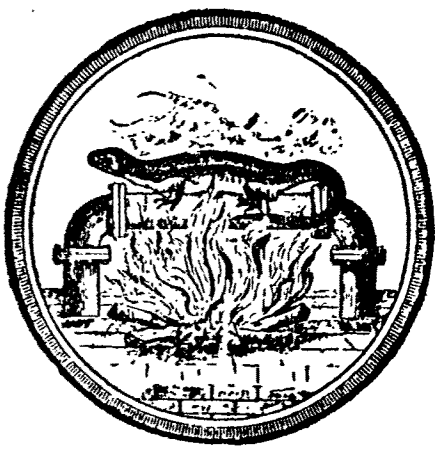
TO OFFICERS AND MEMBERS OF THE LOCALS

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, 142 Berkeley Street, Room 201, Boston, Mass.

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