

The Journal of
ELECTRICAL WORKERS
AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXIX

WASHINGTON, D. C., OCTOBER, 1930

NO. 10



*Origin
and
Objectives*

The Next Dependable Step



The Baby looks with trustful eyes to Big Sister. Big Sister goes to school, is very important, and can always be depended upon to find the toy that is lost and to solve other difficulties.

To Sister, Big Brother—ready to go away to college—is the acme of knowledge and dependability. Lessons are easier when he explains them, and the world seems much less bewildering when he has answered all her questions.

Brother turns with confidence to Mother and Dad. He knows that experience and mature years have given them an ability to solve perplexing problems, and so he seeks their help.

Mother and Dad have their problems, too, for which they need help from an outside source, particularly those bewildering money questions.

Life insurance is the next dependable step to solve or avoid these financial worries. Money problems are no longer problems when there is a safe fund on which to depend.

Securing a Union Co-
operative Life Insurance
Policy Provides Such a
Protective Fund.

**Union
Cooperative Insurance
Association**

Handily insures the life of

Policy No. 12345 Face \$10,000.00

Insured J. J. Doe of Washington, D. C.

Policy issued on 12/24/24 at Washington, D. C.

Secretary J. J. Doe Treasurer J. J. Doe

LIFE POLICY

Union Cooperative Has
Life Insurance for Every
Need and for All Mem-
bers of the Family.

LET US HELP YOU TO ESTABLISH THIS DEPENDABLE FUND.

We will gladly give information to all interested.

Union Cooperative Insurance Association

Home Office: 1200 Fifteenth Street, N. W.

Washington, D. C.

OFFICIAL ORGAN OF THE
INTERNATIONAL
ELECTRICAL WORKERS AND OPERATORS
 PUBLISHED MONTHLY

G. M. BUGNIAZET, *Editor*, 1200 15th Street N. W., Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.

EXECUTIVE OFFICERS

International President, H. H. BROACH,
 1200 15th St., N. W., Washington,
 D. C.

International Secretary, G. M. BUG-
 NIAZET, 1200 15th St., N. W., Wash-
 ington, D. C.

International Treasurer, W. A. HOGAN,
 647 South Sixth Ave., Mt. Vernon,
 N. Y.

VICE PRESIDENTS

First District _____ E. INGLES
 R. R. 3, London, Ont., Can.

Second District _____ CHAS. KEAVENEY
 Box 248, Lynn, Mass.

Third District _____ EDW. F. KLOTZ
 1200 15th St. N. W., Washington, D. C.

Fourth District _____ ARTHUR BENNETT
 Box 185, Youngstown, Ohio

Fifth District _____ A. WILSON
 221 S. W. 11th Ave., Miami, Fla.

Sixth District _____ M. J. BOYLE
 6900 Jeffery Ave., Chicago, Ill.

Seventh District _____ D. W. TRACY
 2505 Yupon Ave., Houston, Tex.

Eighth District _____ H. W. BELL
 1517 2nd Ave. S., Great Falls, Mont.

Ninth District _____ H. P. BRIGAERTS
 Pacific Bldg., San Francisco, Calif.

Railroads _____ C. J. MCGLOGAN
 Hamm Bldg., St. Paul, Minn.

**INTERNATIONAL
 EXECUTIVE COUNCIL**

CHAS. P. FORD, *Chairman*
 1200 15th St. N. W., Washington, D. C.

First District _____ G. W. WHITFORD
 1517 Third Ave., New York, N. Y.

Second District _____ F. L. KELLEY
 95 Beacon St., Hyde Park, Mass.

Third District _____ M. P. GORDAN
 607 Bigelow Blvd., Pittsburgh, Pa.

Fourth District _____ EDWARD NOTHNAGLE
 110 R St. N. E., Washington, D. C.

Fifth District _____ CHAS. M. PAULSEN
 4919 N. Cuyler Ave., Chicago, Ill.

Sixth District _____ G. C. GADBOIS
 1532 No. Boston St., Tulsa, Okla.

Seventh District _____ C. F. OLIVER
 1045 King St., Denver, Colo.

Eighth District _____ J. L. MCBRIDE
 165 James St., Labor Temple,
 Winnipeg, Can.

**TELEPHONE OPERATORS'
 DEPARTMENT**

President _____ JULIA O'CONNOR
 1110 Tremont Bldg., Boston, Mass.

Secretary _____ MARY BRADY
 1110 Tremont Bldg., Boston, Mass.

Magazine Chat

Our readers have been prompt in answering the questions, "Shall we run fiction? What kind?" The vote apparently is against including fiction in these columns. If fiction were included, the vote was for psychological and character stories.

One of the most suggestive letters came from John D. Nelson, Pittsfield:

"Personally I like good fiction and think it is very beneficial if care is used in its selection, but the class of reading that we get in our Journal is something that can be had in no other magazine and is of vital importance to us, whereas those of us who are lovers of fiction can take our pick from a large assortment of periodicals and books.

"When my Worker arrives I read and study it from cover to cover with a constantly increasing interest, and I am of the opinion that the space in our Journal is already far too limited to crowd out such valuable reading for something that we can get at most any news stand or bookshop.

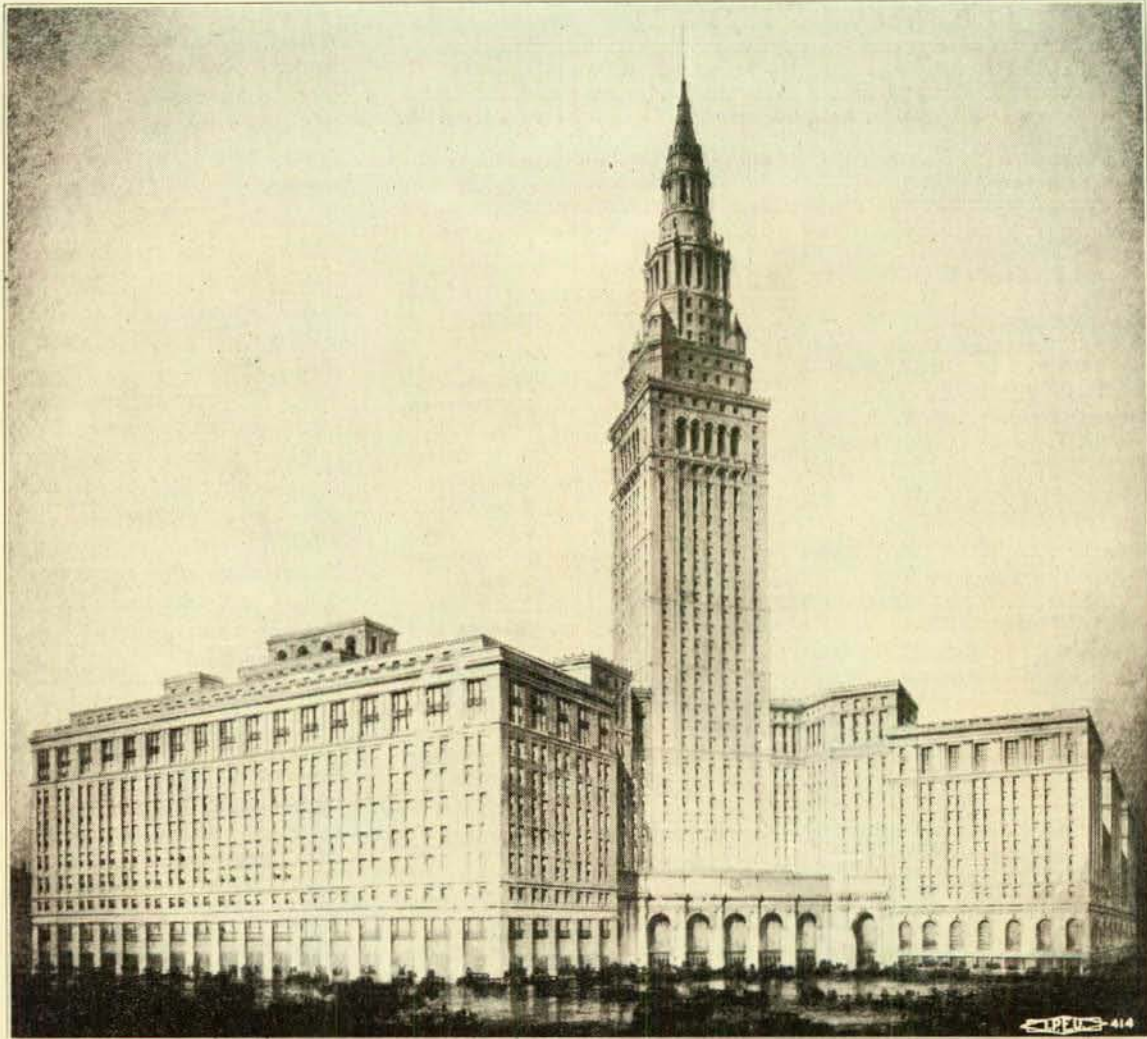
"I trust that you will allow us to select our own fiction and continue to make The Electrical Workers' Journal a bigger and better magazine than ever."

Al G. Spaulding, Norfolk, who draws well, believes that we have not had enough stuff to attract children. He begins a clever series "School Daze" in this issue.

With the fine co-operation this Journal is getting from the membership, it is apparent, that each number is a collaboration of hundreds of men and women.

Contents

	<i>Page</i>
Future of the American Federation of Labor	547
A. F. of L. Arose As a Reform Organization	548
Comment By President Broach	550
Labor's Solution for Jobless Revealed at Boston	552
Double Process Seen in Reviving Construction	553
World Depression Brings Mass Readjustments	554
Many Plans for Jobless; Social Courage Needed	555
How to Unscramble the Prohibition Omelet	556
Liberal Congress Predicted, If Labor Votes	557
The Little Bronze Warrior in Armor	558
Electric Rates Hold Center of Public Stage	560
The Electric Servant (Illustration)	561
Torch of Skill Handed From Old to Young	562
Cartoon	563
Europe's "White Collars" Respond to Organization	564
Electrical Union Subject to Scholarly Study	565
Unthinking Worship of Past Mars Today's Picture	566
Uncle Henry's and Cousin Bill's Fan Mail Big	567
Editorial	568
Woman's Work	570
On Every Job There's a Laugh or Two	572
Correspondence	573
In Memoriam	590



NO BUILDING HAS SO QUICKLY RECEIVED A NATIONAL REPUTATION AS THE UNION TERMINAL, CLEVELAND. THE ELECTRIC WORK ON THIS HANDSOME STRUCTURE WAS INTRICATE, COMPLICATED AND EXTENSIVE. UNION BUILT.





THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

Official Publication of the International Brotherhood of Electrical Workers

Entered at Washington, D. C., as Second Class Matter. Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized March 28, 1922

SINGLE COPIES, 20 CENTS

\$2.00 PER YEAR, IN ADVANCE



Vol. XXIX

WASHINGTON, D. C., OCTOBER, 1930

No. 10

Future of the American Federation of Labor

INSTITUTIONS have birthdays, and this happens to be the fiftieth year of life and service of the American Federation of Labor. Few industrial institutions excel the Federation in continuous service. One or two trade associations have had an earlier origin. In a strict sense, the American Federation of Labor has remained under the same management for half a century, and this is rare for any industrial institution. Those who bring their barbs of criticism to bear down sharply against the A. F. of L. forget that it has one irrefutable argument in its favor: It is. It exists. It is a fact. It is in possession of the field, and it has borne up for 50 years against the bitterest kind of hostile opposition. There must be something in the form of organization, in the character of its management, in the idealism of its membership not altogether of the earth, earthy, if it can bear up against the scorching breath of hatred, the wear and tear of the economic system, and the barbed wit of over-clever enemies.

Last year, the A. F. of L. convention was enlivened by a public attack made by the liberal Scripps-Howard newspapers. The editorial (written by Ludwell Denny, a former minister) sharply castigated the Federation for its moderate successes and its apparent failures. Its inability to organize the south, and its small membership were used as pegs to hang to view Mr. Denny's glowing picture of what-might-be. This year other critics will doubtless bring to bear their heavy artillery upon the confederation of trade unions.

The energetic efforts of the A. F. of L. to pierce the solid south is one answer to one criticism. The quantitative standard of success raised by Mr. Denny is, of course, a child's standard. Not how big, but how influential is the true measure of success. If the quantitative standard, applied to the A. F. of L. were applied to the Scripps-Howard papers, they, too, would be found wanting. They seldom have the largest circulation in town, because they, like the A. F. of L., are trying to do a social, not merely a commercial, job. This year the Federation has made a small gain in membership—a gain small out of all proportion to the sincere efforts to widen organized labor's influence.

Usually criticisms of organized labor arrive from those who take only a superficial view of the economic set-up. They know there is something wrong with human society, with the U. S. aggregate, and they would set it right, that is, they nominate labor to set it right. As a result every doctrinaire is disgruntled because organized labor can not do what his "ism" indicates it should do.

Fifty years ago, when Samuel Gompers pressed for the formation of a national labor body, he did it with clear-eyed purpose. He had a clearly-thought-out plan. The Federation was not to be a political body. It was not to be a reform organization unattached to industry. It was to be an instrument—a means by which wage-earners could work very definite social reform. By its very nature it had limitations. Its first duty as an organization was to preserve itself. When reforms threatened the structure of the organization, then reforms had to go, and the organization had to be repaired.

Most of the reforms—and they were many—first pressed for 50 years ago, have been accomplished. And this should not be forgotten. And who dare say that organized labor

has not been chief factor in bringing about short hours, decent working conditions—and what is more important, a radically different attitude toward human beings at work? In this sense, the American Federation of Labor has been a revolutionary body. It has forced employers to change their minds against their will, and this is the only kind of revolution that is worth anything. Short hours, good conditions, high wages—promulgated by intelligent workmen—has become a settled policy not only for America but for the western world. And who has the temerity to say that organized labor has not been chief factor in this amazing spread of the new Economic Doctrine?

But this aside, the question is, what of the future? The industrial set-up is radically different from the set-up as obtained when the Federation was founded. Machine industry is not handicraft. The wear and tear of a maladjusted economic system is terrific, as witnessed by the bankruptcy of basic industries like farming and coal mining, and widespread unemployment. What are the chances of the American Federation of Labor to endure, and to grow increasingly influential?

To answer this question, one must remember that the industry of the present and the future (if present trends persist) is a highly technical process. It is cerebral. The test of an individual's or organization's ability to make a contribution is his and its technical equipment. It is. It must be. It will be. Incompetency is the unpardonable sin in the new technological set-up.

Now, as a matter of fact, a union of workers is a form of rationalization. The union seized man's instinctive urge for co-operation, and directed it toward rational and social ends. It is no accident that Samuel Gompers preceded Frederick Taylor. It is no surprise that the labor union has demonstrated its ability to make a substantial, technical and social contribution to the railroad, textile and electrical construction industries.

It is this demonstration that gives so much promise for future growth of labor unionism.

But this means technical management of labor unions. It means the discard of much illusion, hearsay, romanticizing and self-deception. It means continued hard work. It means the stressing of competency. It means elevation of technical knowledge, of education, of research to a new place of respect in labor union affairs. It means that labor unions must require a new and greater ability to read the present and future, and a greater alacrity in meeting problems. It means less bunk, talk, attitudinizing, political wire-pulling, and more hard work, self-training, mutual confidence, and intelligent co-operation.

He, who can answer this question, "Will organized labor make itself technically competent?" can answer this question, "Will organized labor endure, and grow more influential?"

Hostile public opinion is not going to destroy labor unionism. Sneaking and anti-social employers will retard but not annihilate labor unionism. The real enemies of labor unions are the very ancient, very black, very ubiquitous enemies of human nature, stupidity, ignorance, and social blindness. These foes conquered, the movement will prosper.

A. F. of L. Arose as a Reform Organization

THE American Federation of Labor is meeting in Boston this month. It is the fiftieth annual convention. No other industrial organization in the United States, nor any other industrial institution, can claim so long a continuous life. The arrival of the fiftieth anniversary of the Federation has brought forth extravagant praise and denunciation (in certain quarters) of the foremost labor organization in the western hemisphere. It has brought also a new appreciation of the origins of the Federation.

The year 1886 is usually given as the date for the formation of the Federation. But in 1881 the Federation of Organized Trades and Labor Unions became a fact, and since Samuel Gompers was active in the earlier organization, and since it embodied the ideals and objectives of the Federation, 1881 is officially recognized as the natal year.

The Federation came into being out of a good deal of organization chaos, with very clear objectives. It was to be an industrial organization with economic aims. It was not going to chase wandering fires of abstract revolution or utopian republics. It was built to move, like Napoleon's army, upon its stomach. The workers were first of all to preserve their organizations, and thereafter use their economic power to accomplish economic and social reforms. These reforms were clearly conceived as the aims and functions of the Federation, and clearly stated.

Clear Objectives

The committee on platform, of which Samuel Gompers was a member, enumerated the following measures, as objectives:

Compulsory education laws.

Prohibition of labor of children under 14 years.

Licensing of stationary engineers.

Sanitation and safety provisions for factories.

Uniform apprentice laws.

National eight-hour law.

Prohibition of contract convict labor.

Law prohibiting the order of truck system of wage payment.

Law making wages a first lien upon the product of labor.

Repeal of all conspiracy laws.

National bureau of labor statistics.

Protection of American industry against cheap foreign labor.

Laws prohibiting importation of foreign workers under contract.

Chinese exclusion.

The same seal with its motto "Labor Omnia Vincit" (Labor tramples over all obstacles) served the early federation as it has served the American Federation of Labor for 50 years. Of this first federation, Gompers writes: "My own mind was firmly convinced that progress for

While other social groups were quiescent, the workers stepped forward together and harnessed the knowledge and idealism of the times to a fighting organization, thereby working great and lasting good to the underlying population. History reviewed.

labor must come through economic agencies. I did not then have a clear idea of how it was to be done, but I sensed the fundamental principles and appreciated the dangers that lay in partisan methods." Gompers' committee passed this resolution:

Resolved that it is the sense of this committee that no member thereof should publicly advocate the claims of any of the political parties; but this should not preclude the advocacy of office of a man who is pledged purely and directly to labor measures.

Americans Awake

It is apparent that there was a good deal of social idealism abroad in 1881, but that it was scattered. Gompers meant to make it articulate and effective. His was a practical nature. And his ideas were new as well as practical; reform accomplished not by reformers but by the stable organization of men most directly affected by the reform. How keenly Gompers felt certain social wrongs is revealed by this passage in

GOMPERS' MAIDEN SPEECH AS PRESIDENT

"The object of the assembly of the delegates is to discuss grievances and hardships workingmen are called on to endure from time to time in their respective trades. Employees are attacked by employers who would subjugate the workingmen and prevent them from organizing for mutual protection. In this city there is a recent instance in point wherein a vast corporation has tried to crush out their employees' hopes. The corporation's motto, with reference to their workingmen, is 'One man is no man.' The time fast approaches when workingmen will be required to determine what rights and liberties they really have. Employers not only try to crush the manhood of the employees, but they also use their vast wealth to take away their independence. The strong arm of the government is on their side and against us. The police and the military are used against labor and even the good will of order-loving citizens is employed to crush us. We do not receive a legal right to exercise our whole efforts to unite. Federal and state laws deny us the right to unite. They protect employers and their ill-gotten gains. When labor asks for protection, there is no response from the legislators in Washington or at the state capitals where their interests are presumably attended to. When the national eight-hour law was passed, it was at first obeyed in the spirit of its designer, but when trouble came to the government in consequence of obeying the law, then it was broken by the government both in spirit and in form. Now that labor is arousing and realizing its strength, the government is disposed to enforce this law. It is furthermore absolutely necessary that both national and state governments should adopt a law by which labor, when employed and meeting with accident, or injury, caused by employees, shall be recompensed by employers.

"Children of employees should be kept from factories, workhouses, and mines. Our children should be superior to the present generation. A bureau of labor statistics should also be organized in order that legislators who now plead ignorance and fail to represent workingmen may have a headquarters for obtaining information and be unable longer to plead ignorance."

his autobiography describing the Pittsburgh convention of 1881:

"When the convention considered proposed regulation of the employment of children, Richard Powers declared in his stentorian voice, 'I want this plank to go through with all the force that can be given it.' He voiced the sentiment of all. It was a subject that had a very close appeal to me and I told the conference some of the terrible things I had seen when I made my investigation of tenement-house cigar manufacturing. Following is the gist of what I said: While making the house-to-house canvass I saw scenes that sickened me. Little children, six, seven and eight years of age were seated in the middle of a room on the floor, in all the dirt and dust, stripping tobacco. Little pale-faced children, with a look of care upon their faces, toiled with their tiny hands from dawn till dark and even late into the night, to help keep the wolf from the door. I asked the children how long they worked, but they did not or could not understand. In the simplest way I talked to them, and learned that they began before daylight and worked till long after dark. Often they would be overcome with weariness and want of sleep, and fall over upon the tobacco heap. 'Shame upon such crimes,' I declared, 'shame upon us if we do not raise our voices against them.' The resolution passed unanimously."

Brief History

Here is a brief summary of the activities of the Federation of Organized Trades and Labor Unions:

Preliminary meeting, Terre Haute.....	1880
Formative meeting, Pittsburgh.....	1881
Second meeting, Cleveland.....	1882
Third meeting, New York (Gompers became president at this gathering).....	1883
Fourth meeting, Chicago.....	1884
Fifth meeting, Washington, D. C.....	1885

At no time was the Federation strong. It represented the first reaching out for an instrument by a powerful sentiment among workers.

Gompers and his colleagues learned much by those five years of preliminary organization. They learned that it takes money to operate organizations; that enemies lie without and within; that men are hard to move in groups; that new ideas are not readily accepted. Gompers and his colleagues also learned much from a prolonged strike in New York City in 1886 among cigar-makers. As a result, they called a meeting of the heads of unions, first at Philadelphia, then at Columbus, Ohio. The Federation of Organized Trades and Labor Unions met at the same time. Mr. Gompers vividly recounts the story:

Origins Reviewed

"The Columbus meetings unanimously decided that a federation should be formed

and that all trade union organizations should be eligible, whether affiliated or unaffiliated to the Federation of Trades and Labor Unions and the conference appointed a committee of five to confer with a committee from the Federation of Trades and Labor Unions. Acting under instructions from the Federation, I met this committee and stated the Federation had resolved to turn over all moneys, papers, and effects to the new American Federation of Labor requesting only the publication of our legislative committee's report. Then the officers and delegates of the old federation disbanded or merged in with the new federation which was organized under the title of the American Federation of Labor. The revenue for the Federation work was to be derived from a per capita tax of one-half cent per member per month.

"The convention provided for a president with a salary of \$1,000 per year and added as part of its constitution 'that the president shall devote his entire time to the interests of the Federation.' I was nominated for president but I was greatly disinclined to accept my salaried labor office and therefore declined. John McBride, of the Miners, was nominated and he frankly stated that he could not afford to accept a position to which he would have to devote his entire time upon such a meagre salary. The office fairly went begging and finally I was again nominated and persuaded in the interest of the movement to accept the nomination and election. That was the first salaried office I held in the labor movement. I knew the poverty of the wage-earner and I did not like to think of accepting money for the service I gave them. The convention elected as other officers of the Federation, George Harris and J. W. Smith, vice presidents; P. J. McGuire, secretary, and Gabriel Edmonston, treasurer. The new Federation had been technically created; it remained for the executive offices to give it reality and effectiveness. The executive committee met

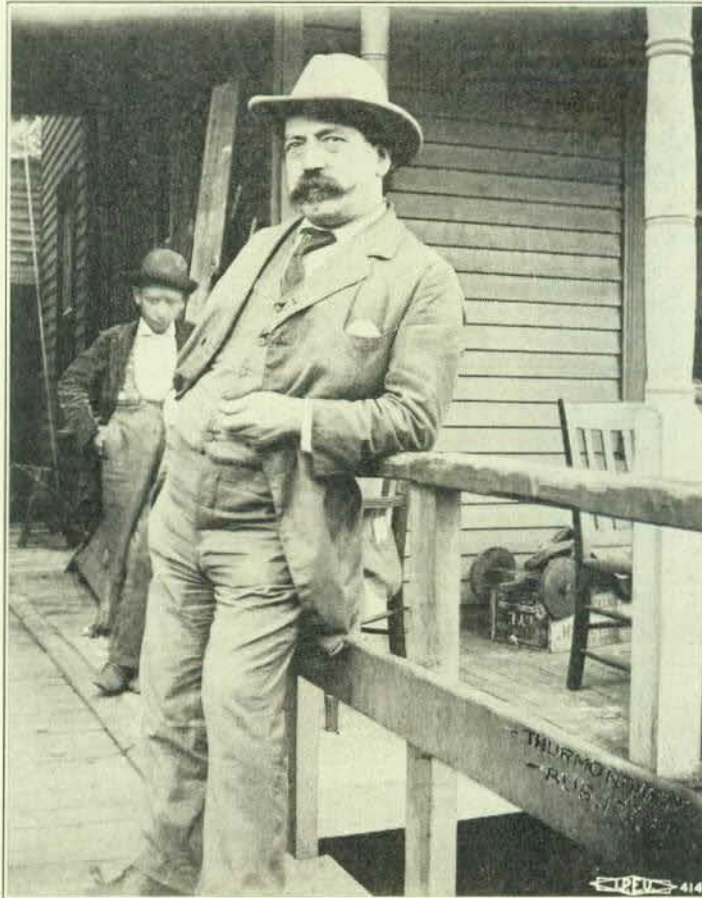
in the U. S. Hotel, following the adjournment of the convention. We authorized a federation seal; the payment of \$100 as annual salary to the treasurer; the publication of an official journal to be sold for 50 cents per year; the issuance of charters by the president when no protest was involved. We directed the president to attend a meeting of the state labor board of Connecticut to help in forming a state federation of labor; and finally we authorized the president to hire an office boy—and the Federation took on the form of permanence.

Works Without Pay

"This was in November and the constitution was to go into effect on March 1 of the following year, and so there was no salary paid me for the intervening months. It was a difficult economic struggle for me to devote my entire time for those months without receiving salary or compensation for I had a wife and six children in addition to myself to support. Somehow I managed through it all. My family and I just put ourselves in the psychological position of a strike or lockout and somehow the

period was tided over. It was a bit hard to arrange for the family budget, but mother never complained although there was a large family to care for. We simply did the best we could.

"In the months following my return from Columbus I began to realize the problem before me. A new organization had been created of which I was the responsible executive, and therefore its success devolved chiefly upon me. I was instructed to give my full time to the work, but money for salary and office expenditures would not be available until the constitution went into effect—about three or four months later.



YOUNG GOMPERS

A little known photograph dated before 1900, but probably not as early as the first A. F. of L. Convention.

With no money to tide over the transitional period I had to plan to get along the best way possible. As editor of the Picket I had used a small shed room which Union No. 144 rented in addition to three others, and it was readily arranged that the room should continue at my disposal without charge.

"I was president of a federation that had been created but yet had to be given vitality. I felt that the trade union movement stood or fell with the success of the Federation and gave everything without me to the work. The new movement had to establish itself as a working agency. This could be done only by rendering service and establishing a reputation for ability to do things. To accomplish these ends I had to be active in labor matters, not only in New York, but in as wide a field as I could reach. What I could do was so terribly restricted by finances that I was constantly chafing. The story of the struggle can never be told. Early officers of trade union organizations had no such office rooms, equipment, and staff assistants as are now the rule with every national or interna-

tional organization. In the pioneer days many carried their offices in their coat pockets during the day while they earned a living at their trades and gave such time as they could in the evenings to official business.

Idea Spread Slowly

"The new idea of united action by all the trades, which the Federation represented, had to make its way slowly by earning a place for itself in the minds and experiences of all workers. It got such scanty support as could be drawn from meager funds after they had served the urgent and manifold needs of the trade. The central trade office had only such equipment as was indispensable, and the Federation had less.

"The first little office, which was about 10 by eight, had a door, a small window and a brick floor. It was cold in winter and hot in summer. The furniture was make-shift, consisting of a kitchen table brought down from our scanty house furnishing and a box for my chair. My second boy, Henry, who helped me when not in school, and who now takes great pride in the fact that he was the first office boy of the Federation, helped to contrive office furnishings. My daughter, Rose, had a child's writing desk that someone had given her. Henry took this down to the 'office,' put legs under it, and nailed it to the wall under the window. Thus equipped, with a box for a seat, Henry was busy during the summer all day long writing wrappers for the paper and doing my errands. He devised files for the office. Just across the street was a grocery store, the friendly proprietor of which contributed empty tomato boxes which Henry transformed into files. Our filing system was very simple. I personally marked each letter, circular, or pamphlet and Henry filed it according to the designated subjects. As I was eager for information and had a reverence for the printed word, we soon collected a

quantity of valuable information. One essential I had to buy during the first fall was a stove and pipe which cost \$8.50. So I managed for a few months.

"However, as soon as we had a few pennies we tried to make improvements. We invested \$1 in pine wood and cuttings out of which to construct real files. It was a great occasion when the lumber was delivered and Hugh McGregor, Dick Foster, Gustave Van der Heyden and John McGuire went busily to work to make those pigeon holes. We were very happy getting conveniences in the office, and when it was all done we felt very rich. It may be hard to understand how genuinely satisfied I was in feeling that I was building something constructive, something that would be helpful, although, of course, I could not foresee the results that were to come."

It was in this wise that the Federation of Organized Trades and Labor Unions became the American Federation of Labor. But the ideals, objectives of one organization, were those of the later. They were epitomized in Gompers. This is why it is just to say that the A. F. of L. was born in 1881.

COMMENT

By

PRESIDENT BROACH

WE'RE not—this organization is not—as effective as we should like. We're just as dissatisfied, just as displeased with things in certain places, as anyone. But we're not supermen. Humans cling to their precious illusions and fears. They bitterly oppose paying the price for progress.

Men can't be moved around like checkers. You can't suddenly extract the bag of deceit, selfishness and narrowness they possess. Men still insist on betraying one another. So, the best we can do is to work hard, try to take advantage of opportunities, try to guide the organization in the right direction, build for better days, try to make fuller and happier lives—and adopt all means we have to make this in time the most respected, the most responsible, the most powerful organized group of humans known to man.

I hear people say, "Time will cure it." How false. Time heals. But if time cures a problem it's because some curer has cured it. Some trouble shooter has come along and fixed the trouble. Things do not work themselves out. The human family must assume the burden of its own problems.

The words "principle" and "precedent" are often used as mere argument—an excuse to do, or not to do, what one wants. Don't be tender with obligations to "principle" or "precedent." Follow good sense. It's much better.

We have published "A Practical Course in Electricity," by Walter E. Coburn, an instructor in the Los Angeles Vocational School. Coburn is a unionist. This is part of our campaign to stimulate interest in technical education. Electrical workers have always been interested in education. The founders of the organization cited as two of its goals: "to maintain a high standard of skill, to encourage the formation of schools of instruction in local unions for trade education generally." This project is just another path to a department of technical education with a competent director at its head.

One of the highest priced men of a baseball organization is its scout. Movies, theatres, book publishers—all have their scouts. Talent is precious. It is often obscure. It must be discovered. Why, then, shouldn't labor organizations have their scouts to discover the likely young unionist, or the seasoned, unadvertised veteran, and give him a chance?

As a kid at the circus we watched with amazement the man who rode three horses at once. It was a hard job. But it's nothing compared to the job of the men who try to guide a large labor organization. It's the complexity of modern society which makes all problems so complex, including the union's.

Hundreds of letters state the favor with which the new constitution has been received. The speed of many local unions to modernize their machinery, promises well for this organization. At first many just could not believe we were not up to some dark trick. When the work was done, there was a rush to see what "confidence game" had been played. Humans are really funny.

Please don't print your by-laws again, if you have any, before sending them for approval. We are going over all local by-laws. Some are in bad shape. We want to improve them. Even if you have made your own changes to conform to the revised constitution, the complete set of by-laws must be sent here for approval.

The day of "guessing" is past. More and more this organization is running on accurate, exact information. That's the case with all successful industrial institutions. Our Research Department has prepared a memorandum of general suggestions for keeping local statistics. You may have it for the asking.

We have no monopoly of intelligence. We have no corner on brains. Suggestions or criticisms of these monthly comments would be appreciated.

LEADERS

MOST men want to be leaders. But in this work I've come to measure a man's value not by appearance, not by the kind of speaker he is. He may be capable and energetic. But can or will he stick to a job until it's done—and done well? Can he go through to a finish when sense allows? Can he change his course or tactics when necessary?

Can the man see his errors—and be quick to admit them? Can he, and does he, keep his word at all costs? Can he see the good in others, as well as the bad? Can he work with others—or can he, in spite of natural dislikes, vanity, jealousies, ambitions, compel others to work together and with him? These are the things that count most.

Here are other things: Is the man big enough to laugh at himself occasionally? Can he stand for a personal joke without getting "sore" or puffed up? When you tell him he's wrong, does he start to argue—or reason and analyze? Is the man big enough to admit what a fool he's been at times, as all men have been? Can he be easily upset by criticism? Does he try to learn whether criticism is justified—or does he start calling his critics names?

Does the man we are thinking of—the man who wants to be a labor official—want "credit" for what's done? Does he "strut" and show off? Does he try to be "clever," for the sake of cleverness—then wisely smile about it? Does he deliver a speech at every chance? Does he scatter his efforts?

Does the man allow himself to get too many irons in the fire? Does he start, or allow others to start, anything until he has analyzed, weighed and checked every detail in advance? Can he bide his time? Does he listen to every "story"? Does he strive to get both sides to every story worth listening to? Does he spend hours visiting or arguing when there is work to do?

A crowd likes a good talker. It's often carried away with him. It rarely thinks of anything else. But you wouldn't hire a singer to manage a music house requir-

ing executive ability, simply because he had a good voice. A good speech—especially a popular one—often hides many weaknesses and shortcomings.

Once we engaged a fellow to organize some motor shops. His favorite phrase was: "Organize the unorganized." He was an excellent talker—but that was all. Work—or actually doing a thing—simply wasn't in him. His job was given to a man who could make no impression at all on a crowd. But this worker got immediate results as a doer—as an organizer.

There are some exceptions, of course. And priceless is the combined talker, thinker, reasoner and doer. But, one of the most priceless, most valuable men I've ever known in this work—one of the hardest working, clearest thinking executives I know—is not a forceful talker. It's not in him—and he knows it.

You cannot judge men by what they say. They say so many things they do not mean—and mean so many things they do not say—that we can judge them only by what they actually do—and how they do it.

Brains, sense, are not all that's needed. There must be courage. Neither means so much without the other. Situations arise almost daily requiring both. And unless a man is game enough to chance a good beating, unless he can face a jail and a lying, hostile press—suffer and sacrifice at times, and often be deprived of pleasures and comforts, and be called all sorts of names—then he should not aspire to leadership in labor unions.

I believe every truly intelligent, broad, valuable man often takes stock of himself. He calls himself names. He wants to kick himself. He is one of his severest critics. He admits error quickly—and he certainly checks up on himself, because he knows how easy it is to be wrong. Few men see the necessity for this any more than a child sees the necessity for going to school.

H. H. Rowash

Labor's Solution for Jobless Revealed at Boston

FACING squarely the problem of rapidly growing unemployment in the United States and Canada, the same condition broadening to include the industrial cities of the world, the American Federation of Labor, in convention assembled, in Boston, promulgated a practical program for ending breadlines.

"1. Reduction in hours of work.—As progress is made in increasing output and productivity, the world's needs can be supplied in fewer hours of work, and benefits of this progress should be shared by those who do the work. The shorter work day and work week bring to wage earners opportunities for other creative interests as well as for conservation of physical energy.

"Where work hours—daily and weekly—are not progressively reduced to keep pace with scientific progress, practically the full cost of this progress falls upon wage earners in the form of unemployment. Instead of laying off employees as productivity increases, the work day should be reduced, the work week shortened and provisions for annual vacations with pay should reduce the work year.

"Progress should mean leisure for the fullness of life for all. Shorter work hours take the element of drudgery out of work and raise the work life as well as leisure to a higher plane so that workers become more efficient as workers and better citizens.

"Reducing the hours per day, the five-day week, and vacations with pay are major proposals in our unemployment program.

"2. Stabilization of Industry.—The cumulative effects of unemployment reach far beyond the workers themselves. The most effective solution of the problem is prevention. When industries accept their responsibility to their wage earners, and abandon the habit of laying off employees in order to reduce costs, they must face squarely stabilization of production. This is a technical problem which concerns the whole work organization, and to which all can contribute useful information and service.

"Management has records of policies and results which will help indicate how rush periods may be anticipated and plans for steady flow of work developed. Seasonal factors often are due to forces outside the control of industry. There are available technical skill and intelligence adequate to solve the production problems involved in regularization when management embodies in its thinking the principle of responsibility for regular employment and annual incomes for its employees. Every group in the business organization can help in solving the problem where the channels of co-operation are set up. In addition to what they can contribute to the problem within the plant, wage earners because of their numbers and contacts with outsiders can help create for the company public good will and support, and in some cases directly increase patronage. The will to give such help grows out of a feeling of partnership which underlies co-operation.

"That the proposal to regularize production is practical has been repeatedly demonstrated by establishments that have tackled the problem. It can be done when management and all connected with the undertaking accept as basic in the determination of all policies that regular production must be maintained. Regularization requires careful planning and continuous watchfulness, and ties in with production economics. All

Great annual meeting of American Federation of Labor given over to projecting labor's plan for ending unemployment.

groups in industry must become employment minded.

"In working out a program to maintain regularity of production, shorter work days and work weeks should synchronize with technical progress. Vacations with pay should be a factor in planning for wages and employment on a yearly basis.

"By thus assuring that the employees of various industries shall participate in the progress of industry and society through curtailment of work hours made possible by increased productivity, industries will help to provide buyers for the products which they put on the market. Progressive adjustments of hours should be accompanied by adjustments in compensation paid. Wage earners like all other citizens must have an annual income in order to maintain their standards of living and meet obligations incurred on that basis.

"3. Efficient Management in Production and in Sales Policies.—We must have money to pay the cost of living. The objective of all economic activity is profits. The higher the profits the greater the amount that can be given the producers. Profits can be increased by elimination of wastes and greater efficiency in production and sales policies and methods.

"Accumulated inefficiencies create the wastes that contribute to business failures and business depressions.

"All producers are part of our business society, individuals in business to get profits on their investments. Some invest capital, others technical capacity to direct operators, others technical capacity to carry on the production processes. All are directly concerned in increasing the total sum accruing from their joint efforts so the

share of each may be larger. There is mutual obligation for efficiency and mutual right to demand efficiency. Each contributing group through its group organization should provide itself with technical counsel for increasing efficiency in performing its special functions. The federal government should increase its service to industry both in the technical field and in supplying information on how to work efficiently.

"4. Nation-wide System of Employment Exchanges.—A nation-wide system of employment exchanges, the state to establish local services and the federal government to provide the channels for pooling information and experience is essential to any plan for assuring continuous employment for workers; an employ service is fundamental for better employment. Local exchanges must be organized along lines that will assure the confidence and co-operation of those served—industries and workers.

"5. Adequate Records.—Although our federal government and some of our state governments supply splendid statistical services, there are not available all of the facts necessary to regularize production and prevent unemployment. Every unit and every functional group of our economic structure has a contribution to make in the accumulation of adequate records. With the government must rest co-ordination of available information and responsibility for furnishing it.

"We believe this purpose would be greatly advanced if the federal government should consider unification of federal statistics so that they could be used for the widest comparative purposes.

"Appropriations for statistical work should be sufficiently adequate to enable each federal department and agency to gather and compile the necessary information in its jurisdiction.

"The principles we outline for federal agencies apply to state and municipal governments.

"Organized industries such as trade associations, are also clearing centers for the facts about a whole industry. Union headquarters accumulate facts concerning workers as employees and as consumers and citizens. National and international unions can supplement the information compiled by trade associations.

"In addition to the standards and indications separate groups may furnish, it is necessary to know the facts of industry as a going concern in a community or an area that constitutes an economic unit. The necessity for planning for co-ordinated information requires co-operation between the organized groups and industries. Co-ordinated planning is essential to co-operation to maintain prosperity and insure employment for all.

"6. Use of Public Works to Meet Cyclical Unemployment.—Since we have not mastered the principles or the technique of sustained prosperity, we must be prepared to deal with business depression. Assuming that business forces are controllable, we must plan to stop the swing downward. The best way to inject new activity on large enough scale to have appreciable effect is to speed up construction of public works. To be most effective, steps must be taken when indications of business depression are evident. There should be an agency charged with this responsibility organized and alert to take action.

"7. Vocational Guidance and Retraining

(Continued on page 598)



WILLIAM GREEN

President American Federation of Labor.

Double Process Seen in Reviving Construction

WHAT of building? This is a question in every worker's mind in days of depression, inasmuch as it is common knowledge that a prosperous building industry means a prosperous nation. A greatly curtailed building program is symptomatic of the unemployment which infests the country. Statistics compiled by the F. W. Dodge Corporation up to August 1, tell the story.

Seven months to August 1, 1930, building, \$3,005,542,000.

Seven months to August 1, 1929, building, \$3,667,983,000.

Seven months to August 1, 1928, building, \$4,028,300,000.

These figures for 1930 resolve themselves into comparisons:

Residential building, 48 per cent behind 1929.

Non-residential building, 13 per cent behind 1929.

Public works and utilities, 20 per cent ahead of 1929.

The campaign to advance public works evidently has borne fruit. The ability to lift building programs forward under government auspices has no doubt restrained the downward swing of business. On the other hand, it is plain that the public works remedy for depressions is no panacea. However great the program, it can only restrain panics not create prosperity. The nation must look ahead to new types of building, if prosperity is to reign.

New Trends Discovered

The National City Bank Letter believes it has discovered recent trends in New York City, which point to new types of construction of long duration. These include

- (1) Rebuilding of American cities after city and region plans, to modernize them, in order to meet the needs of automobile and aeroplane travel.
- (2) Elimination of slums.
- (3) Higher buildings. Concentration of thousands of workers in towering structures like the Chrysler Tower.
- (4) The housing of workers in conveniently located suburbs.

The National City Bank economists believe that these trends indicate what is destined to happen in every American city.

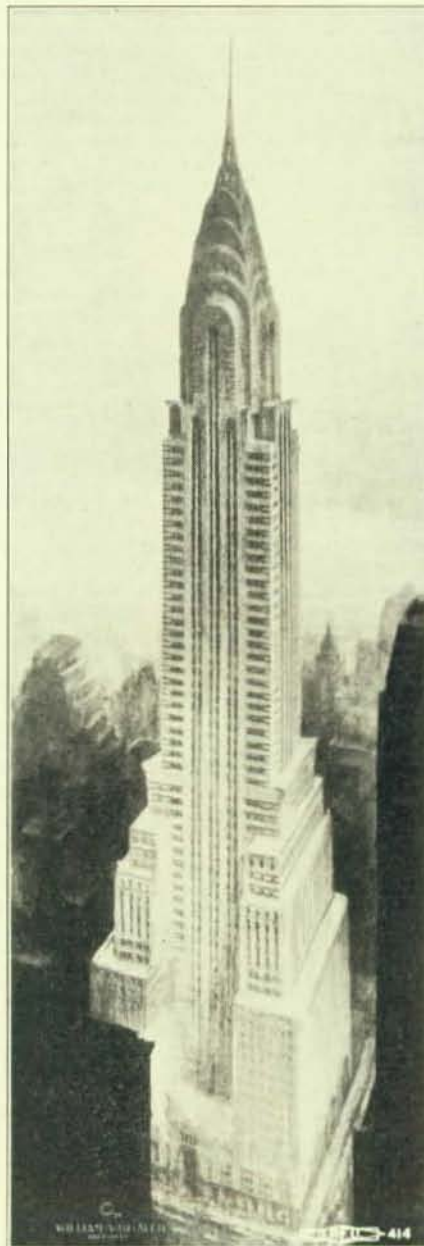
"The continued growth of our large cities is making it necessary to rebuild them almost completely. Old office buildings located on space that has become immensely valuable are being replaced with modern structures that rise from 30 to more than 80 stories and accommodate several thousand workers. Tenement sections are giving way to towering apartment houses, hotels and even churches. Narrow streets are being widened so as to handle more traffic. The method of setting back the upper stories of tall buildings from the street was originally devised to solve the problem of air and sunlight, but has created a new type of American architecture.

"As real estate values in the cities have risen, they have forced the residential sections, except high-priced apartments, further away from the business districts and suburban development has been made feasible by automobile transportation as well as the extension of rapid transit and subway systems. Desirable home sites are no longer limited to those in close proximity to transportation lines, and it is now becoming an advantage to be situated some distance away from main traveled highways.

Greater concentration of workers on higher buildings, with decentralization of residents in suburbs, give promise of rapidly changing cities, bringing large scale projects spaced over a long period of time. Campaign begun against slums.

City Limits Widen

"Large building projects within a city, as for example, the New York Central Building and the Chrysler Building in the 42nd Street section of New York City, have given stimulus to residential building throughout Westchester County from where it is convenient for workers to commute daily. This simul-



CHRYSLER TOWER, HIGHEST TO DATE

taneous rebuilding of New York City and the suburban development within a radius of more than forty miles illustrates what may be expected to take place in every other large city during the years to come, and to furnish a huge demand for building labor and materials.

"Such growth of the larger cities is all the more remarkable when it is considered that there is a very definite counter-trend in the movement for 'decentralization' on the part of many concerns, which have found that by moving their plants out into the smaller towns they could secure better working conditions and lower costs, although the executive offices are usually kept in the commercial and financial centers.

"New York City and the metropolitan area, which includes Long Island, northern New Jersey and the Westchester County section, and comprises a population of approximately 11,000,000 or nine per cent of the country as a whole, had, according to the Dodge figures, contract awards during the first seven months of 1930 aggregating \$576,000,000 or 19 per cent of the total for the 37 eastern states. Its share of the total commercial building construction was 34 per cent, of other non-residential building 15 per cent, of residential building 22 and of public works and utilities 13 per cent."

The American Construction Council has launched persistently a campaign to do away with tenements. It wants credit conditions right for the building of small houses. Its educational bulletins declare:

Fair Credit Needed

"Declaring that the nation cannot afford to wait longer for the building of homes for people of moderate means, and that there was a great dearth of such home construction even during the years of the building boom, the speaker pointed out that the practical question was, 'How can the family of moderate means get the money to own a home?' Home ownership for the family of average means boils itself down essentially to the question of credit—credit when initially buying the home, credit in the periodic payments on it, and credit for living while paying for it. Unemployed labor and unemployed capital are both now crying for jobs," he added, "and an adequate credit system for the home owner is necessary to help capital and labor entering in home construction and related fields to get employment."

Developing further the subject of safeguarding the ownership of homes for the average family, the speaker declared that there was no new economics on the value of the dollar in home financing any more than there was a new economics of the dollar on the stock market. "Speculation is speculation wherever found and it has no place in home ownership," he said. "Uncertainty of financial resources must be removed and certainty of the family credit put in its place. For the home as well as any other type of investment, there can be no permanent values that are not backed up by earning power, that is by intrinsic worth."

"In the creation of a proper desire on the part of the prospective home owner to own his own home, there enters another general phase of the competitive market in which the home financing agencies operate—the money they have to lend is in active competition with financial agencies in other fields that offer a possible type of investment in which the potential home-owner can put his savings in place of buying a home. People

(Continued on page 598)

World Depression Brings Mass Readjustments

REVOLUTIONS in South America; insurrection in India; upset in Canadian elections; British unrest; bread lines in New York City; bank failures, smokeless factories, dead stock exchanges—these remotely distant phenomena measure the effects of world economic losses. As long as populations are fed, and have movies to attend, they are content. Take away bread and they turn to a study of government and political theory for their amusement.

While these resounding effects of the world slump appear, diagnosticians wield their theories over the ailing patient. What has happened? What causes world-wide decline in prices?

Sir Josiah Stamp, British economist (*Annalist*, August 22, 1930), sketches the process of fluctuating prices. It is a phenomenon not unfamiliar to workers. For example, if a local union enters into a three-year contract with employers on May 1, at 10 per cent increase in wages, and by September 6, the cost of living has advanced 20 per cent, its gain is wiped out, and it is working at a loss. Fluctuating prices upward have caught it in like manner. Fluctuating prices downward have actually caught the business man, according to Sir Josiah Stamp.

Constancy Needed

"Now it matters very little in the long run whether prices are 'low' or prices are 'high'—the price level is entirely relative to some past ideas or practices we may have—any more than it would matter whether a ton was 10 cwt. or 30 cwt. provided it remained constant and we all understood its significance. But it is the change from one level or measure to the other, within a period of time during which we are all interested and for which we have made arrangements and bargains, that works injustice and introduces disturbing factors into business. If the change comes after an arrangement has been made, say for example, after a wage agreement has been arrived at, or a debenture debt arranged, then it disturbs the arrangements by giving one party to it much more and the other much less than had been anticipated. If it is happening while business is proceeding and contracts are being made, it introduces an arbitrary and uncertain element into all business, forecasts and outlook. So long as these changes occur in small doses and over fair periods of time people hardly notice them. Prior to the World War the value of the unit of purchasing power in its command over commodities altered by about 40 per cent in some 25 years. It altered steadily in favor of the renter and interest-receiver down to about 1895 and it was altering against the well-being of the business man and the one who undertook the risks of industry. This gave rise to a period of severe malaise in business, amounting almost to depression. From that date, however, there was an equivalent change of 40 per cent up to the time of the war, when the business man was able to make profits more easily, and employment was relatively good.

Business Disturbed

"But the changes that have taken place recently—some 28

Like a gigantic steamship, the old world slowly answers the economic rudder. Whole populations blindly react to falling prices, and jobless tomorrows. Diagnosis unsure. Control needed, but how?

per cent in five or six years in Britain, of which over 10 per cent has been in the last 12 months—have been such as to give rise not merely to a feeling of unconscious uneasiness, but to acute pain in industry, and people are now much more alive to the evils of wide variations in the price level than ever they have been before. The business man who takes what is left of what he can realize for his goods after paying out a large amount for wages and interest, finds his receipts for a given quantity of business continually diminishing, but his rent, debenture interest and taxes and, generally speaking, his wages involve the same money payments. His own margin, therefore, is continually dwindling and the scope for profitable enterprise is materially diminishing. Or the existing scope may be restricted and unemployment is the result."

Some plan for stabilization of world prices should be worked out. No doubt the International Bank established last year had this as an objective. To stabilize the world dollar is not easy. It appears to have much to do with the gold supply and just now the United States and France have a corner in the gold supply. As long as that corner exists the gold standard is an uncertain stabilizer of prices.

Machines Big Factor

The Magazine of Wall Street (August 23, 1930) takes issue with Sir Josiah Stamp. It denies that gold has anything to do with falling prices.

"It should be made plain that what we are discussing is not a possible future trend of falling prices due to a relatively decreasing gold supply. There is no evidence to show that, in recent years, the declining prices for commodities have been due to lack of gold or credit. The cause is then increased efficiency and the present accelerated pace to excesses. This is only another way of saying that man is gradually

decreasing the amount of labor necessary to support himself."

Its remedy is not control of the gold supply but greater efficiency in distribution of goods.

"Falling commodities have a natural momentum and they cause unsettlement by their reaction through the two human traits, greed and fear. The remedy lies in smaller inventories, faster process of manufacturing and a policy of immediately passing on to the ultimate consumer the benefit of lower prices."

These sharp differences of opinion are indicative of the chaos in which diagnosticians find themselves. Some form of control seems needed, it is apparent. The National City Bank Bulletin (July, 1930) states the case:

"There is no limit to the wants of mankind, and if production could be expanded in the right proportions the markets would go on clearing themselves and everyone would be a gainer. This is that condition of equilibrium which economists recognize as the foundation of true prosperity. The difficulty is that as business speeds up and develops into a boom inequalities creep in and upset the balance. Production concentrates too much, prices of some commodities rise more than others, and retail prices and wages, salaries and other forms of income lag in varying degrees behind wholesale prices."

A world commission, or world czar, or world economic congress might know enough, and have courage enough to order all things as they should be. Maybe.

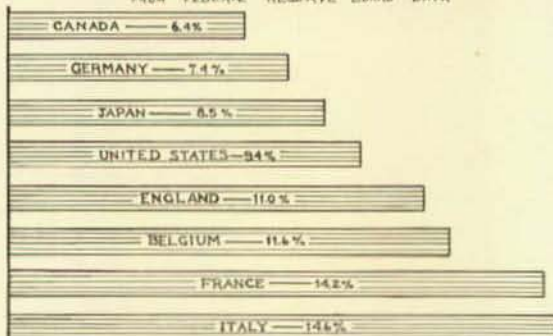
Folding Houses For German Outings

A week-end house, to fold up and take along on a Sunday's outing, like a week-end suitcase, is a recent German invention. Strong but light-weight walls are provided, hinged and jointed so that they fasten together easily when the house is erected or can be taken down as easily as a tent. There is a water-proof fabric roof, a door and two windows. The house is about eight feet long by six feet wide, with living and sleeping space for two or more people. For transportation by road a shallow rectangular case is provided into which the walls and other parts fit when taken down, like a child's building blocks into a tray. When the house is to be set up this shallow box serves as its foundation, needing merely to be laid down on some reasonably level spot and the walls and roof erected on top of it.

Two wheels and an axle are provided to be fastened underneath this tray-like foundation into which the house is packed, converting the whole into a "trailer" which can be hauled behind the automobile. It is possible, the inventor maintains, to construct the house in two sections so that a pair of campers literally can carry their house on their backs. The back-to-nature movement is now so popular in Germany, with a large fraction of the population using virtually every week-end for some trip afoot or by automobile, that the new folding house is expected to be popular among Germans who dislike to face rain, mud or insects without more shelter than a blanket or a tent.

COMMODITY PRICE DECLINE IN U.S. COMPARED WITH OTHER COUNTRIES

PERCENTAGE DECREASE IN YEAR IN WHOLESALE PRICE AVERAGE FROM FEDER. RESERVE BOARD DATA



COPYRIGHT, 1930, BY RALPH F. COUCH, WASHINGTON, D.C.

Many Plans for Jobless; Social Courage Needed

WANTED—Industrial Statesmen. This is the ghost sign out on every factory door in America. Men with social courage and the technical skill to adapt populations to new industrial techniques are as rare as they always were. Many remedies are offered to control unemployment, but they all wait on the arrival of statesmen. There are more theorists than practical men with vision.

A review of the most notable plans for relieving unemployment reveals tested remedies.

It goes without saying that one of the greatest needs toward relieving unemployment is an immediate and adequate statistical investigation of the present situation of the labor market.

The most useful methods which have been suggested and to a greater or less extent put into practice are as follows:

(1) Free employment agencies run as a part of the Civil Service and supported at the public expense (through income taxation). State, local and, perhaps even the national governments should co-operate in establishing a public clearance service of available jobs. Twenty-five states now have public employment bureaus. In New York state the situation of the job market is now being canvassed both geographically and by industries by volunteer university students in the search of work for the unemployed.

Pay For Idleness

(2) Unemployment Insurance Funds. In Europe unemployment insurance has long been in practice. It is frequently enforced by law, the government itself contributing a goodly share to the funds. There is considerable difference of opinion as to the success of compulsory unemployment insurance. Certainly it is a difficult thing to be administered without degeneration into a dole system. Nevertheless the plan has certain advantages. The purchasing power of the unemployed consumer is somewhat augmented, so that the general level of living does not sink as low as it might otherwise. Unemployment insurance is not pauperizing and does not incite the humility in the individual which charity does. The psychological effect upon the worker is very desirable, for he is relieved of much of the dread and fear connected with unemployment. It helps the worker to keep his family intact. It arouses his interest in the company for which he works, or in the government if the insurance is compulsory. It provides a medium for the collection of statistics on unemployment. It aids the union in its effort to maintain the wage level by eliminating the necessity of individual underbidding for work. There have been various attempts to establish unemployment insurance by insurance companies on a basis similar to that of accident, fire, life, etc., insurance. In a few concerns in this country, such as the Dennison Manufacturing Co., funds are set aside from the company earnings for unemployment insurance, and the employees make no contribution. Labor unions frequently establish Union benefit funds for the relief of their members in their periods of unemployment.

Short Hours, Good Pay

(3) Shortening of the hours of work. This method is one of the most helpful to be found, provided the worker is not made to suffer a corresponding decrease in pay. The five-day week, the less than eight-hour day are rapidly coming to be recognized as

Job stringency, which threatens to be permanent, greatly stimulates theorists. But reforms are slow in arriving. Industrial statesmen not forthcoming. Action needed.

a corollary to the increasing productivity per worker heralded in by the new machinery. Henry Ford is already prophesying the coming of the 10-month working year for all. In periods of unemployment such as the present it is essential that all overtime work be eliminated in order that the opportunity of employment be extended to as many persons as possible. The Delaware and Hudson has inaugurated the flexible work day plan whereby a long working day is used during busy periods and a short day during dull seasons. Some companies are resorting to seasonal daily-wage adjustments.

(4) Stabilization of industrial output, of prices, and of purchasing power. Efforts along the line of ironing out the business cycle have long been recognized as of supreme importance if we would avoid depression and unemployment. The influence of the fluctuations of wholesale prices upon economic activity is obvious, and the uncertain ebb and flow of the value of the dollar in the pocket of the consumer, particularly when there is not much prospect of replenishing the supply of dollars there, detracts much from the joy of spending.

(5) Stabilization of employment. Public construction programs are frequently pressed forward during periods of unemployment as a means of providing work. Long-range planning of public utility, government, commercial and home building is

now being advocated and put into practice throughout the nation. Thousands of new jobs are being furnished in this manner yet nowhere near enough to take up the slack in the labor market. Many companies are making an effort to stabilize their own employment by taking this time to extend and to repair their plant, using their own workers in doing so.

(6) Unemployment Departments to be run by and in connection with the regular company employment department. The duty of this department or bureau would be to study the present employment situation, with especial reference to that company, just as production and sales problems are studied to minimize seasonal unemployment and to effect transfers of workers from slack to busier departments.

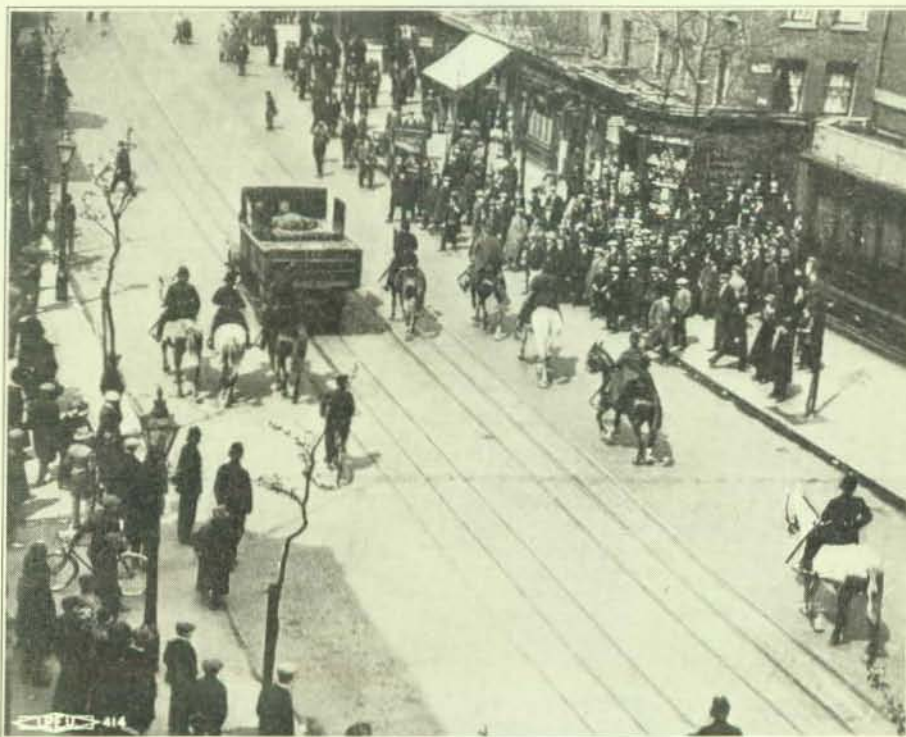
(7) Reduction of available labor supply. Stricter child labor laws, compulsory old age pensions at the age of 60, restriction of immigration are all methods of relieving the unemployment situation.

High Wages Necessary

(8) Maintenance of high wages in order that employees may continue to buy. The necessity for high wages in the midst of a business depression is a hard lesson, sometimes, for employers to learn; but gradually they are coming to recognize its importance and are providing for it through cutting of other production costs and the elimination of waste. The reduction of taxation on industry is another factor to which resort may be made to enable the continuance of high wages.

(9) Dismissal wage. This is an extra wage sometimes paid in the case of a permanent lay-off when the worker does not qualify for a pension and is not protected by an unemployment insurance, yet must be discharged through no fault of his own.

(Continued on page 598)



SCENES LIKE THESE BECOME COMMONPLACE IN NATIONS WHERE HUNGER STALKS AND GOVERNMENTS FALL.

How to Unscramble the Prohibition Omelet

*There was a man in our town
And he was wondrous wise;
He jumped into a briar bush
And scratched out both his eyes.
And when he found his eyes were out
With all his might and main,
He jumped into another bush
And scratched them in again.*

AN adviser of President Hoover returned to Washington from the Illinois primary, counselling modification of the President's prohibition stand. This is not the only straw in the moist gale of adverse sentiment. Senator Wheeler, a fearless and uncompromising public servant, has reversed his position on prohibition, coming out for repeal. The American Federation of Labor renews its opposition. Governor Roosevelt is uncompromising in his wetness. He advocates repeal of the 18th Amendment. District Attorney Tuttle, of New York City, thought to be a political opponent of Governor Roosevelt, resigned with a ringing denunciation of prohibition. The tide of adverse opinion rolls itself up, and drowns out dry fundamentalism. But where is the drift carrying the good ship of state? Is it so easy to ride the new wave of sentiment and idle along to a comfortable, safe and healthful port?

Earl Dean Sullivan thinks not. Mr. Sullivan is author of "Rattling the Cup on Chicago Crime." He has begun a series of articles for the Red Book Magazine, which have excited national interest. He contends that

1. The bootlegging industry is huge, totaling \$3,000,000,000 a year.
 2. It employs about 3,000,000 men, the captains, lieutenants and sergeants of which bootleg army are crooks.
 3. Let prohibition be repealed, and this army of crooks will not go to work, but will enter other avenues of crime.
 4. Their return to burglary and murder will usher in an orgy of larceny and death hitherto unknown.
- But let Mr. Sullivan speak.

Three Billion Dollars!

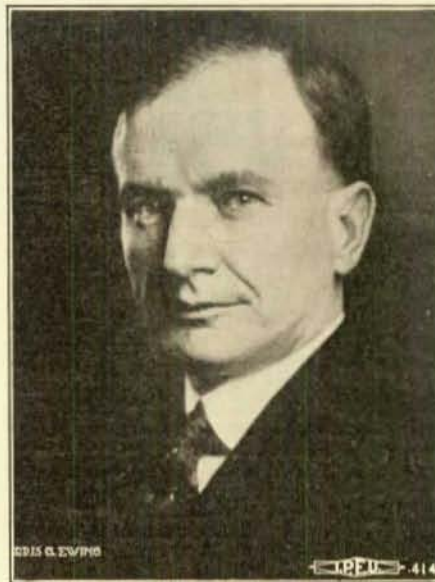
"Not once, in conversation, in the wet campaign advertisements or in the multiple lectures has this writer heard anything tangible about what is to become of the gangster organization which is now a government within a government in this country. The perfectly organized, utterly vicious, politically powerful, and murderously intent group which had an income of more than \$3,000,000,000 last year. The wet point of view, if any, seems to be that these vast legions, comprising the best-known criminals in the country from every line of "graft" will become apprentices in some trade.

"Crime? You haven't seen anything yet. "With repeal comes the deluge!"
And again, concerning the costs of prohibition:

"The result has been terrific beyond measurement. Murder is a commonplace. Four thousand homicides have occurred in the city of Chicago alone in the 10 years of prohibition, a record never semi-approached in any decade of that hectic city's history. Crime and disregard for law is nation-wide; organization never before considered possible in the underworld is established and has been in efficient operation for years. The comforting slogan that crime does not pay has been bitterly laughed off—it pays in the billions.

"It simply proves that a people can become accustomed to anything. In the last

Elder gentlemen who wished prohibition on us during a great war have passed from the scene, and leave America struggling with greater evils than wide-open days ever knew. Sharp veering of public sentiment indicates a change, but to what? England's system reviewed.



SENATOR WHEELER
Montana

two years in London there have been 29 murders. In the same period there have been 775 murders in Chicago alone. And there can be no greater folly than to believe that Chicago is the only festering spot of crime in America. It's spectacular, true, but 10 other cities of this country compare with it proportionately in general crime."

This is a shuddering prospect. Yet Americans have proved their willingness to jump "into the briar patch" of prohibition without caution, and may with equal indiscretion, leap back into the briar bush of private exploitation of drink.

England "Elevates" Saloon

In the summer of 1929 The Association Against the Prohibition Amendment sent a representative to Great Britain to investigate the English system of liquor licensing. The results of this investigation are summarized in the subsequent association report, "England's Solution of the Liquor Problem," as follows:

1. A rapid decline in the amount of intoxication, as indicated by the official records of convictions for intoxication over the period of years 1913 to 1928.
2. A reduction in the annual national "drink bill" from \$2,285,795,050 in 1920 to \$1,402,525,300 in 1928.
3. A net decline in the total per capita consumption of intoxicating liquor, the decline in the consumption of beer and spirits

more than offsetting the slight increase in the consumption of wine.

	1914	1927	Increase (+) or Decrease (-)
Beer (Barrels)	34,130,000	20,819,000	-13,311,000
Spirits (Imperial Gals.)	31,660,000	12,881,000	-18,779,000
Wine (Imperial Gals.)	10,630,000	16,628,000	+5,998,000

Total Per Capita Consumption of Liquor

4. A reduction of the number of public houses, or "pubs" accomplished through a system of buying out license-holders with funds paid in by "The Trade" in a conscious effort to eliminate superfluous or undesirable pubs. This system has been accompanied by an extensive program for the building of up-to-date model pubs. The aim has been to abolish the saloon evil.

5. An increase in temperance, largely due to improved living conditions, recreational facilities, outdoor sports, popular education, and to a lesser extent to high prices of liquor and reduced hours of sale.

Gains Made by Reason

All of these results, the association points out, have been attained without resort to harsh political measures or enforced prohibition.

Licenses to sell intoxicating liquors are issued by justices of the peace. The justices of a petty sessional division handle the renewal and transfer of licenses and the granting of new ones. A second body of justices then confirms the grants made by the petty sessional division. A third body of justices, known as the compensation authority, fixes the sum to be paid to a licensee when the other two authoritative bodies have ruled that his "pub" has become redundant and must be eliminated. Redundancy is determined by the degree of utility of the "pub" in the community as a convenience.

The term covered by the license is usually one year, though it may be granted for as long as seven years. There are two main classifications of license. An on-license is necessary if the liquor is to be consumable upon the same premises where it is sold, while an off-license is granted if the liquor is to be sold but not consumed upon the premises. On-licenses have very strict regulations as to the structural requirements of the building and the surrounding grounds where the intoxicants are sold. There are only four classes of establishments which are exempt from the necessity of having the justices' license to sell intoxicating liquors. These are:

1. Theaters and other premises licensed for stage plays (not movie, music or dance halls), whose license takes the place of justices' license.
2. Premises occupied by freemen of the ancient Vintners' Company. There are 13 of them in London.
3. Premises of spirit and wine dealers who sell for "off" consumption, provided the premises are used exclusively for sale of liquor and have no communication with other business premises.
4. Registered clubs.

Violations Costly

Heavy penalties are imposed for selling liquor without the authorization to do so or for violations of the license granted.

(Continued on page 600)

Liberal Congress Predicted, If Labor Votes

By EDWARD KEATING, Editor of "Labor"

TWO years ago the chief executives of the Standard Railroad Labor Organizations indorsed 22 candidates for the United States Senate in as many states. While the executives, in passing on a candidate, gave no thought to his political affiliations—judging him entirely by the record he had made—an examination of the list shows that the men indorsed were about equally divided between the two old political parties, with Henrik Shipstead, the lone Farmer-Laborite in the Senate, thrown in for good measure.

The political tide was running against the Democrats in 1928 but, nevertheless, 18 of the 22 Senators favored by railroad labor were victorious on election day.

In half a dozen states where the Hoover "landslide" was heaviest, Democratic Senatorial candidates were saved from defeat largely through the efforts of the railroad workers.

In making that statement, I am merely repeating what the Senators have said to me. I have often wished that the railroad "boys," who gave so freely of their time and energy to aid these Senators, might "listen in" on their expressions of gratitude. They would never again be influenced by those who insist that organized labor in the United States is not "politically minded" and therefore is without influence in government.

Here Are Trends of Labor

This year the chief executives of the Standard Railroad Labor Organizations have indorsed the following candidates for the United States Senate:

South Dakota—Senator William H. McMaster, Republican.

Kentucky—Senator John M. Robsion, Republican.

Oregon—Senator Charles L. McNary, Republican.

Minnesota—Senator Thomas D. Schall, Republican.

Texas—Senator Morris Sheppard, Democrat.

Montana—Senator Thomas J. Walsh, Democrat.

Kansas—Senator Arthur Capper, Republican, for the long term.

West Virginia—Former Senator M. M. Neely, Democrat.

Tennessee—Congressman Cordell Hull, Democrat.

Nebraska—Senator George W. Norris, Republican.

South Carolina—Former Congressman James F. Byrnes, Democrat.

Pennsylvania—Secretary of Labor James J. Davis, Republican.

Colorado—Edward P. Costigan, Democrat.

Louisiana—Governor Huey P. Long, Democrat.

Michigan—Senator James Couzens, Republican.

Editor Keating, national authority on Congress, reviews the bye elections—hopefully. Denies that labor is not political minded, and cites labor's men, and their records.

Georgia—Senator William J. Harris, Democrat.

Idaho—Senator William E. Borah, Republican.

Rhode Island—Former Senator Peter Goelet Gerry, Democrat.

New Mexico—Senator Sam G. Bratton, Democrat.

Later on in the campaign additional indorsements will probably be made.

Who are these Senators indorsed by railroad labor and why do our chief executives feel that the workers' interests may be entrusted to their keeping? Let us take them in the order in which they are printed above, but first we should note that all have long and favorable labor records, and that most of them have been "right" on progressive legislation like Muscle Shoals, the "Lame Duck" amendment and taxation of incomes and excess profits.

Favorable Labor Records

When McMaster, of South Dakota, made his first bid for the Senate six years ago our railroad organizations did not indorse him, although as governor he had had a spectacular career. When the Standard Oil attempted to boost the price of gasoline, McMaster established state-owned service stations, beat down the price, and saved his constituents millions of dollars. Incidentally, he set an example which was followed by the executives in other western states. For a time the oil monopoly's greed was definitely checked.

In the Senate, from the very beginning, McMaster has stood with Norris, Borah, LaFollette, Wheeler, and the other Progressives.

He was subjected to a severe test during the fight over Parker. He was up to his ears in the South Dakota primary when President Hoover sent the name of the injunction judge to the Senate. Some of McMaster's friends pleaded with him to stand by the administration, or at least to remain neutral, but when the roll was called he "faced the guns" and voted against confirmation.

Robsion was a Congressman when he was appointed to the Senate by the governor of Kentucky to fill the vacancy caused by the resignation of Senator Sackett, who was picked for Ambassador to Germany. During his many years in the House, Robsion had made an enviable labor record. He has continued his good work in the Senate. Among other things he voted against Parker and in favor of the Couzens resolution to suspend railroad consolidations. Naturally he has incurred the enmity of the "regulars" in his own party but advices from Kentucky indicate that he has won the support of thousands of loyal union workers who ordinarily vote the Democratic ticket.

(Continued on page 593)



EDWARD KEATING

The Little Bronze Warrior in Armor

By JOHN McGOVERN

The True Story of Charley and Minnie Beile

It was in Barbey Street, 101 to be exact, that Charley Beile and his young bride, Minnie Schade, took up their residence, on Long Island, more than 40 years ago.

Charley was a young electrician. He had heard and read of the miraculous discoveries of the young wizard, Edison. He had early joined the union of his craft.

He gave up being a locksmith and decided to seek his fortune in the new electrical industry. Charley and Minnie realized that Charley's work was not steady and that she must save carefully so that they might eat during dark periods of idleness.

Charley was industrious and competent. He was aggressive in his search for employment. His greatest desire was to be employed 12 months in the year. Yet each year Charley was out of work before Christmas rolled around. They both said that the best possible Christmas for them would be a job for Charley.

The first winter of her married life was a trying one for Minnie. Before marriage, she had not appreciated the difficulty of maintaining a household for a year on the earnings of a few months' work.

Minnie inherited a small sum of money. She had learned to appreciate the full value of a dollar and was fearful of losing or wasting some of her precious inheritance. She decided to look for a home on which she could use her money as a payment.

She found a small house on Barbey Street. She was attracted by the little maple trees that had been set out at regular intervals along the street. She liked, too, the open country and the wild flowers that grew in abundance. She was able to obtain title to the property by paying down all her cash and assuming a rather large mortgage against the property.

She and Charley had figured it all out. They could rent the upstairs. Minnie's sister and chum, Antoinette, could room with them. This revenue would pay the taxes and the interest on the mortgage.

Making A Home

Charley and Minnie would live in the downstairs. They might be a bit cramped for space, but it would not be for long. Charley would forge ahead in the rapidly expanding field of electricity and they would be able to save money and pay off the mortgage. Their hearts were light. Their hopes were high. They looked at the world through rose colored glasses.

To celebrate the acquisition of the new home, Charley and Minnie and Antoinette, Minnie's favorite sister, planned a fitting ceremony. They planted a little hemlock tree in the far corner of the yard. It was such a tiny seedling that Minnie feared it could not possibly survive out there alone. Charley had brought it home in a tiny flower pot.

The planting marked the inauguration of a new era in the life of the Beiles. It was dedicated to the happiness of the new home and though they did not know it, to the prosperity of the new industry. Antoinette helped at the planting because she was to

Most men are blind. They are blind to the splendor in the lives of others. There is beauty in the life story of Charley and Minnie Beile. These two simple souls are great when one measures the loyalty and devotion of their lives. Fifty years of allegiance to a cause. A half century devoted calmly to an ideal of mutual helpfulness! Are not such lives worthy of recording? Hasn't the little bronze warrior got meaning for all of us busy, careless, blind, restive, selfish individuals?

H. H. Broach

become a part of the new household.

The seedling responded nobly. It was coddled and watered and nourished as though the future of the Beiles was dependent upon its growth.

The outlook at the Beile home was encouraging. Charley and Minnie and Antoinette were careful, determined home builders. They dreamed their dreams, but they did not forget to make sacrifices. They pictured the day when the tiny shrubs they had planted would be laden with scented blossoms and the cherished hemlock would spread its broad branches in the full pride of maturity. Charley would be an expert in the electrical industry and work would be available throughout the year.

Under such promising circumstances, the young Beile household and the young hemlock tree made their respective starts at 101 Barbey Street.

After Half a Century

The hemlock tree is a majestic evergreen now, towering over a sturdy full-grown hedge. The maple trees in Barbey Street are taller even than the hemlock and all about on every side are new houses, and new trees.

But this spring, about the time the first green shoots appeared on the hemlock, Charley Beile was laid to rest.

In the little house on Barbey Street, purchased with the legacy of the young bride, Minnie Beile still lives, a frail little woman. She moves about in the performance of her daily household duties in much the same routine as the young girl who came to Barbey Street when the maples were slender and the fields were open and green.

Her small fingers and the gentle face show the deep scars of a bitter life struggle. With the help of her sister, she was able to hang on to the little home. Together they kept up the struggle when often they believed they would be overwhelmed.

They were too desperately involved in the grim fight for existence to note details and incidents. In time, as the years wore on, they came to realize in a vague measure, that some peace and respite had come to them, but they cannot fully appreciate just what has occurred. The brave fight of the two sisters and the hopeless struggle of Charley Beile against misfortune, disaster and disease, is one of those events too common to be noticed by the general run of humanity.

Charley Beile died early this spring after a long illness from a malignant cancer. The last six or seven years of his life, he was unable to work. He was bed-ridden much of

the time. During his life he had been a union man, loyal to union principles and devoted to the cause of trade unionism. He was so thoroughly imbued with the conviction that the hope of the American workingman rested wholly upon his ability to organize, that he imparted his notions to his young wife in their early days on Barbey Street.

Union Came First

Charley's unionism was his religion. He was a 100 per cent organization man. Although the struggling union to which he first pledged his allegiance was not

strong enough to accomplish much, Charley attended all meetings and contributed his part loyally and faithfully.

Minnie became as staunch a union supporter as Charley. She handled the household finances and paid the bills. One of her first obligations was the payment of Charley's dues. She never allowed him to lose his good standing in the organization, although there were times when the payment of even a few cents was a costly drain on the family resources.

Charley worked along at his trade, always encountering the inevitable layoffs and slack periods. Wages were not good, working conditions were bad. The outlook was generally dark but Charley and Minnie remained loyal to the organization.

In the early days, union meetings were held at private homes. Sick and death benefits were paid by the voluntary contributions of members. Then the seed of organization took root. The union grew in strength. New members were added. Finally, headquarters were established.

Pledged to mutual helpfulness, members of the electrical union in times worked out new ways of co-operation. After years of struggle together, dark days, strikes, hunger, gains were made.

Life insurance policies and a regular form of sick relief were provided. The insurance and the benefits were small yet they helped greatly. But the deadly evils of unemployment and seasonable depression persisted with their train of hardship and suffering.

The Beile household lived in hope from day to day. Sister Antoinette worked steadily and when times were unusually hard for Charley and Minnie, turned over her entire pay check to keep the home intact. The little hemlock grew taller and sturdier; the hedge along the lot line expanded to sizable proportions, and new houses sprang up in the open spaces along Barbey Street.

The members of the Beile household could not do this without paying a price. The routine of their daily lives, the frantic quest for work, the struggle for bread, soon seared their hearts and their minds. Drudgery became a routine. They accepted their lot calmly, always hoping for a better day. They clung steadfastly to union principles and they clung to their home. They managed to pay their union dues somehow. Their obligation to the union meant to them the performance of their part of an obligation in the struggle of working people for existence and for life.

And then Charley's health failed rapidly

and he was unable to secure employment for more than a few months. Besides, he was growing old and employers were looking for younger men. The sisters bent to their tasks more grimly, and worked longer and harder. Always they managed to pay their union dues until Charley, because of his age, was made exempt from payment of all dues and taxation.

A Heavy Burden

Finally, Charley reached the stage where he was unable to work. He could not attend union meetings; he could not take care of himself. The lot of the sisters became increasingly burdensome. They managed to take care of Charley. They kept the house and the yard neat and tidy and attractive, so that the upstairs was always rented. They worked and economized to the point of denial and somehow they carried on. And then Charley's illness became so serious that he could not leave his bed.

His cancerous ailment was one of the most painful and loathsome types. He suffered as patiently as possible but he required constant attention from the overworked sisters. The sick benefit from his local union was a great help while it lasted. The sisters had learned so well the hard practice of economy and thrift, that not a penny was wasted. Life was a privation to them, as it was a painful burden to Charley.

But if the years had treated Charley roughly, if the long flight from poverty, imbued by self-sacrifice, was taking its toll, if Charley was a good warrior, crippled and old, his organization (his precious union) had become strong.

His life philosophy of co-operation, of team play with his fellow craftsmen, was like the hemlock in the Beile yard, rooted deep, and grown tall and strong. Mutual helpfulness had borne fruit.

Early in 1929, the Electrical Workers Union had contracted with their employers for a new form of insurance paying life, disability and pension benefits.

There is a limit to the endurance which may be exacted from any organism, human or other, and a point beyond which the stoutest heart or the bravest spirit cannot be forced. The hands grow heavy from excessive toil, the mind staggers from constant woe. The members of the Beile household had reached that stage, but neither help nor hope was in sight.

Residents passing the little house in pleasant Barbey Street caught glimpses of Minnie or Antoinette, but no one suspected the plight of the people in the little house. The sisters asked no aid nor betrayed by sign or act, the extremity to which they were reduced.

Employment Gone

And then in the depths of their misery came yet another blow. The precious work upon which they depended failed them. In her youthful days, many years before, Antoinette had succeeded her mother to a contract for alterations and repairs to sailors' uniforms. The work was piece work. It had almost ruined the eyesight of both women over the long stretch of years, but it was work, and people in the position of Minnie and Antoinette could not be choosers. Day after day, they ripped the white tape from the collars of discarded models, yard after yard, until their eyes could function no longer and white braid and blue collar became a jumbled mass of blurred color.

But one day, when Antoinette carried over her week's supply of alterations, the officials at the navy department informed her that the amount of work allotted her would be curtailed and might be stopped completely.

She staggered home under the blow fearful of telling Minnie. She had often wondered how long she would be able to withstand the ravages which the work was exacting from her weakening system. She had spent many sleepless, weary nights fighting away the thought that some day she would wear out and no longer be able to work. It had never occurred to her, however, that even this exacting, unremunerative employment might be taken from her.

She rebelled at the prospect of breaking the news to Minnie but she knew it had to be



done. The sisters had encountered so many blows that they accepted adversity as a matter of course. While they were discussing the outlook and trying to find a way out, the postman delivered a letter. It was addressed to Charley. It was from the Board of Insurance Trustees of the Electrical Industry of New York. She took it in to Charley and opened it. It contained a check for \$40, the first payment of a retirement pension under the new insurance agreement of Local Union No. 3.

Union Aid in Crisis

They were so surprised at the arrival of help that they could not understand its import. Charley had been sick so long that he was unable to keep in touch with union affairs. They all had some vague notion of a new insurance plan for which the union officers had been working in New York, but they did not understand it fully.

A letter accompanying the check explained that Charley had been placed on the pension list and would therefore receive \$40 per month as long as he lived. The three members were so moved by this unexpected turn of fortune that none could speak. The look which came into the eyes of the suffering Charley was one which bespoke triumph as well as gratitude. To Charley Beile, it was a vindication of his faith in a cause.

Another pension check arrived the next month and then Charley died.

The sisters knew they were to receive \$3,000 life insurance from the local union. They began to consider the necessity for selling the little house, as they doubted their ability to keep it up although they had no thoughts of not working. Minnie received her \$3,000 insurance money without delay. It seemed like a lot of money after her years of struggle and privation. She knew that it would not last long if she wasted any of it. She paid the funeral expense and placed the remainder in a savings bank.

And then one day she received another letter. It contained a check for another \$3,000, the life insurance under the new insurance arrangement which provided the old age pension. Minnie did not understand the check, the letter, nor the insurance plan. She could not realize that the \$3,000 was her money. She had suffered too much to allow herself to believe the money could be meant for her. She knew there must be some mistake.

She took the check and went to the office of the Board of Insurance Trustees. The matter was explained to her. She was told to be careful of it, to avoid bad investments and was given some advice on sound securities that would pay dividends.

The poor little faded woman suffered almost as much from good fortune and gratitude as she had done from adversity and denial. In her weakened condition, she could not control her emotions. Eventually, she regained her composure and talked of her long struggle and of the union and of Charley.

Struggle Was Worth While

She said, "In 1900 we went through the lockout together, 33 long, weary, desperate months. We suffered through long periods of depression when Charley could find no work in his trade nor elsewhere. Through it all, Charley remained loyal to unionism and I stuck with him although there were times when I doubted and I think he doubted if the sacrifice and struggle were justified.

"I know now that it was all worth while. I know now to what strength the union has grown and what its leaders have done and will do for the men. I wonder if all the men, particularly the younger men, appreciate it or understand."

As the interview was about to close, Minnie Beile went into another room and brought out a small bronze figure of a warrior in armor with a shield on his arm and a sword in his hand.

"This was a favorite treasure of Charley's. He received it from a wealthy man for whom he did some work. Charley admired it very much and in the last days of his illness would spend much time studying the piece and admiring the excellent workmanship.

"One day shortly before his death, when he was in an irritable frame of mind because of his intense suffering, he said to me when I entered the room:

"'I suppose, when I am gone, you will throw that out of the house.'

"'Of course I will not, Charley,' I replied. 'I shall give it to the union so that they may raffle it off some time when they need the money.'

(Continued on page 589)

Electric Rates Hold Center of Public Stage

LAST year the "news" about the electrical power industry had to do with consolidations, secret agreements, mergers, and interlocking control. This year the "news" has to do with rates. In every state there is a modification of interest by consumers in the ultimate costs of power. The rapidly increased use of refrigeration, radio, health machines, fans, and many household appliances has made the question of rate important. The imagination of the consumers has been caught by the phrase "electric age." The consumer has come to understand that tomorrow all industry, all households, all commerce, all amusements will be electrically operated.

The average rate of privately owned companies throughout the United States is about seven cents per kilowatt hour. The minimum five cents. The maximum nine cents. These rates are for small consumers. The chart published herewith appears to be based on larger consumption. There is a rapidly growing feeling that these rates can be cut substantially without damage to the power industry.

One of the striking developments in the rate controversy occurred in Georgia. To meet the competition of a municipal plant, the Georgia Power and Light Company cut its rates sharply in one county. To its surprise, the company was hailed before the Public Service Commission to show cause why the same cuts should not be made in every county of the state where it operated.

The state of New York continues its contest for lower rates. In New York, under leadership of Governor Roosevelt, a philosophy of state competition as the most effective means of regulation is being developed.

"Some people will tell you," he said, "that there is no need to develop the St. Lawrence. They say that there is plenty of water power in the state already being developed.

"Well, if that is so, why is it that if the state took its hands off the St. Lawrence it would not be a week, not a day, not 24 hours, before some private company would develop it? And the private company would not do it just for its health either.

"Can we use the St. Lawrence power? Certainly we can use it; we can use every kilowatt hour we can produce, every bit of power we can get our hands on. The more power we can get, the more the state will develop and the cheaper the rates will be for domestic and industrial use.

"There is no question that the St. Lawrence project is going through. I am certain the people of the state of New York will insist that the primary purpose of such development will be to give light and power at the lowest possible cost."

The Magazine of Wall Street, serving investors, shows the way the wind is blowing. In its issue of September 20, under the heading, "Will Rate Reductions Hamper Public Utility Progress?" Frances C. Fullerton says:

"If sharp reduction in rates can be forced on the electric power companies through

In nearly every state in the union consumers of electric power are asking questions, chiefly, about electric rates. To date, the electric companies have not met the issue.

political coercion, the immediate effect on the earnings will be detrimental, although the long range result may be favorable as we shall see later on. Considering the financial structure of many public utility companies, both operating and holding, the earnings on the common stock equity may be markedly reduced temporarily, and in some instances even the securities prior to the common stock may be affected. The utility industry represents a total investment of over \$27,000,000,000, of which the electric power and light branch accounts for approximately \$11,000,000,000, and the gas industry, including both manufactured and natural, accounts for about \$5,150,000,000.

"As the use of electricity has increased, the customers have benefited from lower rates. In 1929, for instance, the average domestic consumer increased his use of electricity by 43 kilowatt hours or 9.4 per cent, but the average price paid declined from 6.55 cents per kilowatt hour in 1928 to 6.18 cents in 1929, or 5.7 per cent. This reduction meant a saving of approximately \$36,000,000 to the domestic consumer in the United States." The accompanying chart shows the trend of consumption by the domestic customer and the rates since 1914. The present rate represents a decline of 25.5 per cent from 1914 and 16.5 per cent from the 1921 level.

"The effect of rate reduction is to stimulate consumption and nearly always to the extent where the company after the lapse of a reasonable period reaps a larger gross income than was the case before the reduction. Thus, last year when the average price paid per kilowatt hour was 6.18 cents the average annual bill for domestic electric service amounted to \$31.02 as against \$30.10 the year previous when the average

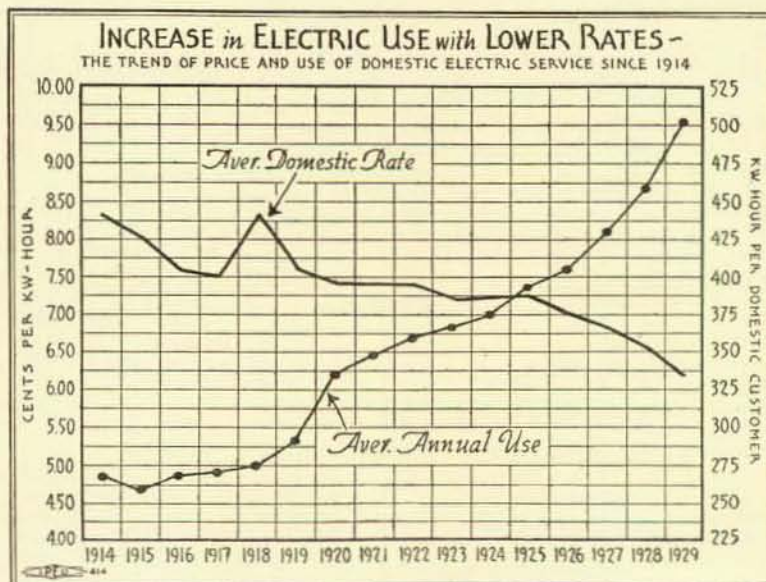
rate was 6.55 cents per kilowatt hour and \$26.50 in 1922 when the average rate was 7.39 cents.

"Utility companies understand the principle of lower rates well and voluntarily have put these into effect from time to time either because their own operating results have warranted such action and they wish to pass on to the consumer savings made possible through larger and more economical operations, or they may lower rates with the sole purpose of stimulating consumption of gas or electricity thereby. Many companies have adopted a scientific rate, graduated according to the amount of current used by the customer. This is a promotional or inducement form of rate and has been found of great value in increasing the use of appliances and equipment, at the same time being equitable to the customer who benefits through lower rates, and profitable to the company as well. The aim of the utility companies is to have a low domestic top rate and a schedule which will encourage use. It is well known that the small use domestic customers seldom pay their way, but through the inducement form of rate they will be encouraged to make greater use of the electrical and gas facilities which are available to them at progressively more favorable rates. In many localities moves have been made to institute inducement rates and wherever adopted they are generally credited with being the ideal rate structure."

This view has been repeatedly expressed by the ELECTRICAL WORKERS' JOURNAL, during the last six years. Yet it never appears to occur to the leaders of the power industry that they can forestall political coercion by reducing rates. The gas utilities are doing it to make way for the installation of gas furnaces, and the wider use of natural gas.

NEW THERMOMETER TO PARALLEL HUMAN FEELINGS

A new way of indicating temperatures so that the number of degrees will show more accurately the feel of the weather to the average human being, was suggested by Professor J. S. Haldane, celebrated British biologist, in a letter to the London Times, written during England's recent unprecedented hot spell. Instead of the reading of the ordinary thermometer, Professor Haldane suggested using the so-called wet-bulb thermometer, the bottom, mercury-filled bulb of which is covered with a small cloth bag kept continually wetted with water. This wet-bulb instrument almost always reads several degrees lower than the ordinary thermometer because the evaporation of water from the wet cloth has a cooling effect and thereby lowers the bulb's temperature. Professor Haldane's reason for preferring this wet-bulb reading for ordinary use is that a precisely similar cooling effect happens to the human body in hot weather because of the evaporation of perspiration.



Courtesy Magazine of Wall Street

The Electric Servant



19,000,000
wired
homes

17,700,000
use Electric
Irons



Saves many steps
and burned fingers



The oil lamp, business promoter
for the eye doctor

5,735,000 use
Electric Washers



Old fashioned workday,
the "laundry Terror"

7,700,000 use
Electric Cleaners



Dust and germs
accumulated, not
distributed.

5,600,000 use
Electric Fans



Rep. for the tired
business man.



No muss, no fuss.

1,223,000 use
Electric Refrigerators

Torch of Skill Handed From Old to Young

By H. W. MAHER, L. U. No 134

IN the evolution of American industry the electrical mechanics have awakened to the fact that they must be constantly informed on new developments in the electrical field.

Today, improvements in this field are being made so rapidly that text books have difficulty in keeping pace with them. Electrical engineers, scientifically trained, are receiving special instruction on the new developments in the laboratories of large manufacturing concerns.

The electrical mechanics, unable to spend the time for such special instruction, must create an opportunity for receiving information, at the same time continuing with their daily activities in the positions which they now hold. The position of electrical mechanic is so vitally important to the industrial world that he is not able to leave his post during working hours. Evening instruction as given in our colleges is too theoretical to be of concrete value to the electrical mechanic. He must have concise and specific information dealing with modern electrical equipment, its operation and maintenance.

As a solution to this above problem the Electrical Maintenance Society of Chicago was organized two years ago. This group was composed of 20 members of Local No. 134, I. B. E. W. These men realized that it was impossible to place limitations on what the future might bring to the electrical industry. It was their intention to institute an educational organization, designed to keep those who were already competent mechanics abreast of the times in the science of electricity—a supplementary educational service, a guiding hand that would be appreciated by men who were guarding against the danger of going stale in their profession.

At the time of its institution it was the plan of this organization to hold one meeting a month. At these meetings current electrical developments were discussed and members were furnished with blue prints on electrical apparatus of interest. Educational lectures were delivered by eminent electrical engineers. Questions were answered, and problems were solved.

These monthly meetings proved to be so helpful that the members decided to meet once a week. These men came in the evening, after working all day, and sat in the

In two years the Chicago Post-graduate Course in electrical science has grown from 20 to 350. Unusual record made.

class room engaged in absorbing knowledge pertaining to their work.

The members of the class were convinced that if they could conduct some practical and experimental tests on some of the modern electrical equipment, the knowledge gained would help them greatly with their daily problems.

They took their problem to the leading manufacturers of electrical equipment, who in turn were glad to co-operate with them. The class as a body visited places of electrical interest and there, under the supervision of the manufacturers' engineers, practical and experimental tests were made on equipment.

This method of education brought them in close contact with many capable engineers. Many new terms were added to their electrical vocabularies. They learned new methods of testing and "shooting trouble."

Upon the resumption of their educational activities for the autumn period of this year they find they now have a membership of 350 mechanics, both young and old. Many of these men are experts in their own particular branch of the electrical industry.

The members feel that one of the most outstanding advantages of this organization is the opportunity the young fellow has to rub elbows with the "old timers." These members of the local, who have spent years at the trade and who possess much of that valuable knowledge which comes only from experience, are eager to pass it on to the younger men, who must carry forward the reputation of good workmanship which these veterans have fostered and protected through the years, and which is one of the cherished possessions of Local No. 134.

Our whole social life is in essence but a long, slow striving for the victory of justice over force.—John Galsworthy.

New Telephone Device Will Spell Out Difficult Words

Engineers of the German telephone service are experimenting, it is announced, with a new attachment by means of which written words or letters may be sent over the telephone wire in addition to the sounds of speech and recorded in writing at the receiving end. Everyone has the frequent experience of finding it virtually impossible to make the person at the other end of a telephone conversation understand long numbers, proper names or unfamiliar words. To meet this situation the American telephone and telegraph companies have developed the various alphabet codes in which letters being spelled out over the telephone are identified by words; like "A as in Adam" and so on. The new German device improves on this by really spelling the letters over the wire and writing them down at the other end. Whenever difficulty is encountered in making a word, proper name or other written expression understood by one's listener, the telephone user switches on the new attachment and spells out the troublesome matter letter by letter. The listener then reads this as it is reproduced in writing in front of him and the conversation proceeds. The device is operated, it is understood, by a series of special signals, one for each letter, which can be sent over the wire automatically as the letters are indicated, and which are sorted out automatically at the receiving end, each such signal printing the corresponding letter. The device will be tried first, it is expected, on German long-distance lines, on which clarity is seldom so good as in the United States and where the possibility of spelling out difficult words when necessary is expected to appeal to users and to increase the popularity of the service.

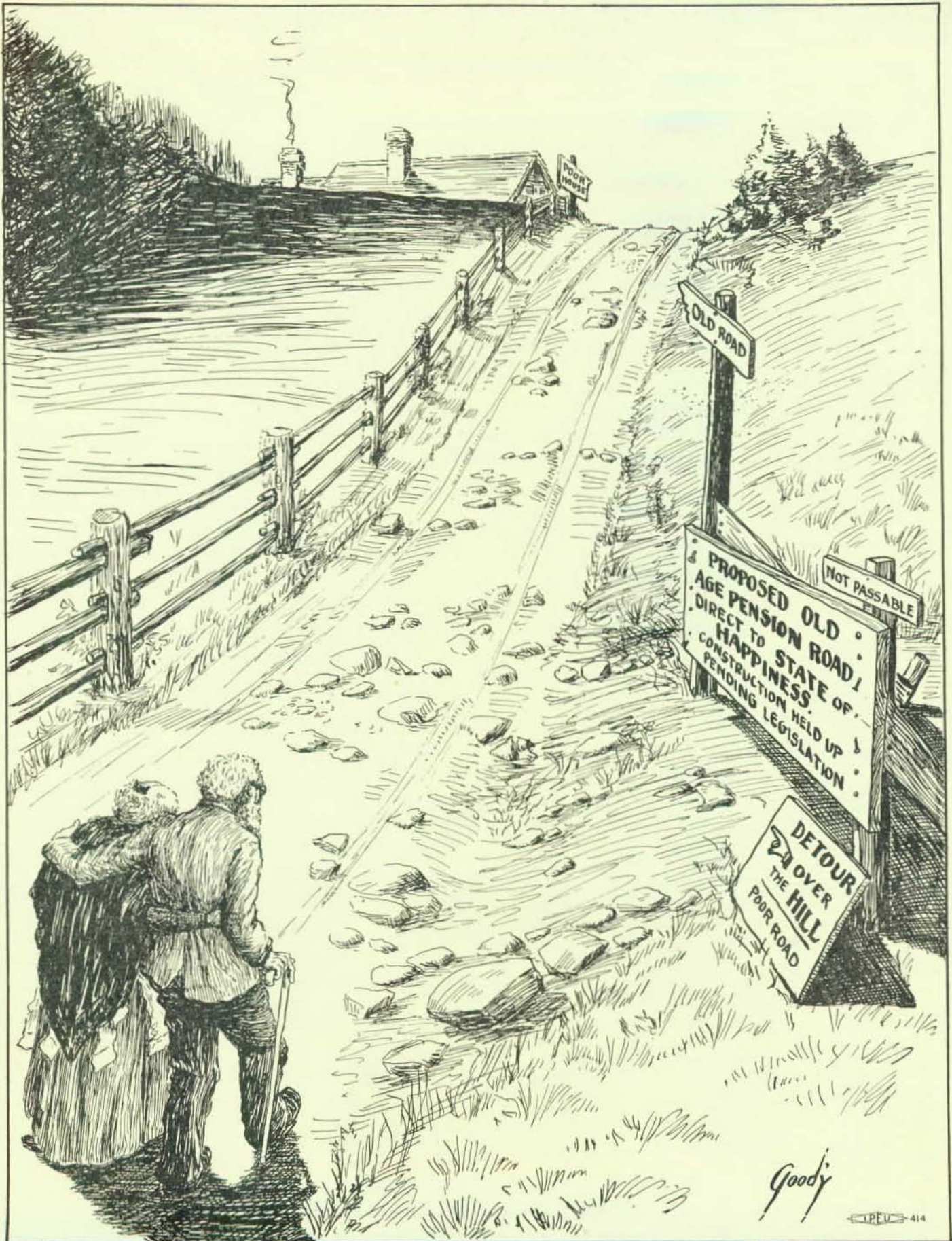
Even the cleverest and most perfect circumstantial evidence is likely to be at fault after all, and therefore ought to be received with great caution. Take the case of any pencil sharpened by any woman; if you have witnesses, you will find she did it with a knife, but if you take simply the aspect of the pencil you will say she did it with her teeth.—Twain.



INTERESTED IN COMPETENCY AND CRAFTSMANSHIP, THIS GROUP OF ELECTRICAL WORKERS HAVE ORGANIZED A "POST GRADUATE" SOCIETY.

CLOSED—THE ROAD TO HAPPINESS

Drawn for Electrical Workers' Journal by Harrie S. Goodwin



Europe's "White Collars" Respond to Organization

By LEIFUR MAGNUSSON, Economist

THE minds of the workers abroad have been in unusual active ferment this summer. Beginning with the meetings of the Miner's International Federation in May, continuing with that of the Amsterdam International in July, and terminating with the sessions of the Professional Workers International the middle of September, labor opinion has been stirred up and brought to bear upon the difficulties that confront the workers in the world-wide unemployment crisis. Bad times as usual have given birth to good ideas and aroused a new energy to carry on. The International Federations have retained their membership and those in newer countries have consistently increased theirs. The most significant development perhaps has been the rise to activity of the associations of the salaried employees, professional and semi-professional workers, and civil service workers. While communism has been admittedly active in the ranks of trade unionism abroad it has not changed the fundamental conservative character of the ordinary trade union movement in its opposition to the Third or Red International. The movement in Greece had affiliated with Amsterdam by 1929, and Norway has alienated itself from Moscow. Gains in membership in 15 countries are shown with losses in 10. Plans are being made for the reorganization of the International Federation so as to bring more closely together the separate international craft secretariats and the I. F. T. U. (Amsterdam) which represents only national federations of unions. The headquarters of the I. F. T. U. have been moved from Amsterdam to Berlin, a position occupied before the war.

The meeting of the Amsterdam Federation (I. F. T. U.) representing occasional conflicting national groups and interests usually makes its point of view that of labor as a consumer. For if it tries to conciliate the conflicting interests of producing groups, that is, one trade union as against another trade union, it finds that in the economic world what is one group's meat is the other's poison.

Pay As Consumers

Under pressure of the consolidation movement among enterprises in Europe and the growth of rationalization or scientific management as called in this country, the trade unions in Europe are reacting with some new demands. Two hundred and fifty delegates at the Stockholm meeting of the International Federation had no illusions as to the effect of these mergers which in Europe are international. In Europe as in the United States the tendency is for these large industrial enterprises to pay less attention to the labor problem and to be willing to pay higher wages and to let down in their fight against labor. Actually, however, the delegates at Amsterdam were of the opinion that the real burden upon labor comes by the control of prices exercised by these consolidations.

It was for this reason that the meeting agreed upon a resolution declaring for the necessity of the "supervision of the economic system and the right to a share in management through national and international authorities . . . through the working class and its organizations, the trade unions."

The delegates demanded the setting up of an "international economic office" to

Communism fails to penetrate trade-union ranks. What are the immediate problems of Europe's unions told by economist, recently returned from conferences.

work in the sphere of economic policy-making the same way that the International Labor Organization works in the sphere of social practice and policy. Economic councils similar to those already achieved in some countries were demanded to further the achievement of industrial democracy and dictatorships were condemned as obstacles to such industrial democracy.

A rather novel demand has been made by the National Association of Salaried Employees in Czechoslovakia which asks that the trade unions be consulted in the negotiations of commercial treaties. This would seem to open up a wide avenue of possibilities for trade union activity with commercial treaties becoming more and more important. The Railwaymen's International is undertaking the creation of an international railway body representing governments, railway administration and the workers' unions, and has asked the International Labor Office for information as to delegations of that sort.

In line with increasing its international efficiency the delegates at Stockholm began a movement for the re-organization of the I. F. T. U. At present the federation is made up of representatives of national trade union centers which represent a federation of trade union organizations in each country. Alongside of the I. F. T. U. there is the international bureau of the different international or craft federations such as the miners, transport workers, textile workers and so on and so forth. The question of tying these federations up with the central Amsterdam bureau of the I. F. T. U. was brought up but was referred to the executive committee for

further study and report. The American situation offers an analogy in method whereby the internationals as well as state and city councils are represented in the one organization of the American Federation of Labor. Therefore, the proposed re-organization of Amsterdam may prove of interest to the American movement whose abstention from Amsterdam was commented upon by individual speakers and hopes expressed that a round table discussion could be had between the leaders of the European and American movements to bridge the gap of a decade of separation. The headquarters of the I. F. T. U. were ordered transferred to Berlin where they were before the war.

As part of its insistence on the need of international institutions, the federation re-emphasized its support of the International Labor Office, though not without a note of some criticism as to lack of progress in social legislation. The miners' international federation was also critical and wanted more progress in securing greater uniformity in mining conditions.

Strive For Short Week

Notable among the actions of the Stockholm meeting was the itemizing of a policy of social legislation representing long-standing demands of European workers. By speech and resolution the meeting called attention to the differences of promises before the war and lack of fulfillment in granting the 48-hour week. It was pointed out that the productivity of labor now justifies even the 44-hour week, a step in advance of the aspirations expressed in the treaty of peace and the charter of the International Labor Office. The program of social legislation laid down included all such time-honored questions as workmen's compensation, health invalidity and old age insurance, unemployment insurance and family allowances; additional protection for special groups like women and children; vocational education for the masses; right of association and a weekly rest and the dismissal wage, etc., altogether 25 separate demands being formulated.

The problem of the older worker is bothering the civil servants and salaried employees. The question of amalgamation among these groups is growing and the tendency is to consolidate scattered groups. The organization of salaried employees in general is about in the same stage of development as that of industrial workers a decade ago.

Unemployment has been a serious question among salaried and professional workers. Among pressing problems are those of wages, the older employee, amalgamation of organizations, housing, classification of salaries and positions, the rights of inventors who are public employees, and retirement and pension legislation.

Professional workers are becoming increasingly organizable and group conscious. An international congress convenes this month in London and will take action on 25 or more specific problems, including their international organization and relations.

The International Federation of Neutral (non-political) Trades Unions reports the affiliation of labor groups from four countries. This new neutral group and the existing International Federation of Christian Trade Unions in general support an economic program not differing from that of the Amsterdam (now the Berlin) federation. The forms of labor internationalism have always been more varied than its spirit and purpose.



LEIFUR MAGNUSSON

Electrical Union Subject of Scholarly Study

DR. C. F. MARSH, economist, William and Mary College, has made the International Brotherhood of Electrical Workers the subject of an exhaustive study. His book, "Trade Unionism in the Electric Light and Power Industry" stands alone as a record of union activities in the present period of electrical expansion. Dr. Marsh brings a shrewd eye to bear upon labor questions. His second work is now appearing in series in the Journal of Land and Public Utility Economics. The first paper was "Trade Union Activities in the Electric Power Industry" (November, 1929); the second, "Collective Bargaining by Unionists in the Electric Power Industry" (May, 1930); "The Influence of Public Ownership Upon Union Power" is scheduled for early appearance.

Dr. Marsh is not the only economist who has made a study of union activities. Michael A. Mulcaire C. S. C. presented a thesis to the Department of Sociology, Catholic University of America, in 1923, entitled "The International Brotherhood of Electrical Workers, a Study in Trade Union Structure and Functions." This is an excellent study of the early history of the union. The two works may be said to supplement each other.

Dr. Marsh's comments, coming as they do from a scholar with an objective point of view, are significant.

Effects of Mergers

Of the effect of mergers and consolidations in the power field upon the union, he says:

"The continued fusion of these small companies into systems of companies and the fusion of these systems into larger systems has resulted in the organization of the industry into a small number of systems operating on a national scale. Except in certain cities where local conditions have strengthened the bargaining power of the local unions in the same manner, the influence of the union has declined as consolidation in the industry has increased.

"Consolidation has affected union influence in the industry both directly and indirectly. The direct effect has been the decline in the bargaining power of the local union relative to that of the formerly independent companies. Indirectly, it has facilitated the development of the company union movement and other movements calculated to build up the loyalty of employees to the companies. Only those companies with great financial resources have been able to establish industrial relations departments and the numerous employee services, such as stock ownership, pensions, insurance, educational plans, etc., which have almost always been closely associated with employee representation or company union plans. As small, independent companies have become parts of large, centrally-controlled systems, the company union movement has spread to these companies. Some of the members or prospective members of the local union employed by companies having a strongly developed company union have been attracted to these company organizations and voluntarily dropped their trade union membership.

"A larger proportion have left their trade union and joined the company union because they were compelled to do so in order to hold their jobs."

Wages Depend on Unionism

He asserts that organization results in improved working conditions.

"As a matter of fact, this information is one of the least dependable measures because changes in wages and working conditions are

Prominence of organization in dominant industry leads Dr. C. F. Marsh, economist, to appraise union's strength. Measures effect of consolidations. Indicates wage curve moves upward with organization.

dependent upon a multiplicity of factors of which collective bargaining by unions is only one. It is generally recognized, however, that union activities tend to accelerate the upward trend of wages during periods of rising prices and tend to retard the downward trend of wages in periods of falling prices. Information concerning the general level of wages paid to all electrical workers in the central station industry is lacking. Yet the informal reports of local unions yield sufficient information to indicate the tendency of

linemen's wages. This is particularly true for the period 1916-1920, which, as we have seen, was the period of greatest activity on the part of the unions."

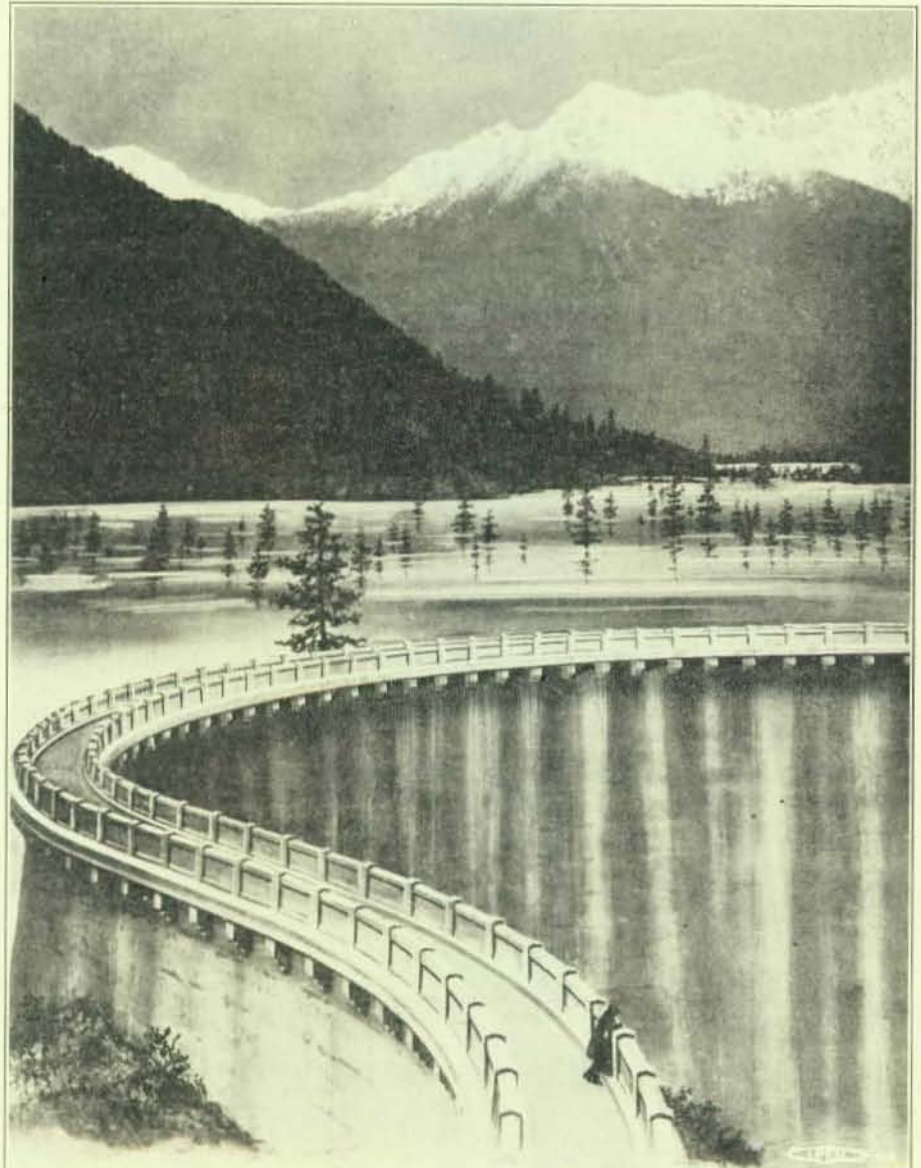
He then publishes a table showing continuous increase in wages due to union pressure.

Dr. Marsh's portrait of the lineman as a worker will interest if not disturb many readers. It is a fact that Dr. Marsh portrays the lineman of 10 years ago. This type is largely eliminated.

"Character of the lineman. A factor closely related to the internal condition of the union has been the character of the lineman, the most numerous type of electrical worker in the central station industry. Since the early days of the industry many linemen have been of the care-free transient type which seldom works longer than six months in one community.

"The traveling nature of the lineman, coupled with the rigorous, hazardous nature of his work, has tended to develop a rather independent, irresponsible type of individual whom both employers and union officials have

(Continued on page 596)



THAT DAMS MAY HAVE AN APPEAL TO THE EYE SIMILAR TO SKYSCRAPERS, IS TESTIFIED BY THIS VIEW OF THE CUSHMAN DAM, SEEN AGAINST SNOW-CAPPED MOUNTAINS.

Unthinking Worship of Past Mars Today's Picture

By P. J. KING, Financial Secretary, Lodge No. 264, I. A. of M., Boston, Mass.

IN the July issue of the ELECTRICAL WORKERS JOURNAL, President Broach, on his page of comments, quoted the following extract from a business agent's letter: "I quit, life is too short for me to represent this organization to fight the non-union boss, fight for every job, and then fight the union on top of that. Jealousy among the members has created so much distrust there is no faith in anyone. Every action is questioned in the light of a crooked deal. Actions taken for the good of the local are, without exception, bitterly fought by the members. They simply won't have the truth—and so I'm through. It was a bitter experience."

Your letter, fellow business agent, has caused me much reflection during the past month and has finally prompted me to attempt a reply in which I acknowledge experiences similar to yours, but which, somehow, has caused me to accept them, and to act differently; so much so that I cannot and will not quit.

Ten years ago I was elected to the office of financial secretary of the largest contract machinists lodge in the east. I had as fine a set of theories and ideals on the meaning of brotherhood and the glory of organization and loyalty as anyone. During those years my theories and ideals have been roughly handled—but strange as it may seem to you, I now possess a harder and finer set.

Knows Pain and Trouble

I, too, know what it is to be double crossed, to be knifed where I had right for co-operation, to see men who owed everything to the union cast aside their membership when not obliged to retain their membership. I have been gyped on loans, on notes and bad checks. I have met men of all races and have found that there is no race that possesses all the virtues. I have known representatives of all races who failed miserably in upholding their obligation as union men. And yet I have also representatives of the same races whom I have cause to admire and whose friendship I value.

I have known men who have been benefited by their membership with substantial increase of wages and assisted to better jobs than they could ever secure by their own unaided effort, and yet they would fail to carry on. I have lately had experience with one who had his wages increased \$20 a week and yet was so mean as to admit that he was not going to continue his membership. "His reason was \$1.75 saved was \$1.75 earned"—the rate of monthly dues.

I have known what it is to face a meeting that had been worked up for blood. I have known what it is to lose out on measures that I thought was for the best interests of the local. I know what it is to see members talk big on the floor and act small in their daily work. I know what it means to go sleepless through the night and to wonder, was it worth while to continue on—was the effort worth while? Is the organized labor movement spent?

I have visited men of all nationalities and sat with them at their home when their spirit seemed flagging. I have been in sections of the city where the lowest forms of prostitution is practiced. Groped up stairways reeking with the grime of years, and wondered how it was possible for human beings to live in such holes. I have been in the north end slums of the Italian district, groped up stairways of towering tenements,

An official of one of the largest machinist locals in the world speaks to brother business agents. Interprets history as it should be interpreted. Indicates that President Broach has reached to the very nerve of organization.

and wondered if I would be taken for some gangster or prohibition agent. And again I have been in the home of a member who lived on Brattle Street, Cambridge, the aristocratic thoroughfare that connects two sections of Harvard.

Do Not Expect Too Much

As I look back over those years I have learned to take men as they are and learned not to expect too much from the individual man. If one man fails me, then, I pin my hopes on the next. Many times I, too, have had the thought of quitting. But through the night, after hitting the bottom of discouragement, I seem to rise again to surface with a desire to keep my head up and swim on.

It is then I think of the wonderful experience it has been my good fortune to have in having such connection with the labor movement. I know Swedes, Poles, Italian, Irish, English, and others for whom I have the greatest respect. And I know no job where I could have had such opportunity to really understand human nature and to learn to accept man as he is with all his faults and virtues.

Knows Bestial Conditions

No matter how discouraged I have been in the past I could never forget the fact that when a youngster on my first job after leaving school I worked in a factory 10 hours a day and until 5 o'clock on Saturday, in a room with no window and ventilated through an acid-laden atmosphere of the plating room.

One day I left the shop for dinner and I noticed the machinists grouped on the outside. Observing that they were not in their overalls and working clothes, I inquired the reason for the holiday. It was then I learned that they were on strike. The next day a notice was posted that the shop would be on a 54 hour week with closing hour of 12 o'clock on Saturday. Saturday half holiday was given me as a gift. Twenty machinists, organized, were successful in gaining this concession for 300 unskilled operators. All through the past years the thought has clung to me that I owed my generation something in return. While my service would never be anything exceptional, still I could not quit.

Brother Business Agent, I do not criticize you. But I do feel that you are losing something when you quit and do not or have not accepted the opportunities that were open to you for developing with all your trials. It is true as your president has stated, "The game is a killer" to some. "It'll ruin you, finish you, or it'll make something out of you—it will fit and train you as nothing else will." While I make no claim for any unusual finish, as I look back over my experiences, the studies I have made, the en-

larged outlook on life, it has given me, I would not exchange those years for the best shop job I ever knew. Had I worked on such a job, even with far better wages, I would have missed much that I have learned through my duties and continued interest in the labor movement. With all its weakness, largely due to the weakness of man himself, I know no better movement, in this day, that is prepared to carry on its work and meet the difficulties that are ever present. The American labor movement is still able to carry us through to better times, but you know and I know that but too small a percentage are alive and keen enough to carry through the programs and measures advanced. If every organization was headed by presidents of like ability and the courage of your president, would they always find the membership behind them on the next forward march?

Discouragement Always With Us

The labor movement will lose business agents and many members through the coming years, members who have not grasped its meaning and to whom the easiest way is to quit. It is discouraging to know that there are international presidents who are not fitted for the job, vice presidents who cause one to wonder how they ever attained that office, that there are business agents who have never felt the deeper meaning of organization and the years of sacrifice required in building it to its power of today.

This you will agree is not a condition that exists alone in the labor movement. It requires no extensive study of present day conditions to know that the same failing applies to business, politics, the ministry, the college and every other institution that is formed by man.

Wrong View of History Hit

Too often we are discouraged in thinking that our own times are guilty of all the failings and that the past must have been favored with men of larger vision and character. The effect of an unthinking worship of past statesmen and causes unfits us in taking our part in the history of today. History in which every man should take his part at the ballot box and in the continuous discussion out of which public opinion is formed. We forget the great fact in our history that the men at the helm in crises were not superhuman beings with a unanimous purpose, but men with failings who disagreed bitterly among themselves, and yet frankly faced shortcomings and differences and overcame them so as to bring new institutions into life.

So must we. To picture the past as an heroic age unlike our own will produce in any officer when once in the movement either disgust at the supposed decline, which will make him shrink, or else cynicism and willingness to play the dirty game since nothing better seems possible. In either event he is liable to ignore the opportunities for idealism which the great men of the past displayed under circumstances not much unlike those in which he lives.

The teaching of the past is of little use unless it emphasizes its similarity to the present. The time when our forefathers lived seems long ago to us, but it did not

(Continued on page 588)

Uncle Henry's and Cousin Bill's Fan Mail Big

BECAUSE of the fact that WCFL is the only station in the world owned and operated by organized labor, it occupies a unique position in the field as a whole. Its strenuous fight to hold its present channel and to secure full time opera-



UNCLE HENRY

Here, boys and girls, is Henry Francis Parks, the real Uncle Henry of W. C. F. L.

tion is too well known to require additional comment here. "The Voice of Labor and Farmer" has consistently maintained a policy of education and enlightenment to its listeners as well as provided the best entertainment. Opportunities have been afforded various nationalities to bring special "hours" or "programs" to WCFL's vast audience which would acquaint that audience with the folk-music of these nationalities. German, Jewish, Irish, Spanish, Polish, Lithuanian, Russian, Swedish, Italian, Bohemian—all have been represented. In fact, foreign programs have been a major policy of the station, for it was felt that with these listeners sufficient interest could be developed to sell the idea of unionism and the ideals of the A. F. of L. all the better to these people who might never otherwise be susceptible to assimilation.

Uncle Answers Posers

The barometer of public appreciation of a program is the mail bag. And when we consider the many features constantly put on WCFL we have to pause for a moment when juvenile activities are considered. The largest recipient of mail is the Junior Federation Club. This club which holds its program every week day, during the winter months at 4 p. m., and the summer months immediately following the baseball broadcasts, is handled by the program director, Henry Francis Parks, who is known as "Uncle Henry." To more than 40,000 enrolled children whose ages range all the way from absolute infants to the old folks (one lady is nearing the century mark and is an ardent listener), "Uncle Henry" is the personification, the apotheosis of idealism every child has. Not only with regard to

Popular entertainers of children on WCFL real persons. Daily grist of letters great. Educational aim. New services of labor's broadcast station revealed. Reaches all nationalities.

the entertainment features offered in the way of good music the children themselves singing, writing contest and what not, but also with reference to school help given the children with their school problems, is "Uncle Henry" identified. Being a recognized musician and scholar who has taught in leading universities and colleges of this country, "Uncle Henry" is constantly at the beck and call of the grammar and high school whose progress in science, history, literature and what not, has struck a snag.

It is nothing for him to answer over 100 letters a week, and they are all answered personally. Mary wants to know how she can win a school debate; Tommy has a problem in cube root he cannot fathom; Susie simply can't remember when Lief Ericson landed on American shores; Johnnie wants to know whether his analysis of the Binomial Theorem is correct; and so on. It is one of "Uncle Henry's" secret delights to coach some child in a debate and later to receive a letter stating that he or she won the contest. This is but a small fraction of the work entailed to running the club. Sending out the cards and buttons of membership; education in parliamentary procedure; promulgating the doctrine of good citizenship, and many other things occupy this busy child lover's time.

And, possibly more important still is the annual Christmas party held for the children, which brings a ray of sunshine, a smile on sombre and chilled cheeks, a gladness to a child's heart at the time when the whole world is celebrating. The last party entertained nearly 10,000 children. Every one received a major Christmas present, the boys a mechanical toy, the girls a beautiful doll; in addition, a box of cakes, donated by the bakers' unions of Chicago, fruit, candy and minor toys donated by the thousands by sympathetic business men and friends of the children.

Cousin Bill Directs

Obviously, such a huge enterprise does not function of its own accord. This brings to light the guiding of these happy festivals, Winfield S. Leidig, president of Local 548, Journeymen Barbers International Union of America, Chicago. Unstintingly, Leidig, or "Cousin Bill," as he is affectionately known, gives of his time each day to appear on the children's hour. His work during the Christmas party drive, as chairman of the special committee chosen by the Chicago Federation of Labor, was the one element which made the party a possibility. He is the permanent chairman of this important committee. But, his activities have not ended solely with this work nor the personal appearances on the program. In addition, he has, periodically, from time to time, donated prizes of all sorts to the children as rewards in the various contests which form a large part of these programs, and has done a great deal of charitable work among the children which he only too modestly never discusses. "Cousin Bill" is

a kid once again on the programs and enjoys them keenly.

Then there is Cousin Jean, a little Polish girl, who in private life is known as Jean Santaj. Cousin Jean takes care of the routine correspondence, sending out cards and buttons and also acts as hostess to the children while they are in the studio. She has her hands full sometimes, but with a smile and a sweet, sunny disposition she has also endeared herself to the thousands of children who know her personally.

"School Days" is always the opening theme song and is usually played after Uncle Henry opens up with "Hello, boys and girls, and mothers and fathers, and everybody of our radio audience! And how are you today? That's fine. I'm happy to say that we're all the same here. Now it's time for School Days and here it comes!" "The Tin Pan Parade" is always the closing song but is not played until "Uncle Henry" and "Cousin Bill" have closed the "meeting," regularly moved and seconded, etc. The children get out the box of tin pans and beat time to the "Tin Pan Parade," which, followed by the usual farewell words closes the program for the afternoon.

Another thing the children simply revel in is community singing. Of course, their elders set the example in the various movie theatres and being natural mimics they re-



COUSIN BILL

And here is Cousin Bill, who knows the hearts of boys and girls. In real life, Winfield Leidig.

spond with great enthusiasm to the same type of entertainment. Their glorious, childish voices constitute a beautiful benediction to the program and radiate happiness to the great listening public.

The Junior Federation Club sends out this invitation:

"We hope we have told you enough of this particular activity of WCFL that you will be even more proud than you now are of labor's great station. If you are in Chicago at any time be sure to visit us. We are located on the seventh floor of the Brunswick - Balke - Collender Building, 623 South Wabash Avenue."

**JOURNAL OF
ELECTRICAL WORKERS**
Official Publication International Brotherhood of Electrical Workers

Devoted
to the
Cause



of
Organized
Labor

Volume XXIX

Washington, D. C., October, 1930

No. 10

Fallacy of Wage Reductions

Following the lead of the National City Bank, the *Annalist*, financial weekly, published in New York,

makes a plea for wage reductions.

"Further analysis reveals a great unbalance in respect of many important branches of labor. The cost of building was reported at about 200 for a long time up to last May, when it began to come down. Inasmuch as the raw materials entering into building have fallen far below 200, the labor component, which probably constitutes 50 per cent of it, must have been much higher. Some authorities have put that index number as high as 250.

"This reveals a serious unbalance, which sooner or later is destined to be corrected. The index for labor can depart from the index for commodities only in so far as economies in production accrue to labor, which always they do, but never to such an extent in such a brief period of time as the indices have been showing.

"There must, therefore, be a drawing together of these indices, which may be referred to as a deflation of labor, conforming to the deflation in commodities that has already occurred. This will naturally be a painful process. It may be reasonably inferred that inasmuch as these basic indices have diverged they will gradually tend to converge in correction. This is to say that while labor rates are declining commodity prices may experience a moderate rise."

The Magazine of Wall Street takes a similar omniscient attitude and predicts the inevitable slashing of wages.

"Notwithstanding the humanitarian trend of the times, labor costs must be considered economically in the same light as material commodities. The pressure of lower commodity prices makes for lower labor costs. These will be sought by further mechanization of industry and also by reduction in wage rates. Big and efficient business is putting the emphasis on the former but little, and backward business leans to the latter method of readjustment. A continuation of commodity price recession must sooner or later lead to great pressure for reduction of wage rates, with potentialities of violent disputes between employers and organized labor."

Now both of these pronouncements have the air of being "scientific." They are the work of "economists," and they are promulgated under the pretense of benefiting industry and the community. The fact is they are a form of special pleading directed to a definite aim for the benefit of a special class, money makers and investors.

The fallacy underlying these arguments adheres in accepting hourly rates of pay as a standard of income for workers. The truth is hourly rates of pay are only remote indices of the

actual income of employees. For instance, the \$1.37½-an-hour wage received by workers in the building trades measures a yearly income in 1930 only one-half as large as \$1.17 an hour measured in 1928. This is true simply because the building craftsmen worked only one-half the number of hours in 1930 as in 1928. In other words the deflation of labor began with the deflation of business. Unemployment is only another word for the deflation of labor. Labor's deflation began (and always does) the minute business deflation began, and it will not cease until long after business deflation ceases.

In effect, then, these mouthpieces of the money-makers are asking labor to pay twice. Once in unemployment, and once in wage reductions.

They make this insolent suggestion under the guise of economic law. It is made in an era of huge profits. They say nothing about inefficient management of industry, which causes unemployment. The irony in the situation for labor adheres in the fact that labor has nothing whatever to do with causing business recessions, and must pay for them.

Note of Warning

It will be noted that the Magazine of Wall Street predicts "violent disputes between employers and organized labor." This is exactly what employers are in for the minute they undertake to deflate labor twice. There is historical precedent for labor opposition. The same kind of smart reasoning was used after the panic of 1921 to justify making labor pay a double indemnity for management's sins. Labor resisted. Of this resistance, and labor's success, President Hoover's Committee on Recent Economic Changes said:

"In 1921, more than 300 articles appeared telling of methods used in cutting wages and speculating as to how far they would fall. By 1922, articles of this sort had disappeared and those about wage incentives had taken their place. In 1923, Mr. Baum, in the *Paper Trade Journal*, wrote, 'It is becoming a sign of poor management and a mark of disgrace to pay low wages.' Since then even more emphatic statements have been made and by employers of national reputation. The high wage doctrine by 1926 had gained its present standing."

Subsequent events justified labor's stand.

A Scientific Wage Scale

Another fallacy locked into the remarks of the *Annalist* and the Magazine of Wall Street lies in the assumption that there is such a thing as a scientific wage scale. Their hypothesis is that wages are fixed by economic law. As a matter of fact wages are fixed by human fiat. By agreement in some industries. By dictatorial edict in others. If wages were fixed by economic law they would tend to uniformity, and everyone knows the gap between wages paid in the same industry. Now it is possible for wage scales to become much more scientific. If each industry had research agencies operated by employers and workers to measure the ability to pay of that industry, based on production costs, and just distribution of profit, groundwork would be laid for a scientific wage scale. Such

a scientific wage scale could well become a sliding wage scale, that is, wages could be adjusted to meet business fluctuations. But profits would have to be adjusted also. In a time of business panic, if labor took a lower wage, in order to get business started, that wage would have to be immediately increased the second month, again the third month, until the standard was reached. But would the wages be raised until the standard was reached?

At present, a wage scale measures the economic strength of workers, and the degree of economic enlightenment of employers. It is a symbol of a long struggle of workers for justice, and no more can be lowered under present conditions, than the colors of an army can be lowered. As with an army, so long as labor can fight, its wage flag will triumphantly wave.

Management's Responsibility Too much is talked about labor's responsibility to work at reduced rates, and too little about management's responsibility to provide employment. There is little doubt that management exists primarily to make money for absentee owners. Profit-taking is the major job of management. Managers who can't make money for investors are discharged. Whoever heard of managers being fired because they could not provide employment! But there will come a time, if it is not already here, when the test of a manager will be his ability to provide work for his employees.

Walter Rautenstrauch, professor of Industrial Engineering, Columbia University, outlines the qualifications of good managers.

"1. To establish and maintain the best financial structure adapted to the business requirements.

"2. To make a reasonable profit in the capital invested.

"3. To establish and maintain those relationships with employees which will best promote the growth of the character of each individual.

"4. To establish and maintain those conditions of employment, which promote a sense of security, personal and group security; and the satisfaction of ego,—that thing which drives us to work when we do not have to, which causes us to create something; and loyalty to a common cause.

"5. To pay just wages for work done."

"Which promotes a sense of security," how little of that do the workers of America now have!

A Business Man's View In contrast to the point of view of money makers on the necessity of cutting wages, Lieut.-Governor Lehman, New York, himself a business man, recently declared:

"Of late I have been greatly disturbed to hear rumors and reports of actual or threatened wage cuts in some of the industries of our country. I am disquieted over such a possibility, because it is my firm and very definite belief that nothing would prevent or delay our return to prosperity so much as a general or even fairly widespread reduction in our wage scales or a lessening in our labor standards. Any such course would be a shortsighted and disastrous one for the country to pursue. It would react no less unfavorably

on the interests of the manufacturers and merchants than on the workers themselves.

"But it is said high wages should be reduced at least to the extent of the reduction in living costs. Well, my answer to that is that, in the first place, the reduction in living costs has been relatively slight and very gradual. Living costs are off only 6 per cent in the last nine or 10 months; in other words, from the time of our peak prosperity to the present. And there is no telling whether even that reduction is going to be of a permanent character.

"The road to success does not lie in lessened wages but in lessened costs in spite of high wages. Year by year in the last decade the costs in our major industries have been reduced in the face of the maintenance and sometimes even the increase in our wage scale. This has been done through the genius and efficiency of management and the loyalty and the industry of the worker. The manager must be prepared at all costs to maintain wages and standards of work; the worker must give to industry the best that is in him."

This represents the highest ground which can be taken in this important wage question.

National Economic Plan Board Rudolph Spreckles, multimillionaire president of the Sugar Institute, may not have the perfect combination of remedies, but he has been quick to sense the painful need for co-ordination of business. In Boston, Mr. Spreckles was as caustic as a soapboxer in his criticism of the Supreme Court and State Legislatures. They hamper business by their inconsistent application of anti-trust laws, he said. What is the greatest need in this hour of national demoralization, is a central agency (he named the federal government) to prevent ruinous competition.

"We can not expect a return of prosperity until the present condition of unemployment is overcome. Immediate steps should be taken by our government to regulate competition as it did during the World War. By allocating to each manufacturing company its legitimate share of the existing demand and requiring them to sell at price fair to consumers which will insure a reasonable profit, confidence could be quickly restored.

Now this sounds dangerously like socialism, and will make a lot of Spreckles' millionaire comrades shudder. The point is, it is not Socialism, but the logical development of national experience, illuminated by the present bitter reverse of business. It is rationalization applied on a national scale. It is an effort to do for all business, what has been done for the most successful industries.

Last December we expressed our views as follows:

"With all of its boasted rationalization in industry, in one respect, America has been irrational, antiquated and muddling. That has been in its tardiness in creating a national co-ordinating economic body—a kind of super-staff of business, to adjust industry to industry, supply to demand, and private business to public good. It would seem reasonable, if it was good for cotton, oil, jute, rubber, candy, automobiles, or flowers to be commanded singly by super-staffs, that it would be good for collective industry to be so commanded."

This view still holds good. It is in the cards, in the stars, in the business set-up. When will the United States take such a step?



WOMAN'S WORK



HOW CAN WE MEASURE THE VALUE OF HEALTH?

By A Worker's Wife

DID you ever try to figure out what health is worth, in dollars and cents? Take your pencil and paper and try to compute it. The abounding vitality that seems to lift a man out of the ranks of his fellows—the strength and energy that makes it possible for one woman to do so many things in a day—what is it worth? Can you tell? Perhaps not!

But it is possible to figure the negative side of the question—the cost of sickness, in terms of doctors' bills, time lost on the job, and, in the case of the woman, of the extra cost of running the home because part of her tasks must be done by hired labor. The cost of sickness is not complete indication of the value of health, but it will give you an idea.

Minor ailments which necessitate the sufferer keeping to his bed for a few days would not be thought serious enough to warrant calling the doctor in the average worker's family, yet such a family may be called upon to spend a large sum each year for strictly unavoidable fees to doctors, dentists, and hospitals.

That expenditures for medical care in workingmen's families averaged \$140 per year is the finding of the Bureau of Labor Statistics of the U. S. Department of Labor, from a study based on 3,281 such families, consisting of 17,129 persons. The study was based on reports by visiting nurses of a national insurance company, whose policy holders were members of these families.

Toll Heavy

A few families—198 of them—reported no medical expense during the six-months' period covered by the survey. Eighty per cent of the total number of families spent less than \$100 each for medical care during the half year. But 20 per cent, or one-fifth of the families reporting, suffered heavily from sickness and its attendant financial toll. Some 38 per cent of these spent \$500 and more—one family spent over \$1,000. The remainder reported sums ranging from \$100 to \$500.

Even the lowest of these sums, expended for medical expenses during a six-months period, represents a severe drain on the worker's budget and an illness or operation costing \$300, \$400 or \$500, may mean a financial catastrophe.

More than \$6,000,000,000 can be saved annually in the United States if we apply the knowledge about preventive medicine and public health now available, according to the White House conference on child health and protection.

Seven days per year represent the time the average American loses from work on account of illness, it is said, and \$6,000,000,000 will barely cover the loss in productive value due to ill health.

It is estimated that the value of a boy baby at birth is \$9,333, in a family whose annual income is \$2,500. This is the amount that it would be necessary to put

out at interest at 3½ per cent to rear the child to 18 years and to produce the net income he is expected to earn throughout the working period of his life. In such a family, it costs the average parent \$7,238 to rear the child between birth and the age of 18 years, and of this amount, \$534 is spent on health. As the child grows in age, his estimated potential value increases, till at the age of 18 he is said to be worth

\$28,654. But the actual worth of the child in future earnings are often largely determined by health.

Illness Uneconomic

It should be an inspiration to the wife of a union worker to remember that where unions are powerful, the death rate of babies is lower. What can a knowledge of preventive medicine do for people whose earnings are too low to allow them to have nourishing food and decent housing? Even soap may be too expensive for free use on the starvation wages of southern textile workers.

The southern organizing campaign has demonstrated conclusively the dangers of low wages to health. With inadequate diet and unsanitary conditions, these unfortunate victims of the low-wage, plague spots of the south, are exposed to the horrors of such a disease as pellagra—a condition almost unavoidable on the wretched food their wage standard provides. Here unionization means a great deal, for higher wages will be a means of routing dirt and disease. Better conditions will also mean better health.

If groups such as the White House Conference should be truly logical, they would preach unionism before even mentioning preventive medicine and public health, for union standards are needed to make it possible for workers' families to put into practice the correct diets and scientific living conditions upon which, the doctors say, health is based.

Child labor and its attendant evils represent an enormous loss in the potential value of the manhood and womanhood of the country. A child who is required to put in long hours at work for which he is too weak or young may lose, wholly or in part, his productive value. Before he attains manhood he may be so crippled, worn out or strained, as to become a liability to the community instead of an asset. To protect the economic worth of its future citizens, the government should see that child labor is abolished.

For those of us who are so fortunate as to have a union standard of wages, with normal living conditions, there are measures we can take to safeguard the health of our families. One of these is a periodic and thorough physical examination so that serious diseases, or tendencies toward them, may be discovered and checked early. Your physician can also advise you on diets that will help to eradicate any unhealthy tendency manifested by some member of the family. Many very readable books on diets and other forms of preventive medicine may be obtained at your public library—your librarian will advise you. I would also like to recommend an interesting little booklet that came recently to my desk from the Cleanliness Institute, entitled, "Hitch-Hikers," by W. W. Peter, M. D., Dr. P. H.,

(Continued on page 508)

BOTH SEXES AFFECTED BY INDUSTRIAL DECLINE

Another fact to be faced squarely is that a period of unemployment should not be made more warped through the introduction of a sex issue. The truth is that women as well as men are needed in the ranks of the wage earners. It is not a question of displacement of one sex by another but rather of satisfactory adjustment of both. In the past months men and women have suffered alike through the cutting down in production and loss of jobs.

The truth is that women as well as men are working to secure a livelihood, and that both sexes must continue to earn in order to live. Women as well as men are working to maintain the foundation of our civilization, namely the family and home. These facts have now been accepted by many, but another fact, which seems more difficult for the many to grasp and therefore more conducive to misunderstanding and hard feeling, is that married women have the right to, and need of, paid employment.

During the hard times employers have honestly, and, perhaps often at a sacrifice, tried to give work to the married and single men known to be the mainstays in family budgets. We should like to see this commendable policy more generally extended to women, both married and single, who have obligations to meet similar to the men's. As there is today no sex line in the matter of economic responsibilities there should be no sex discrimination in the award of jobs. Nor since family support is not the exclusive burden of those who are married but is the inescapable duty of thousands of unmarried men and women, it seems unfair to draw a line of demarcation between the married and single in regard to gainful occupation. A job for every man or woman who needs and wants one is the fair deal to be looked and hoped for from our civilization.—*Mary Anderson, Chief of U. S. Women's Bureau, Department of Labor.*

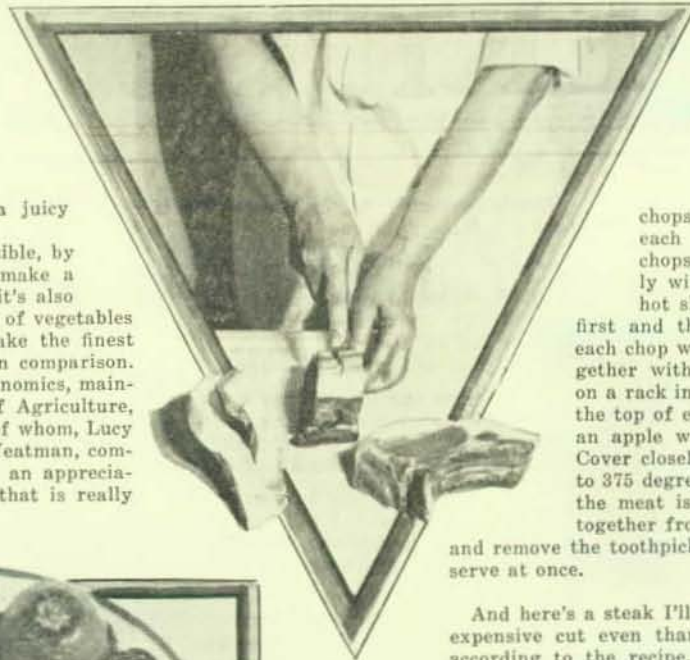
Delicious Dishes from Inexpensive Cuts

by
Sally Lunn

Household economy has been the rule in many a home of late, and most of us housewives, I fear, are heartily tired of all the stews, hamburger, soup bones and similar dishes we have been serving—alas!—all too often, in an effort to make the butcher's bill as low as possible. Oh, how we long for a juicy steak, or plump roasted chicken!

But we all know that it is possible, by means of long, slow cooking, to make a tough cut into a tender one, and it's also possible to flavor the cut, by means of vegetables and seasonings, so that it will make the finest broiled steak seem uninteresting in comparison.

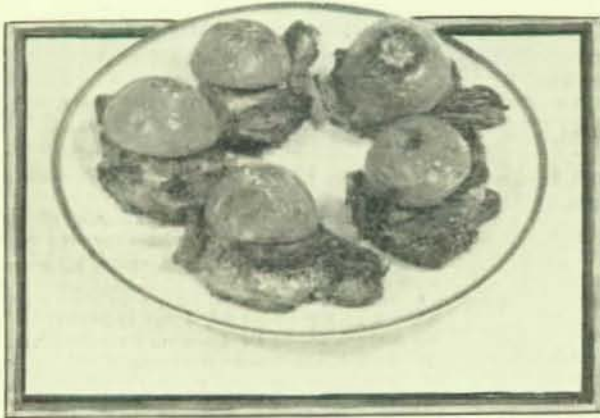
Over at the Bureau of Home Economics, maintained by the U. S. Department of Agriculture, they have some expert cooks, two of whom, Lucy M. Alexander and Fanny Walker Yeatman, combine a knowledge of dietetics with an appreciation of the finer arts of cookery that is really superb, and I enlisted their aid.



For the stuffing cook the celery, onion, and parsley in the butter for a few minutes, add the bread crumbs and seasonings, and stir until well mixed. Wipe the chops with a damp cloth. Cut a pocket in each chop, as illustrated. Sprinkle the chops with salt and pepper and rub lightly with flour. Sear the chops in a heavy, hot skillet, turning the fat edges down at first and then browning both sides. Then fill each chop with stuffing and skewer the edges together with toothpicks. Lay the stuffed chops on a rack in a baking dish or pan with cover. On the top of each place, cut side down, one-half of an apple which has been cored but not pared. Cover closely and bake in a moderate oven (350 to 375 degrees F.) for about 45 minutes, or until the meat is tender. Lift the chops and apples together from the baking dish onto a hot platter

and remove the toothpick skewers. Garnish with parsley and serve at once.

And here's a steak I'll guarantee you'll like, and it's a less expensive cut even than round steak. Fixed with stuffing according to the recipe, and served with browned potatoes and one other vegetable, it will make a dinner that will win the enthusiasm of your family! Here it is:



Stuffed Pork Chops With Apples

Now I want my readers to try out every one of the recipes they gave me. You can see from the photographs how delicious these dishes look, but you have no idea of the zestful and interesting flavors until you try them. Where stuffing and vegetables are included in the recipe you will have a complete meal, and don't forget that this

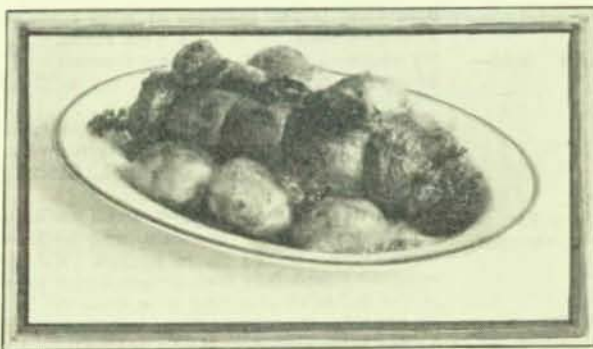


Preparing Broiled Hamburg

Stuffed Flank Steak

- | | |
|---|-----------------------|
| Flank steak. | ¼ teaspoon pepper. |
| 1½ cups stale bread crumbs. | 1 onion, minced. |
| 1 teaspoon salt. | ½ cup chopped celery. |
| 2 tablespoons butter or beef drippings. | |

Wipe the meat with a damp cloth. For the stuffing, brown the celery and the onion lightly in the fat and combine with the other
(Continued on page 596)



Stuffed Flank Steak

makes the meat go farther, and results in an added saving! Just such a "meal in a dish" is the following:

Stuffed Pork Chops With Apples

- | | |
|------------------------------------|-------------------------------|
| 6 pork rib chops, 1½ inches thick. | ¼ teaspoon salt. |
| 1 cup fine dry bread crumbs. | ¼ teaspoon savory seasoning. |
| ¼ cup chopped celery. | Dash of pepper. |
| 1 tablespoon butter. | ⅓ teaspoon celery seed. |
| 1 tablespoon minced onion. | 3 tart red apples. |
| | 1 tablespoon chopped parsley. |



Carving the Pork Roast

ON EVERY JOB

There's a Laugh
& Two

When you are out of a job, it sometimes is cheering to realize that others are in the same boat—particularly when they are the ones who might be partially to blame for our troubles. And here are a couple of yarns:

Not All Bulls and Bears

A customer's man temporarily out of a job ran into a friend who owned a circus and asked him for something to do.

"Well, the gorilla recently died," said the friend, "and if you want to get into his skin, swing on the trapeze, growl a bit and amuse the children, you can have the job."

The customer's man filled the bill well until one day the rope on which he was swinging snapped and he was catapulted into the lion's cage.

The lion, seeing him, let out a lusty roar to which he offered a timid yelp. The lion roared more menacingly. The pseudo-gorilla lost his nerve and became entirely human, backed into a corner yelling "Help, help!"

The lion thereupon came closer and said in a hoarse whisper, "Shut up, you damned fool, you are not the only customer's man out of a job."—*Wall Street Journal*.

The Correct Diagnosis

A youth had been taking treatments at a hospital. In spite of the tonic the doctor had given him, the youth had appeared to be getting weaker with each visit.

"Are you sure you have been taking the medicine regularly?" the doctor asked.

"Yes, doc, every four hours, like it says on the bottle."

"Well, that's most surprising that you don't respond to treatment," said the doctor. "Thousands of my patients have been built up by this tonic, and I never knew it to fail before. What is your business? Maybe that has something to do with it."

"I'm an automobile salesman," said the sick man.

"Great heavens! Why didn't you say so?" cried the doctor. "No wonder you're getting weaker day by day. Here's a dollar. Go out and get something to eat."—*Telephone Review*.

From Scrapper to Scrapper

"How did you happen to lose your last job?"

"Through hard luck. For ten years I was second assistant toast scrapper at the Biltmore, and then they had to go and install those darned automatic toasting machines."—*Dartmouth Jack O'Lantern*.

Homesick

Shock: "Do you like electricity?"

Absorber: "No, it makes me ohmsick."—*West Point Pointer*.

"The first fellows who should be jailed for carrying concealed deadly weapons are those going around with 'hammers'," says Anthony J. Offerle, of L. U. No. 723.

Here's sympathy to the floater—his is a hard job, looking for one.

Floating In Fancy

I'll float out to the golden west,
An exile, I'll try to do my best;
Seeking for work my soul desires,
Setting poles and stringing wires.

I'll be foreign and forlorn maybe,
But happy if there's a job for me;
Any place towards the golden gate,
When I ride on a westbound freight.

Through pathless vales and forests wide,
In a side-door pullman I will ride;
From an open door of the rattling car
I can see the country near and far.

I'll ride the Rocky Mountains o'er;
Across barren deserts I will soar;
In redwoods walk, to the beaches go,
When I pass the lofty range of snow.

I'll sleep beneath the stars at night,
On a bed of earth in the moonlight;
The wild beasts can mock me with fright;
I'll be too tired to give them a fight.

Like others my efforts I will try,
And keep on a-hiking till I die;
When old age flouts me in the face,
It's time I went to another place.

I've got to find some work to do,
Where they need linemen: good and true;
My heart is sick, my soul is sore,
From hardships with the tools I wore.

JOHN F. MASTERSON,
L. U. No. 39.

Sort of a safety-first hint in this jingle by
W. C., of Local No. 102:

Nursery Rhyme for Electrical Workers

Three bare wires,
See how they run,
From the top of the pole
To the tip of the shed,
They may be alive and they may be dead—
Three bare wires.

Three bare wires,
And one very wet day.
One stormy day,
One windy day

They became tangled all into a knot,
Got quite incandescent and fearfully hot,
And part of them melted and fell on the spot,
Three bare wires.

The station engineer—
Oh, poor man!
See how he runs.
He neglected his job
When the weather was fine,
It's raining and blowing,
He's up on the line,
Sweating and cussing
The most of the time,
The three bare wires.

Talking for Hours

Blinks: "He only talked ten minutes, yet talked for hours."

Jinks: "I'll need a diagram."

Blinks: "He was a labor leader advocating shorter hours."

The Boss' Daughter

The boss' daughter is a queen,
She draws the trade to his shop;
Her lips are red, but she is green
In practice, just like her pop.

A foreigner came in the store,
Tried to buy a short-circuit,
Explainingly sought to show her
Just how he meant to work it.

He couldn't speak a da English,
And she couldn't understand;
He demonstrated a thing electrish,
By screwing around his hand.

She showed him every thing she had,
But couldn't sell what he wanted;
Even the boss, as well, got mad,
But the prospect was undaunted.

After trying with all his might,
He resorted to a ruse;
When he blew out all the lights,
They found he wanted a fuse.

ELECTRIC HENDRICK,
L. U. No. 7, Springfield, Mass.

"This was handed to me by one of our groundmen, a former minister of the gospel," said Anthony J. Offerle, recording secretary of L. U. No. 723:

Hoover is my shepherd, I am in want;
He maketh me to lie down on park benches;
He leadeth me beside great need.
He restoreth my doubt in the Republican party;

He leadeth me in the path of destruction,
For his party's sake.

Yea, though I walk through the valley
Of the shadow of starvation,

I do not fear evil,
For thou art against me.
The politicians and the profiteers they
frighten me,

Thou preparest a reduction in my salary
Before me in the presence of mine enemies;
Thou anointest my income with taxes,
My expenses runneth over my income;
Surely unemployment and poverty will follow me

All the days of the Republican administration
And I will dwell in a rented house forever.

S. L. KUNTZ.

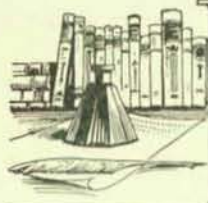
On a certain railway there was a small but peppery local superintendent who believed in following things up in person. He had received complaints that freight trains were in the habit of stopping at a crossing in a small town, thereby holding up street traffic for long periods. He issued orders, but still the complaints came in.

One day he went down to the crossing where there stood, in defiance of his orders, a long freight train. The engineer, who didn't know him by sight, stood complacently at his post.

"Move the train on!" roared the superintendent. "Get off the crossing so that people can pass. Move on, I say!"

The engineer surveyed the tempestuous little man from head to foot.

"You go to the dickens," he drawled, "You're small enough to crawl under."—*Minneapolis Labor Review*.



CORRESPONDENCE



L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

We had our monthly meeting Tuesday, the 9th of September. We voted to go on five-day week starting the week of the 15th so you won't have to delay any longer from putting us on the list with the rest of the locals that are enjoying the five-day week, for it gives the golf bugs more time to practice.

We also had our election for business manager to fill the expired term of Organizer Brother Kenefick, and I expected five candidates, but it rounded up with two candidates, Brother Coffery, who was elected temporary, and Brother Griffen. Brother Coffery was elected and is now business manager until our next election in 1932. Organizer Kenefick handed in his resignation and it was accepted with regret; the boys seem to have been satisfied with Brother Coffery's work while he was acting business manager, so we hope the members will forget election feelings and help in all ways to make our business manager's road an easy one.

We have quite a sizeable power plant going up in Cobble Mountains, about 25 miles from Springfield to operate a dam for supplying the water to the city of Springfield, and our president, Arthur Elbig, is running the job, and he promised me he would have a picture of this plant for me to send in to the Editor to put in the JOURNAL, so I will have this as a reminder so he won't forget.

We are very lucky just now to have all the Brothers working, but quite a few of them are on all small jobs, but we hope to be able to keep all the Brothers working for our new business manager is out working hard to help us and we all wish him success.

Well, the Brothers in New England will all be looking forward to the visit of President Broach and International Secretary Bugnizet and I know all the Brothers who can go from Local No. 7 will be on hand to meet and wish them well and hope some day to be able to see them in Springfield visiting Local No. 7, but it would be some job to visit all the locals with all the other duties they have on hand.

E. MULLARKEY.

L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

Brother Charles Feider, International Representative, was the Labor Day speaker at the University of California, at Berkeley. Since 1924 it has been the custom to celebrate Labor Day by holding literary exercises on the university campus, under the auspices of the California State Federation of Labor. In the past the speakers have been men of high calibre in the trades union movement, so it was very gratifying to the members of L. U. No. 18 to learn that Brother Feider had been chosen as this year's speaker. According to all reports his address was very well received. I may add that this type of thing is good advertising for our organization and the union labor movement in general.

The thirty-first annual convention of the State Federation of Labor was called to order on September 15, at Marysville. Brothers L. P. Morgan and Ozro Sanders were our delegates.

Brother C. M. Feider attended the official

READ

A good time to organize, by L. U. No. 773.

Big things promised, by L. U. No. 828.

In the spirit of autumn, by L. U. No. 125.

A full meeting, by L. U. No. 656.

Only 11 minutes for the Union, by L. U. No. 212.

The Illinois Convention, by L. U. No. 193.

Intelligence at premium, by L. U. No. 259.

The move for management in Rochester, by L. U. No. 86.

Outside work on the Cleveland Terminal job, by L. U. No. 39.

Indianapolis presents, by L. U. No. 784.

How Canada handles unemployment, by L. U. No. 230.

Slave Pack smashed, by L. U. No. 435.

Buffalo looks after unemployed, by L. U. No. 41.

And many other communications reflecting the intense, busy life of local organization.

celebration marking the beginning of construction of Boulder Dam, now officially known as Hoover Dam, held September 17, at Las Vegas, Nev. Ours was the only international representative of any labor organization present. Brother Feider met Secretary of the Interior Wilbur and was accorded a 30-minute interview in the secretary's private car. In addition, Governor Balzer of Nevada extended an invitation to our representative to call upon him at Reno. Brother Feider met and discussed matters with many other notables present at the ceremonies, among them Senator Key Pittman and Congressman Sam Arentz, of Nevada; Walker Young, engineer in charge of construction of the dam; members of the Los Angeles Water and Power Commission; Chief Electrical Engineer Scattergood, of the Los Angeles Bureau of Power and Light, and Captain Connell, government mediator. In every instance our representative was accorded the same courtesies as any other official partaking in the ceremonies marking the official beginning of construction of the dam. "SKORGY."

L. U. NO. 22, OMAHA, NEBR.

Editor:

Local No. 22 is trying out a new system of management. It is now purely a branch office of the I. B. E. W. with a resident manager responsible only to the I. O. His duties are to conduct the business of the I. B. E. W. in this vicinity and to direct the local affairs in compliance with the new constitution.

The change, the proponents assert, will centralize authority and they believe more can be accomplished by strict discipline than

through willing co-operation, which, after all, they point out, depends on the willingness to co-operate but which cannot always be relied upon.

Those opposing the plan fear giving the manager too much power will take away all rights of autonomy and destroy the fraternal spirit of the members.

It is alleged that it puts the local in the position of a company union in a co-operative enterprise, that the local by-laws become nothing but rules of conduct and compulsory attendance at meetings is simply rubbing it in.

While much has been said pro and con on the matter, it has been voted on and accepted by the majority, and only time will show the merits or demerits of the scheme.

Vice President Boyle and International Representative O'Neil were in our city and were with us at our meeting September 10. From their remarks we gather there isn't much work other places either. With winter coming on and the overhead getting bigger, things don't appear very rosy.

JOE BERAN.

[Editor's note: The company union is wholly a local affair with no co-operation either voluntary or involuntary, with other local units. The company union has never been known to win higher wages or better working conditions for its members. The new changes have been wrought to increase the effectiveness of the union to accomplish the very aims of unionism. As for being voluntary or involuntary depends upon the intelligence of the worker. He can recognize the wisdom of adaptation and go along with it, or he can sigh for the old days and make feeble and plaintive protest.]

L. U. NO. 28, BALTIMORE, MD.

Editor:

Local No. 28 is still in the field of sport and making a grand showing in the baseball field. The season is almost over for us and soon we'll be chalking up some respectable figures in the bowling field. Fact is, the bowling season has already officially opened. The boys have become so "sports minded" they even propose a soccer team. In other fields they mostly all, or the large majority, indulge in fishing and boating. We have quite a number of sea going wire jerkers in our midst, as for fishing. When not successful in making their catches in the water a good many make their catches in the market or stores by having the fish tossed to them—still making their catches.

The meetings are still short and sweet, thanks to the new changes. Wrangling and unnecessary arguments are now conspicuous by their absence. Business is now greatly expedited.

Now the educational committee is in full swing on their new and extremely ambitious program. They can't go into their schedule fully owing to the severe handicap of lack of room and also equipment. The committee is composed of the pick of the local and you can be sure that we're going to be quite an educated bunch before they're through.

Some of the subjects consist of elementary and advanced electricity, labora-

tory practice, cable splicing, radio and low tension work, blue print reading, welding and brazing, both gas and electric; rigging, bending large pipe by heat, meter class, armature winding, estimating, public speaking, trade unionism. Now if that isn't as complete a list of subjects as can be composed we miss our guess.

Naturally all the manual courses can't be put into effect at once as we've got to find more room. Most of the other courses have already started. Helpers and apprentices must attend class under penalty.

It seems a new era is gradually being ushered in and soon we'll all find that attending school by both journeyman and helpers will be as natural as going to work. Soon the distinction between the union and non-union man will be the education, both in theory and practice possessed by the former. Education means power and our strength will be greatly increased in every respect by study. It is a great thing for all locals of the great Brotherhood to look into very well and start up schools for the education of their members. This will repay you manifold in money, earning opportunities and power.

The large corporations follow out this scheme by scouting around at graduation time and selecting the "cream of the crop" of graduates to staff their plants. Yes, education is power and in these days of free education and a department in our own JOURNAL devoted to hints and various data used in our every day work, there is no excuse for anyone not becoming quite a master or specialist in any special field he may choose in the trade. Let's make that our slogan, "Knowledge is power." What a keen weapon in our hands at agreement negotiating time!

The depression is on us as well as everyone else and prospects are not any too promising for the very near future. Some of the boys are out and their forces are being augmented frequently.

Brother Jack Parks wishes to acknowledge with thanks the letter from Brother Guernsey and some of the other Brothers from Paterson, N. J., Local.

The sick list is still quite active and we hope to see the boys soon able to be back at work.

It is quite a pleasant sight to see the correspondence pages of the JOURNAL quite full, and full of news. One can actually make quite a mental trip to all parts of the U. S. A. and Canada by consulting these pages. A publication such as ours is indeed a source of pride and great satisfaction. Is it any wonder it's gradually finding itself in remote parts of the world and actually being inquired about from various sources?

ROBERT S. ROSEMAN.

L. U. NO. 39, CLEVELAND, OHIO

Editor:

Many a bucket of whitewash has been put on the old fence since first the idea of a new union station for the City of Cleveland was thought of and talked about. Those of you who read this article who have been in Cleveland in the past two decades know something of the talk and later, as the plans for a depot on the square began to mature, of the hard fought legal battles against the so-called crazy dream of the Van Sweringen Brothers to build a union station on the square. Original plans for the union station on the square were conceived by the Van Sweringen Brothers prior to 1918. They had become interested after having built a rapid transit line from their Shaker Heights real estate development, in a terminal of

some sort on the square for their rapid transit line. Original plans called for a dead-end rapid transit and interurban station. But after having acquired control of the Nickel Plate railroad they were successful in interesting the New York Central and the Big Four railroads in the public square location for a union terminal. The final plans called for a terminal of sufficient size and area to ultimately accommodate all railroad, rapid transit and interurban lines entering the city.

They also incorporated in the plans facilities for the entrance of city street car lines directly into the terminal area by subway routes. From the original idea of the Van Sweringens of a dead-end interurban station, costing a few millions, it grew to such proportions that the cost of the project as it now stands reaches the staggering figure of \$179,000,000, of which \$88,000,000 represents the outlay for the passenger terminal, electrification and approach lines provided by the terminal company; \$40,000,000 represents the cost of improvements on the properties of the railways for additional tracks, passenger and freight facilities and electric engine terminals; the balance of the total cost is distributed to rapid transit lines and commercial buildings that have been built by a separate corporation, the Cleveland Terminals Building Company, over the station site. Approximately 35 acres are embraced in the terminal area where these new buildings rise skyward. The station proper occupies nearly 17 acres. Two new streets, each 100 feet wide, were constructed over the station proper on the same level as existing city streets.

The casual observer today would never suspect the existence of a teeming city such as the station proper is, beneath the new streets. An idea may be gained of the magnitude of the project from the following facts and figures:

Three years were spent by a corps of engineers, simply planning and blue printing, without a spade of dirt being turned. More than 1,000 structures were razed, some were still useful and of considerable size and importance, notably the main telephone building which was of eight floors and housed three downtown exchanges and the long-distance exchange, but most of the structures were old and decrepit, some merely shacks. Over 3,000,000 cubic yards of earth were removed from the terminal area and many thousands of yards more from the railroad rights-of-way. On September 29, 1923, the first shovel of dirt was removed and from that day until the opening of the station and the actual operation of trains on June 28, 1930, the work has steadily progressed to completion. A dream come true.

The formal opening of the station was a notable event, crowned by a mammoth banquet, attended by national, state and city officials, numerous railroad executives, construction engineers, contractors and many others not so prominent who were actually engaged in the work of this gigantic project. As previously stated, the original idea was for a terminal to take care of the needs of the Van Sweringen's rapid transit lines from the east side, operated electrically, either by third rail type construction or over-head trolley. After the original idea had been enlarged upon to include the three railroads, namely, the New York Central, the Big Four, and the Nickel Plate, the original idea of an electric terminal still prevailed. The question of how best to bring the trains of the steam roads into the station under electric power was quickly settled by the selection of electric locomotives, receiving their power through over-head catenary trolley, the trolley being fed from two sub-stations, one located on the east side and one on the west

side, and the sub-stations in turn receiving their source of supply from the Cleveland Electric Illuminating Company. As can be readily seen, the keystone of this vast project is electricity and the part played by people engaged in the electrical industry has been of great importance to the success of the entire project. Electrical engineers of national repute, contractors known the length of the land for honesty and efficiency, and last, but by no means least, the many electrical craftsmen, selected from the Cleveland locals and many other locals of the Brotherhood, for their special skill and efficiency in the class of work to be performed.

WALTER LENOX,
Business Manager, Local No. 39.

(To be continued in November)

L. U. NO. 41, BUFFALO, N. Y.

Editor:

During the month of August the New York State Federation of Labor held its annual convention in this city. It was the largest attended convention of that organization. The legislation that was passed in this state in the past year was of far reaching importance to the laboring class. The electrical worker was well represented. Brother Tanning, from Schenectady, along with other officers were reelected.

It is about the proper time and place to offer congratulations to our own Brother Arthur Bennett, recently promoted to a vice president in the newly created district. Local 41 feels proud of having such a representative doing business for them in the past, and hopes they can have his services when needed in the future as he understands our situation probably better than we do. When Brother Bennett negotiated our first agreement, he told us to live up to it, to the letter of it, even if at times it hurt. We, of course, thought that it would not amount to much, but when the second and every succeeding agreement was made it contained better conditions for us so that today we are probably in the best condition since 1916, at which time we had a serious difficulty with the employer. Of course we have unemployment, but where is there a locality that does not have a similar situation? At present time our local is considered and a mutual confidence has been established by the untiring efforts of Arthur Bennett. The members of Local No. 41 wish him success in his new position and hope to be able to hear him at our meetings if he gets time to visit us.

September 19, Julius Armbruster, one of the oldest and most loyal members of Local No. 41, fell from a 50-foot pole while repairing some reflectors used for night baseball at the Bison Baseball Stadium. His death occurred almost instantly, before anybody could do anything to give first aid. Brother Armbruster was a member of this local for 20 years continuous good standing. He was buried on September 23 with officers and members attending the funeral.

During the past month this local has been receiving from each member a percentage of their wages to take care of the unemployed member. It was in the form of a voluntary contribution from each member working. Up to date the results were splendid and a noted amount of co-operation was given the executive board by the members (maybe the new constitution helped).

The working of the new constitution seems to be going along very well here. The executive boards of local unions can do business without being hampered now.

Yours for continued comment from International President H. H. Broach.

O. C. H.

L. U. NO. 46, SEATTLE, WASH.

Editor:

Now that the constitution committee has rendered their report I presume it is open season for discussion, either for or against. Personally, I believe that the committee is to be complimented on its work as it endeavored in a short space of time to bring up to date laws that have accumulated over a long period and in more or less of a haphazard manner.

It may be that they made some mistakes, and it may be that they left undone some things that should have been corrected, but only time and experience will demonstrate that, and if so, can be taken care of at some future convention. What they were aiming at primarily, in my opinion, was the fixing of responsibility and the elimination of divided authority.

The fact that they eliminated 5,000 words from our constitution is fine, but the big fact that the local union president and business manager are given certain duties and held responsible for the fulfillment of same, is most gratifying, as it lays the foundation for building an organization in keeping with modern times, which means better results for the membership.

After all is said we exist for one purpose; the sale of our labor power, and experience has shown us that collectively we do better than each acting as an individual. If that is true then the better we make our organization the better our compensation, working conditions, safety and sanitary conditions will be. I believe that the committee and our officers had only these factors in mind.

The International Office is given certain powers, to wit: "To suspend the card or membership of any member, or revoke the charter of any local union working against the interest of the I. B. E. W."

This is right, as dissension lowers efficiency as an organization, and we have a regular route to change opinions or personal desires into laws if acceptable to the majority of the membership.

"To take charge of any local union when necessary to protect the interest of its membership or the I. B. E. W."

Much could be written on this one subject and only deal with past facts. We know that local unions have become so set on a single idea, and so set with promoting that idea that they have neglected the welfare of their own membership, and then wondered why they had a very unpleasant industrial condition in their midst.

"To remove any officer for incompetency, non-performance of duties, or for failure to carry out the laws, etc."

Why not? Our officers are hired by us to do certain things, and only one thing counts, results. No business could exist today if the persons employed to run its affairs failed to perform, or went counter to the policy of that institution, and we collectively are no exception.

"To levy an assessment to protect the welfare of the I. B. E. W."

O. K. If today, for the expenditure of a comparatively small sum of money and effort, we can secure a certain result, is it not better to do so than to spend a larger sum and long years of effort to regain what we need not have lost? The history of other labor organizations shows that those that grew and accomplished results came forward with the dough at the critical time, and those that have not succeeded so well trusted largely to Lady Luck.

"Power to change the territory or jurisdiction of any local union, under certain conditions."

This is as it should be. If a local union shows that it is capable of meeting a new

condition that may arise, fine; but if it is satisfied with what it has and not willing to stir itself for the membership of the I. B. E. W. as a whole, then someone else will have to do so.

Further, the new constitution definitely states "that any local union charter shall stand cancelled, and any member shall stand expelled that takes any court action against the I. B. E. W., without exhausting the remedies of our organization."

As long as this is an organization governed by the majority, and as long as we have regular and definite channels through which any legislative action can be taken, and as long as the membership retains a check upon any official action, we have no necessity of going outside of our own family to settle our affairs.

"Each local union shall adjourn not later than 11 p. m."

At least this will create some new alibis for the wife.

"When an increased wage is obtained, dues to the local union shall be increased monthly."

Splendid. If this rule had been adopted back when we started, and had been carried out the financial secretary of many a local union would be sitting in the office, counting one million, two million, and so on. Furthermore, each local union would be so situated that a lot of troubles would never happen.

"Also to prevent the political affairs of the local union from being conducted anywhere but in the hall of the local union itself."

This is also correct. Most good members are willing to take one on the chin, politically speaking, if it so happens, but they are unwilling to have to meet some of the political tricks used by others in order to win an office. A policy of fair and square political action, on the floor of the local union itself will be productive of much good.

"Jurisdiction." How many sins of omission have been committed in thy name? We have all seen two locals fight as to who will control, with the net result, neither one. If we, as a local union, will not, then a higher agency should. After all, the most good for the most members should be paramount.

Further, we each have a duty to perform, to become familiar with our new constitution, to co-operate with our officers and with each other, to do our part in running the affairs of the local union, all with the thought in mind to make the I. B. E. W. more productive of good.

FRANK TUSTIN.

Editor:

Tuesday night's meeting, September 16, saw two things happen, the discharge of the local union's trustees and the appointment by President Patterson of an auditing committee, and also the end of the Pacific Northwest Conference of Electrical Workers, as per instructions of President Broach. There is no doubt in our minds but that the conference did accomplish some good while it was in existence, the bringing into closer touch the various locals which contributed to the conference, but just as Brother Broach stated, it wouldn't be long before the various locals would stop paying their per capita and drop out one by one. It is now up to the International to do that which the conference set out to do.

While I am on the subject, let me say that Brother J. Scott Milne has the whole-hearted support of all concerned; his pleasant smile and genuine manner of meeting those with whom he does business and his clear cut decisions will surely spell success for him as International Representative.

Work here is still anything but what it should be. The Langendorf Bakeries Company are now locating in Seattle, having taken over the Davidson Baking Company, and are doing extensive remodeling on the

building which formerly housed the Davidson Company.

The Langendorf people have always been 100 per cent union and are proud of the fact. One of their officials is now telling in a very interesting manner the history of the baking industry, in our Washington State Labor News. Here's hoping the Langendorf people give the scab Van De Camp Dutch Bakeries and the Golden Rule Bakeries a run for their money. We've never had any Van De Camp or Golden Rule bake goods in the house and don't intend to.

Brother Mooney, one of L. U. No. 46's old timers, had the misfortune of having his home burn down, a total loss. His family is now living in a tent given them by friends. In about a week the boys in L. U. No. 46 are going to get together and help him build a new home.

"LINDY."

L. U. NO. 80, NORFOLK, VA.

Editor:

Just a few lines to let the boys know that Local No. 80 is still existing, although we have had a dull year this far. Several jobs are slated to be done in the near future. The New Arcade Building, between Main and Plume Streets, is one of them. The V. E. and P. Company Building is already underway and we are to have a civic center, covering several blocks, if we don't starve before it gets started.

The navy yard called in three electricians and four helpers about three weeks ago. That helps a little.

AL. G. SPALDING.

L. U. NO. 86, ROCHESTER, N. Y.

Editor:

Improvements have been made and results have already been shown thereby, although our financial secretary has only been on all-day duty for a month.

It has been a new experience to all of us here to have an up-to-date business office in a downtown office building where the financial secretary is on duty all day and where the contractors can get in touch with us and where the members can report non-union jobs and conditions on their own jobs and get the business manager on them in time to help us.

In the "old days" our business manager was "on the go" all day long and found it very hard to maintain a regular schedule of office hours, with the result that a lot of work was slipping away from us due to the fact that he wasn't notified in time. Now things are different. Our business manager keeps in touch with the financial secretary throughout the day. Members can now report conditions of jobs or matters of importance that the business manager should attend to with the least amount of lost time and can have him on the scene almost immediately.

We have secured work on a number of these "runt" golf courses just because of the fact that our business manager could be notified in time to check any move of non-union contractors to get on them.

The thought may arise in your minds as to why we members should have so much to report all the time and to wonder what our business manager is doing that he doesn't know all these things. The reason for this is that every man is on his toes. When we see some building going up, no matter how small, we get all the information that we can about it and get it in to the business manager so that he can act on it. In a city of this size it is impossible for the business manager to know every electrical job that is going on. So every member acts as an agent because we realize that every job that goes non-union is just so much money out of some union man's pocket.

We believe that any city with a population

of 300,000 or so and with a local union membership of 250 or more, should not hesitate to have their financial secretary on duty eight hours a day. The results obtained here in only a month's time have shown us that his position will pay for itself in the form of an increase of work for our members.

For a period of two years we have had men steadily out of work. This summer the unemployment reached the peak level with about 60 out of work entirely and from 75 to 100 members catching part time.

The first of July saw the first of the five-day week in Rochester. As usual, the electrical workers were the first to obtain it. Now all the building trades mechanics enjoy this aid in settling the unemployment situation. Along about August 1 came the school work rush and with the epidemic of "runt" golf courses, we had all our men working. But now the "day-gang" is growing again and we cannot see a thing to relieve it for some time. About 30 of our members have been working out of town for the past two years. Now, after a short respite with our wives and children, we are preparing to hit the trail again. We have two of our boys on the road now. Maybe you have run across them—"Powerhouse" Riley and "Jimmie" Sutherland.

We would like to take this time to announce to the Brotherhood that the O'Connell Electric Company, headed by John O'Connell, is a "rat" outfit, one of the biggest and most powerful in the country. His company does work all over the northeastern part of the United States and especially in his home state, New York. I have heard that in some localities he hires union men but mostly he takes his own "rats" with him wherever he goes. We are fighting this concern here and if he gets in your jurisdiction we ask you to help us there.

When this concern is in your jurisdiction it is as much your fight as it is ours because he will be breaking down your conditions.

If any local union desires any information about this concern we will be glad to furnish it. Our new business office address is No. 13 Copeland Building. CARLETON E. MEADE.

LOCAL UNION NO. 103, BOSTON, MASS.

Editor

On September 6 Local No. 103 held a special election. Business Agent George E. Capelle was elected our business manager by a large margin. The executive board members elected were: E. C. Carroll, E. L. Dennis, W. J. Doyle and J. T. Kilroe. Voting machines were used as usual. Tom Whelan was chairman of the election committee. Polls were in the Boston English High School and were open from 9 a. m. to 5 p. m.

The A. F. of L. convention is to open here in Boston the first week of October. The Brothers are all looking ahead to hear International President Broach, who has promised to speak at our meeting on October 3 while here at the convention. International Secretary Bugnizet will also try to meet us, provided his duties on the A. F. of L. Executive Council do not tie him down too tight. Well, we all hope he can loosen that tie sufficiently to keep his promise to us. As the national convention of the American Legion is to be held in Boston this year and at the same time the A. F. of L. convenes there should be plenty going on to entertain everybody.

At our last meeting, after adjournment, thanks to Brother Mahoney, the local listened to a lecture illustrated with moving pictures by Mr. Munroe, of the Boston Edison Company. The pictures were very interesting and gave the history of the lighting of Boston. It is interesting to know

electricity was first commercially used here in 1878 and the plant lighted six arc lamps. The first A. C. plant was operated here in 1888. The first Edison station had a capacity of 150 h. p. in 1886, today the Edison stations have a capacity of 400,000 h. p. The lecture was both interesting and educational. Mr. Munroe has a fine line and kept the boys in a giggle most of the time.

Well, I thought I was all washed up as press secretary, as the new constitution takes the office out of the job, but our old standby, President Kelley, says: "You stay right on the job, Goody." So here I am, but as I am all through with this letter perhaps I should say "Here I go." GOODY.

L. U. NO. 105, HAMILTON, ONT., CAN.

Editor:

Well, Brothers, I promised to tell you about our "stag" picnic. It's all over now. It was one of the poorest affairs I ever attended; owing to the lack of capable management the day was spoilt, as there was no system or routine. However, some of the boys had a good time but we sure missed Contractor Jack Dynes as a manager. Owing to business reasons he was unable to attend. Most all of the electrical contractors were in attendance or sent their representatives. These firms kindly donated prizes for the many sporting events. On behalf of L. U. No. 105, I might specially thank Bob Roach, of the Northern Electric, Mr. Brooks, Canadian General Electric, and the Little Big fellow, Reg Chadwick of the Chadwick Bros. Electric Co., a credit to the business when it comes to handling the refreshment end of the picnic and many thanks to the contractors: Joe Culley of the Culley Electric, one of Canada's largest contractors and Canada's fairest and squarest, and then there was Dick Avis, Walter Bennie, Mr. Murphy, the Robinson Bros., Jack Bros, and many other lesser lights among the outstanding visitors: Mr. Hall, chief inspector for the Province; George House, city chief inspector, and Assistant Bert Stevenson, Dan Carrol, of Chadwick Carrol Brass Co.; Alf Lawson, general manager, Culley Electric, and the "Soup," Fred Jarrett. All those mentioned and others are to be thanked as in some way or other they contributed to help make the day a success.

THOMAS H. READ.

L. U. NO. 125, PORTLAND, OREG.

Editor:

Panther Butte

I paint you a picture of nature—
Of hills in the vesture of autumn,
Woven of shadings and brilliance,
In pattern so strangely symphonic.
You sense in the lift of the canyons,
Their rise to the heights and the ridges—
And bitter sweet tang of the smoke haze
Flows to your lungs like a tonic.

I give you the breath of the morning
The trail that winds steep to the summit,
The freshly laid track in the leaf mold,
The tension of fiber and ear.
I lead you neath pine and madrona,
O'er boulder and out cropping granite,
I hush you to scarce-breathing silence,
For there is the bed of the deer.

He's off, like a flash in the sunlight,
Sharp hooves beating quick down the mountain,
The antler laid back on the shoulders,
Eye keen, and a heart resolute.
I stay, then, the hand on your rifle,
The buck disappears in the forest!
You both felt the keen joy of living,
For both, still, the trails on the Butte.

No, Mr. Editor; we didn't get him. But he'll be there to hunt another year. And it is in the hunting that the pleasure lies. Panther Butte would be desolated without its deer.

I went into the office the other day, and found Brother Clayton (our business manager) with a real large sized peeve. He proceeded to give me an unvarnished opinion of secretaries in general and some varieties in particular. He sang me a paraphrase of a one-time popular song that went like this: "There's a gink in the heart of Maryland with a letter that belongs to me."

You see, Mr. Editor, Bob is a hard working cuss, and he earns his salary—what little we pay him. And often, in the course of union events, he feels it necessary or worthwhile to obtain information from some sister local upon matters of mutual concern. So he dictates to our estimable young lady of the office (and that's no small job in itself) and puts forth an appropriate communication, which he entrusts to Uncle Sam for delivery to the secretary whom he hopefully expects to supply the needed information. Then he waits, first confidently, then hopefully, and then despairingly for the answer which seldom comes. Seriously, this is a regrettable situation. Often our local has waited vainly for information which would have been invaluable and nearly always because of the laxity of some Brother who has promised to fulfill the duties of his office. So, if any secretaries chance to read this, won't you please look over your files and see if you have ever received a communication from Brother Clayton—and then answer it? And, incidentally, if you run across any other letter pertaining to local union business, why not answer that, too?

I note in our local labor press an article telling of the election of Brother Bugnizet to the executive council of the American Federation of Labor. We are glad to extend congratulations to Brother Bugnizet, and wish him an outstanding success in this additional responsibility commensurate with that which he has already achieved within our own organization.

DALE B. SIGLER.

L. U. NO. 143, HARRISBURG, PA.

Editor:

In the September issue of "The Thinker," Albert Edward Wiggan writes on the "Biology of Leadership" and he proves to at least his own satisfaction that every civilized country passed through periods in their history, of great progress and advancement and also periods of marked decline just as they happened to be governed by an exceptionally able or a mediocre ruler.

What he proves in countries it seems will hold good in the history of any labor organization; that is, if an exceptionally able man or group of men are at its head then they should enjoy a period of prosperity and advancement and of course the opposite would hold true; with leaders below the average, no organization could expect to do anything else but suffer a decline.

Analyzing our Brotherhood in the face of conditions today, and comparing it with other groups in organized labor, we are favored with superior men at the head of our International. To prove the case, a certain local with approximately 800 to 1,000 members and a 50 per cent unemployment, appealed to the International Office for aid and a vice president was sent in to study the situation. Inside of six months in 1930 and its very unfavorable conditions, a volunteer wage raise of \$1 per day was obtained, new contractors were signed up and I understand a new agreement negotiated calling for a further increase and some sort of an insur-

ance plan agreed upon. All done through intelligent and superior leadership against powerful opposition both inside and outside of the local union.

This is only one example of many advances made this year. Under the head of mergers, three locals I know of have jointly employed one business manager and seem to be getting excellent results. At the present time our local is trying an experiment by combining with several other locals in an attempt to secure jobs for our members and are now in negotiation with one of the largest non-union firms in the country. The International Office is working with us and if we are successful, it is possible that an international agreement can be signed that will open up millions of dollars worth of work to members of the Brotherhood.

Reviewing the condition of the electrical worker I can see no reason why he should not stand head and shoulders above everyone else in the labor movement, provided he continues to be led by the same type of men that are now in the International Office and in some of the subordinate locals.

CLARK OF HARRISBURG.

L. U. NO. 176, JOLIET, ILL.

Editor:

Another month has rolled by, so that means get busy and prepare your copy for the JOURNAL. There is not much to write about this month, as things are about the same. You surely can tell by the JOURNAL when there is a slump, because the letters surely do fall off in volume and quality. I see where several locals are having trouble with the golf bug attacking members. We have some very fine golfers in L. U. No. 176. In fact, one stands out very prominently—in his sox and shorts. I mean Brother John Glover, our sheikish steward of Strom Electrical Company. When he is "putting" one thinks he is preparing to put a flock of goose necks in a piece of half-inch.

Joliet celebrated the opening of our new airport last week. It surely was some event, races and everything. Of course, the lighting was installed by members of L. U. No. 176.

St. Louis local writes they are putting in the rotating plan of hiring men. Some day I think that will be universal instead of a local ruling. We have been using a system on that order for three years and find it very beneficial in giving all men an equal chance at a living—only we use it the year around instead of only during periods of depression. Of course, we had a battle with the bosses at first, but now they seem very well satisfied as their men work in harmony and are not trying to cut each other's throat.

We received a letter from Pittsfield, Mass., asking us to give them details of our plan, and we sent it; so would like to know if they tried it out, and with what results (Mr. E. C. Stowe, please note).

E. FREDRICKS.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

We will again say a few things regarding happenings around here. The Illinois State Federation of Labor held its forty-eighth convention in this city, during the past week, and to say it was a great meeting would be putting it very mild indeed. The best ever held, the old attenders say. About 700 delegates, you may judge, should make a good meeting. Of course, the regular speech making took up about all of the first day's time. The second day we got down to business and a lot of it. Some 50 resolutions were offered and all were handled in a fair manner. The various committees were very busy during

five days and finished up the sixth day. No scraps of any kind. While a number of coal miners' delegates were not allowed seats on account of a split in their organization, however there was no argument regarding their seats.

We found that throughout the state and especially in the larger cities unemployment was the greatest complaint and for that evil the meeting instructed the executive board to make arrangements with the governor to try to have the state open all the work possible and as soon as possible in order to put to work a big share of the unemployed. We think that will be done.

While many other resolutions on changes in laws were asked as well, new bills will be arranged so as to place them before the lawmakers in the early spring, which will mean a lot of arguments before the lawmakers before we will find out if we will gain or lose. However, we believe that a great amount of good will come from the effort.

I wish to make it strong when I say it is a shame that the electrical workers locals are so lax in sending delegates to a convention that may affect the electrical worker, considering that such convention deals in the advancement of the workers through legislation and spends most of the time trying to advance bills that mean protection to the common people and betterment for the worker. I am in hopes that in the near future we will see compulsory representation of all our local unions. Just think of it, only eight delegates of the I. B. E. W. among 700 delegates! And at that we have 41 listed local unions in Illinois. Our locals must have fallen asleep. We must have some kind of awakening. What kind of effort should be used? Let us try something. Locals just block their own way for advancement by the lack of interest. I really believe it should have been placed in local union executive board power to choose and instruct a delegate to attend such conventions and provide for the expense by building a fund for such work.

We also had a meeting of the Illinois State Conference, the same week as the convention of the State Federation, expecting that the locals would attend both meetings. The secretary-treasurer's report showed a substantial gain over our last meeting. Plans are in the making for further changes in the inspection bill as well as new laws. These matters will be shaped up and reported on at our next meeting in February, 1931, so begin now to arrange so that your local will surely have a representative in attendance.

F. C. HUSE.

L. U. NO. 200, ANACONDA, MONT.

Editor:

It seems to me the changing of our constitution has done a lot of good as most every press secretary is writing about it. Up until now I have waited because of not having a copy of the constitution, but as "Lindy" noticed that I was not on the job, I'll have to jot down a few lines.

Things here are the same as everywhere else and that is enough said on the subject, but now we have our new constitution to work from, why not put a fee on all new applications for membership to be paid by said local taking in the applicant to the member securing the applicant? Get down to business right by making every member an agent to get the town or city you live in all 100 per cent union electrical workers, be they construction or maintenance men. Do it now and get ready for a bigger and better year in 1931, by making the demand for men to come to the locals. Make it a drive all over the U. S. Look around and see how many ought to belong and put it to them in a business way and if you see you are not the man to convince them send some other Brother whom you believe to be the one to convince the prospect; do it the automobile way, keep at it till one of you have landed the prospect by explaining and showing said prospect why he should sign up and fall in line with 100 per cent electrical workers. Cutting down the weeds in a vacant lot next door and using the lawn mower on them often will improve your neighborhood.

Brother Bell, our new vice president, was in to pay us a call last month, and to be sure he is still fat as ever and wearing his usual smile and the boys put him to work answering a lot of questions which saved lots of argument I'm sure.

Slowly we are taking our place on the ladder, step by step we are nearing the top of a bigger and better organization. The cartoon on page 517 of September WORKER tells a lot, so get busy and clean up your city and town by signing these men up and live like you ought.

R. J. MORROW.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

Watchful waiting, standing by, about tells the condition of affairs here. The only bright spot on the horizon is the proposed removal of all overhead wires in the central part of the city by the Atlantic City Electric Company. The fly in the ointment at present is the refusal of quite a few property owners to sign easement rights giving permission to the company to lay their wires under the pavements. Our contractors have been solicited for prices on installing service feeds for distribution centers installed by the company. Some contractors and quite a few of our members feel that this is just a play, as they call for a standard price which makes it a problem, considering the different obstacles to be encountered on the various installations, and may be used as an excuse to try to do this work with company men.

I saw a post card at the office from Brother "Mush" Crawford, also known as "Stanboul," postmarked Athens, Greece. Well, we hope the executive board of the local union there treated him kindly; which reminds us that a line from Brothers "Limber" Turner, Frank Bennett, Bert Chambers, Frank Whitehead, Frank "Mac" Neal, Johnny Moretti, George Richmond, "Shorty" Bernard, "Hy" Maxwell, "Doc" Dougherty, Homer Wilson, "Tommy" McAdams, "Lighter" Wasserman and the many others whose names at the present fall me, would be welcome.

"Cream always comes to the top!" Local No. 211, Atlantic City, N. J., wishes to thank



MAKE IT UNANIMOUS

Local No. 26, Washington, D. C., for the kindness shown by Brother "Wash" Washburn in donating his presence, assistance and automobile at the funeral of a member of the family of one of our Brothers. While Brother Washburn was here on his vacation seeking recreation, everything stopped and he offered his services. That's the spirit among regular fellows.

Brother Johnny Moretti is still flirting with his insurance, cleaning up the honors in dirt track racing in Local No. 28's jurisdiction, Baltimore, Md. Must have had 'em tuned up just right. In the three events entered he annexed first place, won time trials in 30 seconds, polished off the five-mile event driving a Haines special in five minutes, and, to make it a perfect day, pulled out in front of Hulla Szynard, champion of Spain, the feature event, a 25-mile race, with a three-lap lead. Take the family go-cart out some Saturday and try the turns out on a dirt track at a mile clip and see for yourself.

We wish at this time to compliment Brother H. J. Courtney, financial secretary of Local No. 349, Miami, Fla., on the efficient manner in which he is checking up on members paying dues in this local and working in the jurisdiction of another local.

Miniature golf may be a joke to some people, but the installation of the lighting they require meets with our approval. We're hoping these automobile toboggans they're installing on the boulevards entering the city, with their electrical effects, go over big—it all helps. G. M. S.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

Brothers, the article you are about to read is one of the most talked of subjects in our organization—dues—and from this line on I feel that you will be very much interested. Have you ever stopped to realize just what your dues amount to, and what they buy for you?

I am basing my figures on the yearly dues which amount to \$64 and the July assessment of \$2 for the International Convention which make a total of \$66 per year. This is equal to \$16.50 per quarter or \$5.50 per month.

No overtime assessment is taken into consideration in view of the fact that no overtime assessment is levied unless overtime is worked, in which case you have also earned more money and in proportion to the assessment. Therefore, while you all know our wage rate per hour is \$1.40 or \$11.20 per day, very few of our members have ever realized that the first 11 minutes of any workday more than pay your dues for that day; the other seven hours and 49 minutes are for yourself. If you don't think so just give the following figures the once over:

At \$1.40 per hour, the rate is two and one-third cents per minute. This amount multiplied by 11 equals 25 2-3 cents for the 11 minutes worked, or your dues for that day.

Before going any further, is there any man in L. U. No. 212 or any place else in fact, who would refuse to pay 25 cents for the privilege of earning \$10.95, which is the amount after the 25 cents is deducted from the \$11.20 earned?

Personally, I feel sure that most of our members do consider this a very good return on the amount invested.

Omitting four Saturdays and four Sundays of each month leaves approximately 22 workdays at a cost to the member of 25 cents per day. This, multiplied by 22 or the number of workdays would equal \$5.50 per month, or the total cost of your monthly dues.

In the same month if you have worked every day you have earned for yourself the sum of 22 times \$10.95, which equals \$240.90 clear of all financial obligations to the union.

At this time you will in all probability ad-

vance the argument that we are not employed every day, which is true; neither are the men who belong to no labor organization, and who are paid about 50 per cent less—mostly less—than our scale of wages.

On the other hand the majority of our members are steadily employed. If this were not a fact it would almost be impossible to keep going.

Space forbids me to give you a detailed account of our expenditures, but when you take into consideration the amount of per capita paid to the various central bodies, hall and office rent, including telephone and light, sick benefits, regular office expense in the way of printed matter and so forth, officers' salaries (including the business manager and the financial secretary), per capita and insurance to the International Office, and numerous other expenses that are impossible for me to bring to mind at the present time, you get some idea of the cost connected with the business affairs of our organization.

However, here are also some of the benefits that are derived from being a member of the I. B. E. W.: You are entitled to sick benefits, local death benefits, good wages, and working conditions, an old age pension, and \$1,000 worth of insurance for your dependents—all of this for \$5.50 per month.

And now, by way of comparison, have you ever stopped to realize that your telephone bill costs you almost as much as your monthly dues? Still you pay it and never raise hell with the officials of the telephone company, as you do with the officers of your local union. A good many of you pay more garage rent than you do dues and never complain of the cost; but, boy, those dues get plenty hell!

Understand me right, you're entitled to these things, they're very necessary to our way of living, but so are dues.

WM. F. MITTENDORF.

L. U. NO. 226, TOPEKA, KANS.

Editor:

He who runs may learn if he reads the ELECTRICAL WORKERS' JOURNAL that President Broach is a believer in centralized authority and responsibility not only in the International Office but also in the local union. One may also learn that he isn't strong for gang rule. The crowd is unwieldy and hard to manage. He must have attended an International Convention and seen how hard it was to get some piece of constructive legislation passed.

While our new constitution is a stride forward in the name of efficiency and progress, it never could have been perfected in a convention.

There is a saying that "Too many cooks spoil the broth," also, that three boys are no boy at all, and that is the real weakness in popular government.

Heretofore, our officers, especially our presidents, have been figureheads; now they are men clothed with authority, which also means responsibility.

It's now up to President Boon to appoint a new press secretary and first inspector.

Harry Tutt has taken a city license and gone to contracting for himself. At this writing he has neither taken a withdrawal card nor squared up with the local. If reports are true he is spending much time trying to get the business of his previous employer, and by very unfair means. Three reports came in from three business men that this Brother was stating that his former employer charged \$1.75 per hour, while he charged \$1.15. His business card states that he doesn't have expense for unnecessary supervision. The card bears no union label. Very unfair practice, I call it.

We are flattered to note that Brother Freeman, of L. U. No. 124, has read our stuff and is with us in the fight to defeat Henry

Allen for election to the U. S. Senate. If there was ever an enemy to the man who works, H. Allen is one.

Speaking of L. U. No. 124 recalls the fact that the friendship between Canada and the United States isn't a bit more unsullied than the friendship between L. U. No. 124 and L. U. No. 226. There has never been anything but co-operation and good feeling between them. Here's to our Brothers at the mouth of the Kaw; long may they wave.

Organized labor has two very important duties to perform in Kansas. The first is to defeat Henry Allen for Senator. This job is so important that union men in other states might well lend a hand. But it's our job primarily and we must attend to it. Henry has always fought us, first with his industrial court and then with his effort to increase immigration and make labor cheap for the railroads, and lastly his support and hard fight for the confirmation of Judge Parker.

Certain union printers defend him because the Wichita paper he used to own hired union printers, but that can't offset the fact that he tried to be the mouth piece of an administration that has been the bitterest enemy of not only organized workmen but all other men who have to work for a living. That he succeeded in being merely a handy man to do the President's dirty work, doesn't change the situation any.

The second job for us to attend to is the support of the new proposed state electrical law in Kansas, making it hard for high school cadets and janitors to do electrical work and stay out of jail.

The state contractors' and dealers' association is backing this law and they have the support of the fire insurance association.

Labor Day was very auspicious for L. U. No. 226 this year, as our ball team won the cup presented by the Topeka Federation of Labor by defeating the teams of four other crafts, and when I say defeating them I mean just that. Scores of 22 to 4 and 29 to 10 are conclusive evidence of which team excelled. The only reason the scores weren't more one-sided was because our boys got tired of running bases and quit.

Ours was the smallest local by far to compete and the only team to be composed entirely of its own members with paid-up cards.

We still think the "committee of 11" did a mighty good job in revising the constitution. A job like this could never be accomplished in a convention. They have made membership in our organization worth more by compelling members to pay their dues. They have cast out internal politics, another enemy of true brotherhood and real co-operation.

Internal politics is a breeder of internal strife.

Joe Geisert is our latest victim of the Tecumseh power plant job. Joe got badly burned with oil and hot copper when an oil switch blew up while he was working on the board. He is able to be out now. Brother Duncan's hand is about healed.

J. R. WOODHULL.

L. U. NO. 230, VICTORIA, B. C.

Editor:

The increasing number of unemployed workers is causing much anxiety to governments throughout the world. Recognizing the seriousness of this question in Canada, the government is, with the sanction of the Parliament at Ottawa, appropriating \$20,000,000 to be spent in the following ways:

1. By providing funds to the provinces for the construction and improvement of main highways.
2. By spending money to bring the uncompleted sections of the Trans-Canada Highway to completion.
3. By planning for the immediate con-

struction of public buildings, docks, etc., throughout Canada.

4. By loaning money to municipalities with which to pay interest charges on funds borrowed from private financial firms.

5. By using money from the fund to hasten the construction of railways now contemplated.

6. By assistance in defraying the cost of marketing the products of land, sea and mine.

7. By granting one-third of the amount expended in cases where municipalities have to provide relief other than that of giving employment. (The employment service bureau recommended that the provinces and the municipalities pay one-third each for relief.)

8. By dealing directly with the province in its assistance to public works of a provincial or municipal nature.

Statistics supplied by the Department of Labor show that there are approximately 117,000 idle workers in Canada, and that this number is likely to grow to something like 177,000 during the winter season. The fund created will but partially relieve the situation.

The main cause of unemployment is the displacement of labor by machines, which enables the wealthy manufacturer to increase his profits enormously at the expense of his fellow men, depriving them of the right to earn a living by honest labor. Now if this machinery were taxed an amount equal to the value of the labor displaced and the proceeds of this tax placed in a fund to create employment on public works, the manufacturer would still receive his fair profit without depriving labor of the right to live on God's green earth, but what a howl would go up from the manufacturer if he saw his chances to build a \$2,500,000 yacht slip away, even if this would provide the bare necessities of life for thousands of needy families.

"SHAPPIE."

L. U. NO. 259, SALEM, MASS.

Editor:

The parade begins!
Divisions move!

The multitude of onlookers, fresh and in holiday spirit applaud vigorously as the head of the line passes.

Hours go by. The parade ends. Divisions disband. The multitude, tired, dirty, and hungry, long ago stopped applauding ere the end of the line passed.

Better luck, President Broach!

Work is not so plentiful hereabouts.

To Local No. 1, St. Louis: We have had that out-of-work-book plan in effect for two years or more. In the main it has proved it's value; it has, also, its weak points.

Glad action has been started to corral maintenance work. Next, smack the overtime evil. Both are a means to modify unemployment.

Would like to see some action regarding helpers and apprentices. Local unions should exercise full authority regarding them. Quotas should apply not as to number of journeymen in one shop, but as to numbers in the local union. Local unions should transfer them from shop to shop, job to job and, if possible, their agreements with other locals, district to district. Thus a broadening influence would be exerted by contact with other mechanics and employers; a greater and more varied knowledge of the various branches of the industry would be acquired. These and other important benefits would result, in the end making for confident and competent journeymen.

Too many shops, especially in the smaller

cities, stifle and suppress intelligence and ambition. One and two man shops where the brains and intelligence are supposed to be centered in these one or two individuals. No one else knows anything. Where this condition exists, generally also exists a poor training ground for the novice.

These smaller shops inherit the disadvantage, through lack of capital or otherwise, of becoming to a certain extent specialized in one or two branches—house-wiring (new or old), small factory maintenance, commercial installation, etc.—sandwiching these with what might happen to drift in the back door.

It can, therefore, be readily seen that an apprentice bound to one shop is greatly limited as regards his opportunity for learning the trade to any degree of thoroughness.

President Ed. Sargent can't understand why it is that station IBEW is not on the air. How about it? The greatest organization of a greater and fast-growing industry is without the aid of its youngest prodigy, now grown to man's estate—the radio. There must be a great many more members in the same state of mind.

Just read of the marriage of some young lady to the w. r. h. (world's richest heir). Some syndicate will in all probability engage her to write an article, or series of articles, on how to run a home on only a million dollars a year, and still be able to save a few pennies for the rainy day or old age.

Which reminds me that Florence (Trumbull) Coolidge was paid pretty good money for writing an article for a current magazine on "How to cook for a family of two." I would refer them to my mother who cooked for a family of 12 and still provided enough for three or five chums. This, not on the salary of a privileged rail clerk either.

Cal. Coolidge says, "To help business, spend." Mayor Curley says, "Help business to start by everyone spending \$20," and then set an example by spending \$20, himself. Which statements must cause not a few to remark that if they had a job it would be a d—d easy matter.

Been a lot of ballyhooing out this way recently. William Butler, a millionaire and dry, opposed Eben Draper, a millionaire and wet, for the G. O. P. nomination for U. S. Senator. A. Piatt Andrews, a millionaire and wet, opposed Martha Brookings, wealthy and dry, for re-election to Congress from this district. In democratic United States the peasant (?) class listens and applauds; the monied gentry speaks and rides to the high places on the waves of the applause. How long, oh, Lord; how long?

Congress will soon be in session at Palm Beach.

Interesting news item: "Harvard to search students and members of faculty as they leave Widener Memorial Library, so many books have been stolen." Al Capone has only to enter Harvard now to become a gentleman. His book, "The Story of a Self-made Man," will then become "The Story of a Self-made Gentleman."

Mayor Walker has at last found himself a job. He has become chairman of the Lipton Cup Fund, \$25,000 a year salary—and still some members kick because our officers are paid for working.

Chicago lists three or four union agents as public enemies and racketeers. Let's clean out the rats and cast away the garbage. That much we owe to ourselves.

Hope to receive a copy of the new constitution soon. A good piece of work has been accomplished, if the changes in the WORKER are any criterion.

J. FLYNN.

P. S.—If this letter is long, please excuse it this time. The pen just wouldn't stop and it's the first letter in a long time. One a. m. and I'm going to turn in.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

There are two problems with which nearly, if not quite all the locals in the Brotherhood are faced today, have been faced for some time and are likely to be faced with far into the future. These are: (1) Lack of quality in the average standard of membership, and (2) inability to properly finance their own proposition.

To begin with, no member having five years continuous good standing and who has been tried out on "the firing line" and found true and loyal, should ever involuntarily lose his card (or his standing) on account of being unable to pay his dues. Furthermore, it should be financially able to protect its members from suffering and want during a prolonged strike and also give them adequate legal protection. But it is impossible for most locals to do even these very essential things for its members and do them right, to say nothing of the additional amount of money it should have to properly finance its many other activities and adequately fight its legal, economic and political battles.

The only mitigation of the evils that arise from the former of these two conditions has generally come through either the strong handed rule and guidance of an able and forceful leader or through the oligarchal rule of the local by a small group of the more sincere and able members. Both of these have frequently produced some very good, immediate results, in that they were able to enforce the necessary discipline, maintain order and a standard of co-operation, and make the local a unified force in the pursuance of its aims and purposes.

These methods are far from being ideal; they have many drawbacks and it is questionable whether their benefits outweigh their defects. In the first place, a considerable factor of danger always lurks in the institution of either of these policies. Neither individual leaders nor controlling groups are always actuated by disinterested motives and it frequently happens that they use their influence and authority to further their own personal ambitions or feather their own nest rather than for the benefit of those who are depending on them for leadership. Even with the most conscientious, honest and disinterested leaders either system leaves much to be desired.

Take the case of the individual boss, the "one man local"; while he rules and guides the local, everything is fine, i. e., the results are in direct proportion to his ability, foresight and judgment, the membership depends on him until this dependence becomes a habit and they practically lose the ability to take the initiative and when they lose their leader, the result is chaos.

This is always the penalty of any form of paternalism; whether it be a paternalism due to a one-man dictatorship, an oligarchal form of rule by a small group, or that shiftless evasion of responsibility of following the policy of "let George do it." Only through the development of ability and experience in all the members through "sharing in the duties and responsibilities" arising from each doing his bit, in promoting the welfare of the local, can a local function, permanently, in the most healthy and progressive manner.

Again, group control gives certain advantages and opportunities to the group in power that are envied by other groups which leads to factionalism or even to division or disruption of the local.

The best argument in favor of either individual or group control of the affairs of a local is that it does get quick action and definitely locates the responsibility.

Centralization of power makes for maximum efficiency in the governance of any or-

ganized body and for this reason in many instances, the end will justify the means. This is largely true, especially from the business standpoint of the management of corporations that exist principally for the purpose of paying dividends to the stockholders (though, even there, occasionally, the stockholders are fleeced by the management), and that is all the stockholders have a right to expect from the corporation, that it continue as a going concern that earns a profit on the money invested. Stockholders may come and stockholders may go but the corporation should go on forever.

The functions of a local union, however, are somewhat different from that of a corporation. The main investment of the members of a local union should not be the dues they pay, but their interest, loyalty and efforts in behalf of the organization and of each other. In return, they have a claim on the local for a certain amount of consideration for their personal interests and well-being and are entitled to as much self-determination as they are capable of exercising without interfering with the rights of other members. The local belongs to all its members equally and it is up to them to do with it as they will. If they are willing to spend the time and effort and interest necessary to competently manage their own affairs democratically, then they can have a real live local, functioning along those lines, otherwise, they must be satisfied with a poorly-functioning, chaotic local or else accept autocratic or bureaucratic control of the local affairs. We only get what we are willing to pay the price for.

Education and development of all the membership to the point of being capable of intelligent self-determination is a long, slow process and much could happen before it was far enough advanced to bear fruit, if left to develop by natural growth and if voluntary it is doubtful if it would ever happen, but if such a program were instituted by legislation and stimulated and enforced by a controlling group, some very beneficial results should soon accrue therefrom.

The question of finances is a matter that resolves itself into the old question of finding some method of raising the money from some source outside of the pocketbooks of the membership. Under the present system of industry, the workers do not receive a sufficient share of the wealth of the country to be able to properly equip a local union with the necessary finances out of their own pockets, to carry on successfully and efficiently its many important activities; the expense is too great; the membership simply can't pay the freight and maintain an American standard of living.

W. WAPLES.

L. U. NO. 301, TEXARKANA, TEXAS

Editor:
In reading the changes in the constitution the idea keeps re-occurring, "How is this going to affect the operation of local unions?" Most big locals are laws unto themselves and the small locals don't pay much attention to the constitution as a whole.

Are we going to make this constitutional change a starting point toward better observance of our laws or are we going to do as No. 301 did? We forgot to hold an election in June and now we don't know how long our officers will hold office.

The amendment passed at the last convention regarding travelers caused no end of abuses, some unconstitutional in the eyes of Uncle Sam.

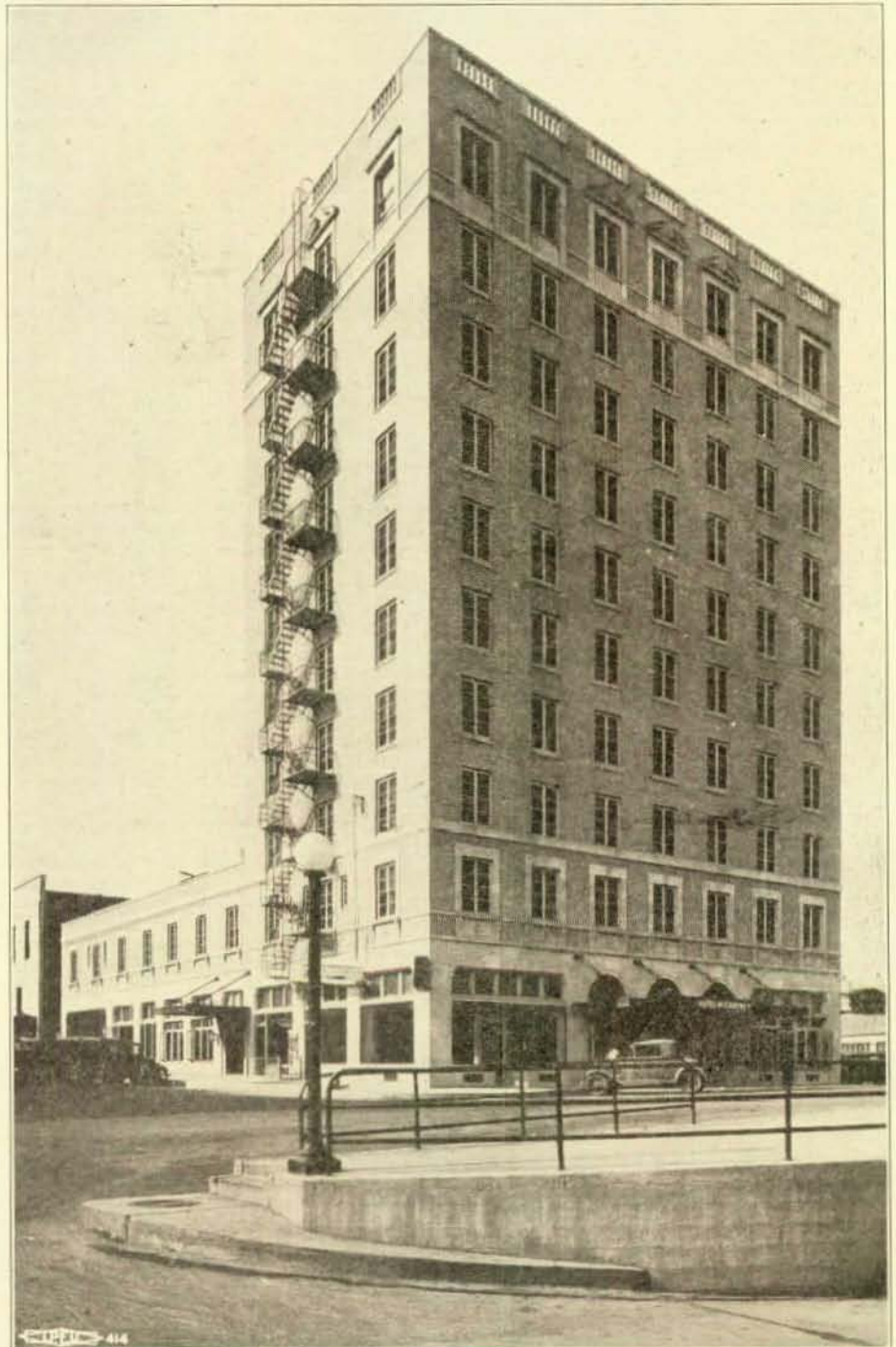
I was one that voted against the constitutional committee because I did not understand how it was going to work, but I am satisfied with the constitution as turned out.

Now are we going to have a housecleaning in the official family and rid ourselves of some of the bad habits in L. O. officers even if we have to get rid of some of the officers? We need well paid officers to represent our organization, but we don't need some of the men we have had in the past. Some of our L. O. men are too "big" to go into small locals to help build conditions, but a vast amount of work is getting away from us every year because the members do not know how to get this work for our men. Just recently 2,200 h. p. was sold by Westinghouse installed, and they sent one "engineer" into our jurisdiction and put the equipment in with plow jockeys, cotton choppers and niggers. And they do not pay a cent less than 25 cents and some get as much as 60 cents. The power company has sold 750 h. p. in a small town near here and it will most likely get away from us

because we spend hundreds of dollars trying to organize a bunch of saps instead of getting the jobs and let the saps get wise to themselves and get in with us.

If we have good men in our ranks, and we have, why don't we sell this labor to these big corporations at terms satisfactory to all concerned? Many of the companies do not use our men because the word "union" is a bugaboo to them, made so by men who in their earnestness to their union have erred. Why can't we agree on a good scale and terms with these corporations over a large district? Assure the company that its job will go through as per schedule and put it through that way. I have seen it done and what man has done, man can do again.

Brother J. R. Woodhull, of No. 226, tipped his hand to a fine spirit of real unionism in the July JOURNAL. Even though ousted from



HOTEL McCARTNEY AND UNION BUS DEPOT, TEXARKANA, TEXAS. WIRED BY L. U. NO. 301 FOR THE TEXARKANA ELECTRIC CO.

control of the local, which had been held for years, he and some of the defeated officers are ready and willing to assist the new officers in building up the local. We need more of that spirit and less friction.

When do we work?

CHARLIE MAUNSELL.

P. S. I am sending, under separate cover, a picture of the new Hotel McCartney just finished. This was wired by members of L. U. No. 301 for the Texarkana Electric Company. It houses the Union Bus Depot, coffee shop, drug store and a railroad city ticket office. It is built on the site of Texarkana's first hotel in the stage coach days and the original owner has an apartment on the 10th floor.

It faces the entrance of the new \$2,000,000 union station and railway mail terminal just finished in May. C. J. M.

L. U. NO. 306, AKRON, OHIO

Editor:

In Local No. 306 There Is Strength

The electrical contractors as well as the merchants are slowly coming to realize the benefits of organization. It takes suffering and privation to impress people with the necessity of banding together for self-preservation. Wild animals overcome their prey by running in packs. Individually they would starve, but collectively they may survive. For probably the same reason the early dwellers of the earth came to realize the benefits of forming tribes. Among the many workers in our city the electricians were the first group to realize the need for union strength. For many years this movement was resented by the electrical contractors, merchants and city folk, because they felt that the ultimate result was merely to raise prices. Low prices, induced by the great, uncontrollable surplus of electrical dealers in awakening the electrical contractors, and keen competition is causing the larger merchants to scratch their heads. In our larger cities we find co-operative electrical organizations very highly developed.

Since history seems to reflect that the labor movements in the United States seem to follow from one city to another, we can look to a greater local union in the city of Akron, Ohio.

There is much evidence of the need of closer co-operation between Local No. 306 and the Electrical League of Akron.

Before closing let me give due credit for this friendly condition to Brother Johnson, our new business agent, who has just reported four more contractors who have agreed to hire none other than union men. Brother Johnson has been and is wide awake, working hard, and will put Local No. 306 on the map before long.

C. A. MELLINGER.

L. U. NO. 339, FORT WILLIAM, ONT., CAN.

Editor:

The following is an extract taken from the International Musician, I think perhaps it might be of interest to some of the Brothers who are chronic knockers. It is entitled "Persistence:"

"Keep knocking for something instead of against it, and you'll win out. Past observation proves that this is generally true.

"You remember Noah had to work a long time on the ark. It was uphill business, too; at least building a boat way out on dry land, while the local Anvil and Hammer Club sat around spitting tobacco juice upon his lumber, whittling his pine boards with their jack knives and telling him what a fool he was for expecting a big rain in a country that was too dry to grow alfalfa. But he kept at it.

"Finally the flood came and every mother's son of the croakers was drowned. This is the only instance we know of in either sacred or profane history, where a bunch of knockers got exactly what was coming to them."

This little story contains quite a lot of thought and applies to a good many of us.

We are very prone to knock our officers and organization, and at the same time make sure we do not in any way offer to help. Be loyal to your union, should be the watchword of all its members who appreciate the value of organization. To become discouraged is to play into the hands of opponents of every guise and form.

Local No. 339 is getting things ready for a very active season after the temporary lull during the summer.

Conditions here are not very good, but all the members of Local No. 339 are employed, which is something to be proud of.

Brother Frank Kelly, our last season's financial secretary, is down in St. Clemens undergoing treatment. We all wish him the best of luck and hope he will return much improved in health and ready to take part actively in the coming season's business. E. F. PRICE.

L. U. NO. 349, MIAMI, FLA.

Editor:

Labor day being over and the boys tired of fishing, and with no new construction to speak of the boys have decided to go after maintenance jobs, and are meeting with some success. We are also having good success organizing the radio men. It seems this is a very fertile field that has been neglected by many locals. It sure sounds good to see all members working or nearly all working, and one scribe says 10 men out. These locals should feel very thankful for being so fortunate during these times. Again let me warn all Brothers wishing to dodge the snow, be sure to read the JOURNAL for news of all Florida locals, especially L. U. No. 349, for we will be fortunate indeed if half of our members are at work at any one time all winter. We will be glad to greet you as tourists, but until further notice, don't expect to find work of any kind. We are already over-run with tin can tourists who will work for a dollar or two a day and it is becoming a serious problem for the city to handle, so please write the financial secretary, or Business Manager Roche before making the big jump.

R. H. COLVIN.

L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

Canada Electric has just wound up operations on the million dollar school job in north Toronto. This is our finest technical school and I hope to secure a photograph for an early issue of the JOURNAL. Canada Electric, though slack at the present time, is one of our best electrical firms and Eddie Longfellow, one of the company's big three, is a former member of this local union. Just at present he carries a card in the Reformed Golfers and Anglers Association of America. Golfers who were formerly electricians must have quite a handicap on their opponents when it comes to using new cuss words while in the rough. Some linemen I have known would start at par if matched with Bobby Jones.

In Toronto we are dragging along with conditions not too bad. Unless some one gets busy and starts a good sized building before the frost comes it will be tough sledding for the members this winter.

No jobs of any magnitude have come through since last spring and in a city this

size we should have one every two or three months.

One of the most pleasing messages I have had in many months, was a telephone call from Mrs. Eddie Brown, whose worthy hubby does his stuff under the jurisdiction of Local No. 711, Long Beach, Calif.

Like the writer, Eddie was also a poor man some years ago, but that was before the re-organization of the local and the innovation of the full dinner pail. Now that we have the latter, I've lost my appetite, so what's the use? Thanks a lot for reading my articles, Eddie; that makes two people I know who deserve eternal reward for patience and democracy.

Our local had one swell turnout for the Labor Day parade, headed by the best band in the city, 350 men in uniform dress marched from Queen's Park to the Canadian National Exhibition grounds, exciting favorable comment all along the route.

Owing to an unfortunate oversight on the part of the committee, our badges of identification were too indefinite for the average on-looker, and many people, after looking over Brothers J. Nutland, C. Thaw, Ted Curtis and Bill Brown, let out three lusty cheers for the brewery workers' union. Others guessed that we were electricians but after one look at Joe Godden and myself they hastily altered that opinion and the brewery workers got the award.

If we parade next year, we will have so many signs and banners telling about the Brotherhood that folks will think us in league with the sign writers' association. To be mistaken for a brewery worker on a hot day with the liquor stores closed was just about the cause of nervous breakdown for my esteemed predecessor, William Brown.

The members here are backing up the new constitution in real style. Just recently a packed assembly ball voted to give the executive and business agents more power in the matter of reclaiming residential work. Such support would stir even the most careless official and we assure the boys this confidence will not be misplaced and hope that results will justify our opinions.

Job stewards are batting 1,000 on the big jobs in Toronto, but some of the smaller shops need sprucing up a bit. Members who read this should inquire into conditions in their own shop and see if anything is being overlooked.

Our executive spent an entire evening trying to find a solution to the helpers problem. About a dozen picked boys who have shown extraordinary ability and trades union spirit were able to pass the test before being accepted for membership. The rest will have to wait a long time; quality and not quantity is the slogan of the members in Toronto.

FRANK J. SELKE.

L. U. NO. 358, PERTH AMBOY, N. J.

Editor:

Local No. 358 is heard from and here you are, Brothers.

We had our election of officers, and they are: President, J. Applegate; vice president, A. Sheehy; treasurer, William Clausen; recording secretary, R. H. Beck; financial secretary, V. Larsen; executive board, E. Bachman, A. Sheehy, T. Zboyan, Edwin O'Connor, J. O'Brien, E. Shockbridge, W. Warner; business manager, J. "Chacky" Boll.

Our president, that corpulent and famous "Happy" Applegate, is a Brother with lots of weight in his arms, and power in his speech, and when he swings that gavel and hits, it sounds like the roar of a 16-inch gun.

Our business manager, Charles "Chacky" Boll, has replaced our esteemed Brother,

Edward Sofield, who had presided at that office for the past four years.

Brother Boll has taken up his duties and is handling them very efficiently, effectually and with utmost faithfulness. He is receiving full co-operation from the Brothers and contractors.

We wish him our most hearty success, and may Minerva guide him in his endeavor.

Work is slow, but our conditions are good, and our outlook is fair.

MICKEY PASTRICK.

P. S. Inclosed is a picture of the boys who worked on the Keasbey Sub. Station of the Public Service.

L. U. NO. 364, ROCKFORD, ILL.

Editor:

I have been reminded that no articles have been seen for some time in the JOURNAL from L. U. No. 364. That means but one thing. I must get busy. Years ago I used to cherish the ambition to become an author of fiction, but if it's anything like buckling down to writing letters, I prefer wire-jerking.

There is very little to report on in this territory. The same unemployment exists here as elsewhere. However, we must take an optimistic view of the future. Conditions and employment do begin to look a little better, although it is slight. That is better than going backwards. We have discussed the five-day week here, but unless we can get all crafts to work together on it we won't get far. The contractors are not offering much opposition, so we have hopes of some day putting it into effect.

The new constitution reveals the work of a group of far-sighted and clear-thinking men. It is a pleasure to study it and note the absence of contradicting clauses such as the old constitution contained. It's more stringent rules should have the effect of strengthening some of our weaker locals, to say nothing of the others.

We have finally stepped out of the rut of lengthy local meetings, made lengthy by useless arguing and wrangling on the floor. The proper procedure is to refer anything that tends to be of that nature to the executive board. They are elected to serve the local and should naturally receive the support and confidence of its members. Business cannot be successfully transacted at mass meetings.

WILLIAM C. LINDBERG.

L. U. NO. 409, WINNIPEG, MAN., CAN.

Editor:

Last month I missed my "write up" in the JOURNAL, being on my vacation. An old adage has it that "A shoemaker's children go the worst shod." This applies to me, for being a railway worker, and having a pass I used a tin lizzie to tour the good roads of Manitoba and Saskatchewan. Anyone who hasn't experienced this delightful scenery through the Clear Lake Section, the Swan River Valley, the Qu'Appelle Valley, the Duck Mountains, and the Riding Mountains has a surprise awaiting him worth while investigating.

At our last regular monthly meeting we had a splendid turn out of members. Brother Ingles was on hand, and many inquiries were fired at him which he replied to at length. He very clearly illustrated his remarks as occasion arose. The increase in dues seemed to be the hard nut.

Brother Avery, who wanted to "get to the point," and was "looking for information," not being in a position to intelligently discuss the question, occupied the floor a

considerable length of time—several times.

Other Brothers were on the floor airing their views and questioning Brother Ingles.

It was a spirited meeting, everyone taking an interest in it. Would that all the meetings were this way.

The meeting was going strong at 11 p. m. and reluctantly we adjourned.

The air was clearer, we had a different view from the one when we started. The only regret was amongst the drys. I mean those whose throats were dry. (Brother Watkins should have been here.) The tonsil bathing establishments close sharp at 11.

I am looking forward to seeing as good a turn out or even better at our next meeting on October 2, when Brother McGlogan will address us on the "Regional Council" scheme, and enlighten us on its fine points.

R. GANT.

L. U. NO. 435, WINNIPEG, MAN., CAN.

Editor:

All members of our local join me in congratulating our president, F. A. MacIntosh, on his recent appointment as International Representative and general chairman of the C. P. R. western lines. We know he deserves this recognition of his ability and energy and wish him every success and happiness in the new field of endeavor opened to him. The membership will be glad to know that this new office will not mean Brother MacIntosh need resign from the presidency of L. U. No. 435.

The notorious "slave pact" has been repealed by our city council and civic employees are once more free to join any trades union organization that they may see fit to. Thus ends a long battle to end a condition brought about by the hectic and ill-advised actions of the 1919 general strike. We learn by experience and history, which is a recording of the experiences of others; but let us not spend time and effort now going into the past but rather concentrate on welcoming and persuading the many employees of the city hydro system, etc., to take their places alongside us in Locals No. 435 and No. 1037 in maintaining and bettering the working conditions and wages of our industry.

A joint meeting of the executives of the civic federation and Locals No. 435 and No. 1037 was held on September 18 and International Vice President E. Ingles gave a most inspiring address on the pressing need of organization and stressed the monetary benefits accruing to members of the I. B. E. W. We sincerely hope the members of the civic federation who are eligible will decide to join us in a body.

The new constitution is receiving very favorable comment. Section 9, dealing with local union executive boards enlarges the powers of the executive considerably and came in for quite a bit of discussion at a recent joint meeting of the executives of Locals No. 435 and No. 1037. The executive board now has "the power to take any action that the local union can take, and which should be taken prior to the next regular meeting of the local union." It should be noted, however, that the increased power shall only be used when such action "should be taken prior to the next regular meeting of the local union." In other words the executive board is not to act on its own authority except in cases of emergency or where delay is not in the best interests of the local. Section 13 says "the board shall submit a report of its actions and findings to each regular meeting of the local union for approval." To me this means that if the executive board has had to use its powers as per Section 9, the local union cannot pass a negative motion revers-

ing the effect of these actions unless it is morally right for it to do so. The executive board has acted as the accredited representative of the local union with full power of attorney and the local union cannot refute such action. Disapproval expressed by the local union of any action taken by the executive board can only result in the resignation of the executive board, and I should say must result in the resignation of said board but cannot cause refutation of its actions. Am I right?

Canada now has a new government committed to high tariff. How is it going to work out? I am rather of the opinion that, owing to our undeveloped condition and the vast wealth of our undeveloped natural resources, a high tariff policy for a decade may prove beneficial. That it is a purely selfish policy I am convinced. Also that it is in itself not a cure for unemployment. If it was then surely there would be no unemployment in the United States today. A nation must be prepared to buy from those to whom it sells. The United States has gotten away with a high tariff up to just recently and we will probably get away with it until we reach the same degree of development as the United States has reached, and then we shall find that a less selfish policy will have to be found.

The unemployment figures for Canada are given at 117,000 and will likely reach 177,000 before they drop.

I would ask those who have decided to attend night school this winter to watch the daily papers for the announcement of registration and to register then and not leave it until school actually starts.

C. R. ROBERTS.

L. U. NO. 500, SAN ANTONIO, TEX.

Editor:

After a long silence Local Union No. 500 is again breaking into print for better or for worse.

Conditions at present are about on par with the rest of the country, but slowly improving and in this writer's opinion on a better and more substantial plane.

Men aspiring to public office in the future are going to have to become thinkers and doers instead of orators and character demoralizers.

Just read an article in a national chain newspaper in regards to the carelessness of our population and the thought came to me that selfishness and lack of restraint can cause as much havoc as either carelessness or ignorance.

A youth 16 years of age in this city just confessed to a buss hold-up and the murder of an officer. Similar accounts are seen in the daily papers, all of which gives us plenty of food for thought. There must be something wrong with our system of teaching or with parental influence that allows such a large number of apparently sane and normal youngsters to turn to a criminal career.

In conclusion, when we pick among the throng running for office, let the moral make up of a candidate have a great influence in our choice; if his private life is loose and makeshift, his administration of our affairs will be of like character, and in turn set a poor example for those grown up.

WILLIAM CARLSON.

I think that to have known one good, old man—one man, who, through the chances and mischances of a long life, has carried his heart in his hand, like a palm-branch, waving all discords into peace—helps our faith in God, in ourselves, and in each other more than many sermons.—G. W. Curtis.

L. U. NO. 502, ST. JOHN, N. B., CAN.

Editor:

The members of Local No. 502 showed themselves to be all live wires on the night of September 23 when we celebrated the start of our second year as a union. The annual banquet proved a real affair and the boys certainly did let themselves go. There was energy in every move, and how the motors did hum. Almost perfect synchronization marked the progress of the affair. After the feeding preliminaries the program included talks, music, and boxing matches. One of our young and progressive members, J. M. Young, made a creditable showing when he appeared as the second man in the roped square. Beside his gloved accomplishment J. M. sure can wield a mean knife and spoon. The culinary department was under his direction also, and judging from the way the boys mopped up the viands, I have no hesitation in recommending him as a cook in any clime.

In a recent meeting we had the great pleasure of greeting our old friend and Brother, James Broderick, International Representative, after a few months absence from us. Brothers, after digesting Brother Broderick's talk we are in full accord with the new constitution. We had several more candidates initiated and Brother Broderick enlightened us all on the insurance, death benefits and the benefits that accrue from organized labor.

Our trade conditions in the Maritime Provinces of Canada are satisfactory. All hands are at work.

I cannot close this without further reference to that banquet. It seems to stick in my mind. Your correspondent was master of ceremonies. Brother William Armstrong furnished music with his Spartan radio and there were speeches by Carl Mayes, and Al. Douglas which brought their audience to their feet, on several occasions. Your correspondent was supposed also to give an account of the affair to the morning newspaper but the program was so magnetic that he did not get to the paper office till it was too late and the story of that wonderful banquet was not told till the evening paper came out. Now you can judge for yourselves just how good an entertainment it was.

That's all for this writing. In conclusion let me wish the JOURNAL and all electrical unions "Good luck, good fortune and sunny skies."

ROBERT F. JONES.

L. U. NO. 535, EVANSVILLE, IND.

Editor:

Well, this is my first time up to write something about Local Union No. 535 and there is not very much to tell. I am hoping by the next issue, I will have a lot of good news.

Things are very slow here and we have some very trying times ahead of us. Our newly elected president, Brother Brockman, is very anxious to bring about better conditions for this locality. We have appointed Brother A. H. Meier as business manager, who has outlined a wonderful program for us, which we are hoping to be very successful with.

There are no large jobs going up around here at the present time, all of our jobs are of medium size.

Well, I hope that the next time our Brother Guy Vaughn builds a bath room, he doesn't forget to wire it. After we have been preaching more outlets to help stimulate business, I don't see how he could ever let it slip his mind.

I believe that our new constitution will be very helpful to us, and I believe all the boys are well pleased with it. We have been devoting considerable time to clearing up conditions to help stimulate business, therefore we haven't had time to get into our new constitution as far as we would have liked to. But we are going to do our part, in putting it over strong to make the I. B. E. W. the best international on the map.

C. K. LOHMEYER.

L. U. NO. 586, OTTAWA, CAN.

Editor:

Congratulations to President Broach for getting the constitutional committee on the job, and their speed in getting our new constitutions distributed to the various locals.

The attendance at our meetings is beginning to pick up and many interesting discussions are being settled by the members in attendance, instead of leaving everything to our officers. I hope this keeps up, for we are hoping soon to get the local contractors to see our views, and these meetings are a great help in this way.

Well, the C. N. R. hotel, Chateau Laurier, is near completion and any of you members who happen to pass through should make it a point to inspect the work done here, for the Chateau now ranks as one of our leading hotels.

I would also advise any members in neigh-

boring jurisdictions to steer clear of here, as our local contractors seem to have gone on strike, and work is scarce. Will see you again next month.

Lou.

L. U. NO. 595, OAKLAND, CALIF.

Editor:

The new regulations of the constitution have been put in force and Local No. 595 is living up to it to the letter as interpreted by our president, G. F. Moore, who by the way is a stickler for rules and regulations and is trying at all times to make the meetings interesting and business like.

Working conditions are about the same as in my last report.

The Ford Plant has not started for the electrician as yet and conditions at the Shell job are the same, so, Brothers, please stay away from them and help us get fair conditions on them.

The boys are still enjoying their indoor sports around the hall while the pee wee golf has claimed quite a few in the evenings. I think Buck is still the champion of the small courses, while Jack Po. still can hold his own on the man size ones.

Brother Amos Feeley, who was in this district for some time, is now working in Richmond and Contra Costa County, and we hope his work will be successful as their conditions for a long time have been very poor and they need the help of a good, live wire man.

Local No. 595 now meets on the first and third Wednesday at Porter Hall, 19th and Grove Street, and Brothers coming this way will be welcome, as we like to get first hand information of conditions elsewhere.

It is getting near the time when Local No. 595 give their big time for the Christmas Cheer Fund, so Brothers, let's get behind the committee in charge and make this one bigger and better than ever before.

E. B. ESHLEMAN.

L. U. NO. 640, PHOENIX, ARIZ.

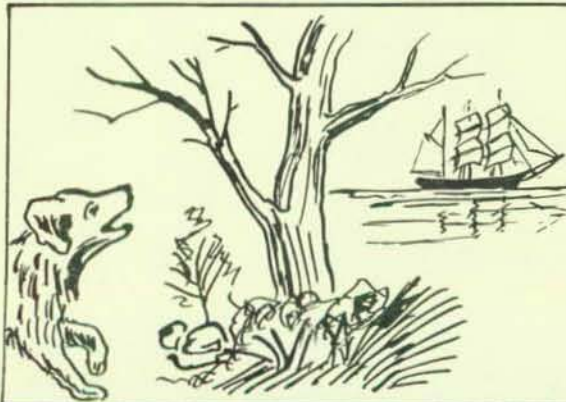
Editor:

We still have another month of hot weather to look forward to in Phoenix. Many of the boys have the opportunity to go up into the mountains to avoid it.

The "Gold Spot" is still suffering from unemployment. With what work there is going on, our daily newspapers over-advertise it and bring in the scum to crowd an already over-crowded town.

SCHOOL DAZE

By **Al. Guy**



The **BARK** of the dog
And the **BARK** of the tree
Have nothing to do
With the **BARQUE** we see.

There is no relief in sight for the winter. What we have going on and that which is programmed for this winter will not keep our membership busy. We are getting busy now to keep out the fall influx of workers who "blow" in here to avoid cold weather.

We are fortunate in having Brother F. W. McCabe, who was our past business agent and who is now an organizer for the Brotherhood, here to assist us.

We have had considerable difficulty in the past years with Brothers who "blow" in here and settle on some job that we stay away from due to the low wages and working conditions in the mines. These same Brothers bury their tickets and are a great "help" to us. We want to advise the Brothers that we are going to ferret them out and enforce the constitution on them.

We are fortunate enough to be in control of all the work that is going on at present, and Local No. 640 is out to control all the work that is in its jurisdiction in the future.

P. J. TIERNEY.

L. U. NO. 656, BIRMINGHAM, ALA.

Editor:

I just must report something of interest that took place in Birmingham on the evening of September 16, 1930, especially interesting and surprising for the members of Local No. 656. The surprise was at the hall being filled with interested members and at having Brothers Wormer and Waddel present. It was the first real good meeting that the local has held for some time. The new constitution was taken up and explained by Brother Wormer.

A vote on the five-day week plan was taken and the plan was defeated by a large majority. Work around Birmingham is about the same as other places, on the rocks at present with nothing in sight.

The town is full of floaters at all times and it is pitiful to watch them come and go. Just like so much sand on the seashore, being washed from one place to another.

Our government during the World War issued an ultimatum to work or fight. Why can't the government repeat the dose on the manufacturers and tell them to operate or move on and let the government operate these factories, as it is getting worse in this district in place of getting better. Big business gets most anything it wants, but let one of these poor, hungry, out-of-work citizens ask for a little fair play and the first thing they want to do is to send him to prison as a red. These poor fellows only ask for a chance to earn an honest living and it looks to your writer as if some one certainly fell down on his job in the way of prosperity guarantee.

The few who are at work now are not much better off than those who are not, as the one who is working is usually carrying from four to five additional on his salary and he

is doing his bit without complaining, which certainly is a credit to him.

Just a word about raising the dues: It seems to me that the move is very unwise at the present time. L. A. MONTGOMERY.

L. U. NO. 665, LANSING, MICH.

Editor:

Now that every one is accustomed to the depression being with us, we come forward with the cheering news that 4 per cent more men have been employed this month than last, but don't get any impressions that we are back to normal, even though you may read advertising by automobile manufacturers to that effect. Waiting lists are still abnormal.

Enclosed is a picture of a sample of the things some of 665's men who are on the municipal job have to do.

It is a 1,000 kva. fully-enclosed of the G. E. latest design.

We also take a certain amount of pride in this installation because it is a link in what will be the second largest municipally owned plant in the country when the present addition is completed before long.

Fall season is with us in the north and we are getting some plans under way for an educational program this winter.

The correspondents who write so learnedly and profusely leave some of us poor scribes speechless and overcome with admiration for their talent, yet we would not have any the less of it for it makes our JOURNAL one mighty force to its readers and rounds out a very fine publication.

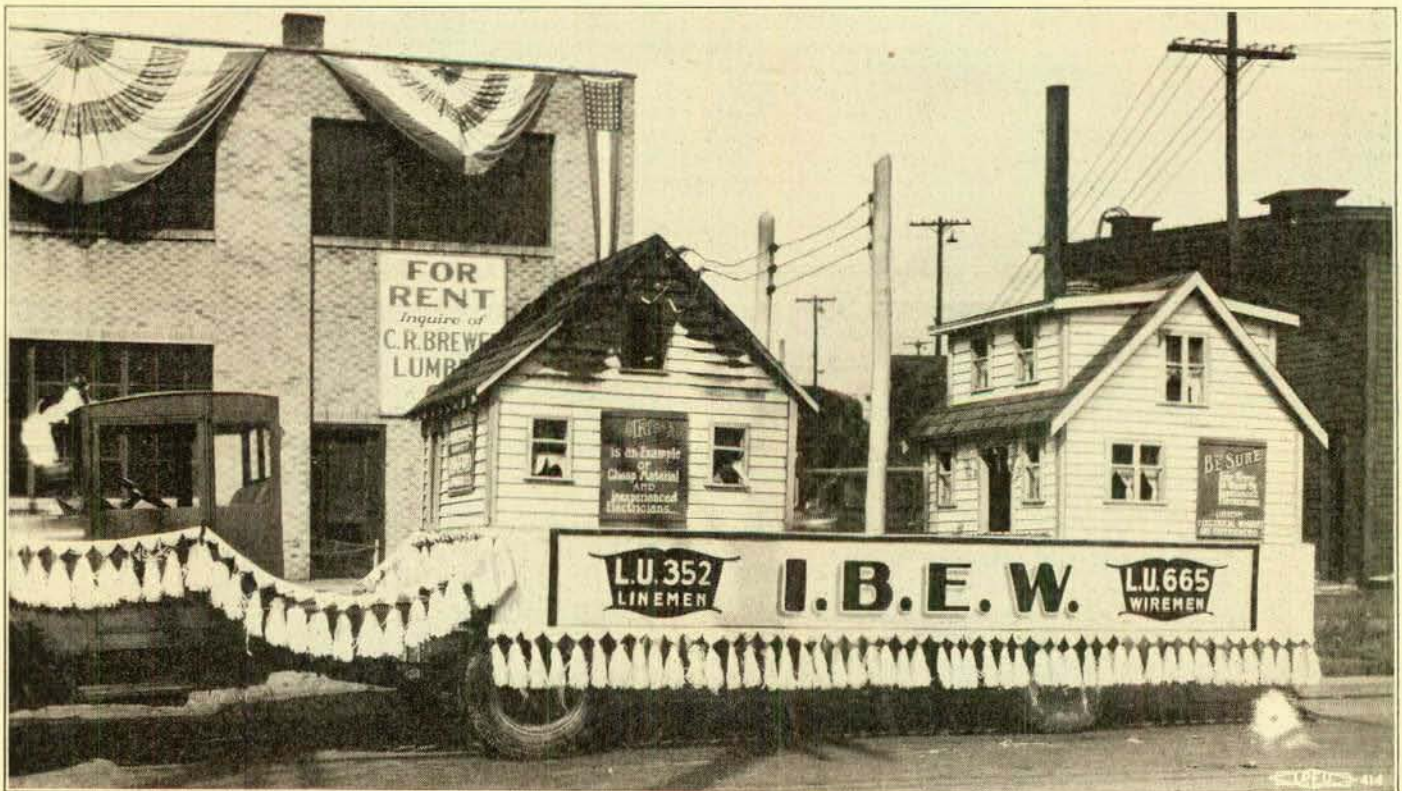
The makers of the new constitution are to be praised for their concise work, and we are finding many things to be thankful for in it each time we read it.

H. J. PAGE.

A more perfect race means a more soulful race, a more soulful race, a race having a greater capacity for love.—Ellen Key.



LOCAL NO. 665 ON MUNICIPAL JOB.



THIS PRIZE FLOAT OF LOCAL UNIONS NO. 352 AND 665, BATTLE CREEK, TELLS A STRIKING STORY, AND PREACHES A CIVIC LESSON. PART OF MICHIGAN STATE CELEBRATION OF LABOR DAY.

L. U. NO. 666, RICHMOND, VA.

Editor:

I hope some of the boys of "666" will take my first letter as an eye-opener for attendance.

Beginning the 7th of October our meetings will be held on the first and third Tuesdays of each month. This change will mean a great help to the newly organized paper hangers. So much for a good deed. Now perhaps it may help us as some of the fellows who couldn't get out on Wednesday may be able to make it on Tuesday.

Most every one not only seems pleased with the new constitution but looks forward to a bigger and greater I. B. E. W.

Although we have been taking in a few new members work here doesn't look near as promising as last year. We still have a few members pressing bricks who take a slight vacation when a job will permit the same.

The city of Richmond has an ordinance which requires a journeyman to take an examination and be licensed. Up until a few weeks ago it has helped us lots. Now there seems to be an understanding that the electrical industry has expanded so as to issue special permits for the special classes of work.

The city fathers seem to now be working on a new ordinance which may mean something one way or the other for us. Will write more on the subject when we know something definite.

We have two new contractors whom we feel will always be fair. So good luck Brother Veech and Brother Monahan.

WILLIAM F. PATRICK.

L. U. NO. 696, ALBANY, N. Y.

Editor:

There has been no change in the labor situation in Albany since my last letter and the boys are keeping the chairs in the day room well heated.

At our last meeting a motion was made and carried to start a school for journeymen and a committee was appointed to put the same in effect. Our worthy business manager, Brother Cummings, formulated plans a year ago, which if carried out would have resulted in a class giving a thorough electrical education to our journeymen. No matter how experienced we may be at the practical end of our game there still remains a vast amount of theory to be learned, which coupled with the practical will tend to make better mechanics of us all and I hope that this new class will meet with better success than did the one of last year. If we are ever compelled to become licensed electricians this education will be a great asset.

Our business manager has been in conference with the mayor of our city concerning public work being done by organized labor of our own locality, not by men of outside cities. The mayor has promised that this condition will be remedied. Goodness knows, there are enough men ready and able to handle all such work who are residents of Albany, without going outside of our city for such help.

Brother Osborne, foreman of our local union, requested me to state that some time ago he issued a challenge to any one to show a better record than he as a foreman. Brother Osborne, I understand, has held the position of foreman for 26 years continuously. Now get together, all you good foremen, and let us hear from you.

The attendance at our last meeting at first sight appeared quite small to me until I remembered that we had excused the helpers from attendance and I must say that it makes quite a difference in the appearance of the seated members.

Brother Sheehan's apology is accepted and I will forgive him this time for failing to have a letter from Troy in our JOURNAL. But one thing I will not forgive him for is the fact that he did not send me an invitation to the clam bake that Local No. 392 held on September 7. I have not attended a good bake since leaving New York 15 years ago and by what Brother Sheehan states they had a good one and I was not there.

C. A. ROBERTS.

L. U. NO. 723, FT. WAYNE, IND.

Editor:

At the annual election held some time ago the following officers were elected for the ensuing year: President, Frank Chrzan; vice president, Herbert Bond; recording secretary, Anthony J. Offerle; first inspector, Roy Dale; treasurer, Samuel E. Evans; financial secretary, Robert E. Deel; foreman, Roy M. Langstaff; second inspector, Allen Ammon, trustee for three years, George Deel.

There have been so many able articles written by our correspondents and our Editor in regard to organizing the non-union man, which ought soon to wake us up to an appreciation of our duties and opportunities. If linemen throughout the country were as strongly organized as they should be, we would at the present time be able to enjoy a few of the luxuries of life instead of having to continually worry about how we are going to get enough of the bare necessities.

What reason do men give for dropping out or refusing to join our organization? Here's one we quite often get: "I never got anything out of the union when I was a member and when I was out of work they didn't get me a job." The chances are 10 to one that these men never put anything into the union, with the exception of a few dollars; how could they expect to get much out of it? And even at that, there are few, if any, who have not gotten out much more than they put in. The electrical workers' organization is a democratic organization which bases its hopes and ambitions on the principle that more men think right than think wrong. As long as my vote is just as big as any other man's vote, I'll never drop out of my union. If laws should happen to be passed that I don't like or if officers should happen to be partial, or what not, these are only details and they do not in any way alter the fundamental principles of the trade union movement, that through an organized group we can accomplish more than we could ever accomplish ourselves.

At the recent state convention of the American Legion held in this city the latter part of August our Brother Legionaires (14 in number) did their best to show the visiting Legionaires a good time. A coterie of Legionaires, headed by Brothers Frank Chrzan and Guy Hall, stole quietly into the central fire station on East Main Street, in the wee sma' hours of the morning and pulled the bell that routs the flame fighters from their downy beds in case of a night fire. Sleepy-eyed fire laddies slid down the brass poles and mounted the fire trucks ready to speed to the fire, when the hilarious conventioners hove into view and said something about April Fools going to seed in the latter part of August.

A Fort Wayne radiotrician-Legionaire (Cloyd Weikart being one of the best in the business) who was making the atmosphere of a certain restaurant cheerful with the bright lei around his neck, stepped up to a fellow Legionaire from down state, sitting at a table nearby, and said, "Welcome to our city, I'm the mayor of Fort Wayne." "That's nothing," rejoined the other, "I'm a drum major."

The delegates assembled in convention the next morning were getting facetious by the

time most of the Legion officers were elected. When the district roll was called hurriedly for nominations for sergeant-at-arms, no nominations were offered. As the chairman stood nonplussed for a moment, Brother Bill Lewis called out "Move the nominations be closed."

ANTHONY J. OFFERLE,
Recording Secretary.**L. U. NO. 734, NORFOLK, VA.**

Editor:

Was Webster wrong?

A current advertisement of Camel cigarettes reads: "Webster was wrong; one luxury that is not expensive."

Now, let's look into this. In the several meeting places where we attend we see posters charging that the makers of Camels are unfair to labor. Note, we do not say unfair to organized labor, but unfair to labor—all labor. It is charged that this company pays wages below standard and that working conditions are not so good as are found in other factories.

If, notwithstanding these facts, the makers of Camels find a ready outlet for their products, why should fair manufacturers maintain fair wages and conditions and take only a reasonable profit while the makers of Camels are showing them how to divert a portion of the payroll to excess profits?

If the public continues to consume large quantities of these products, all labor will soon find that Webster was right and Camels are not "one luxury that is not expensive."

When the dues of our local were \$2.50 per month, certain of our members could be seen at all hours searching into the far corners of the earth, the upper heavens and under the seas. These strange beings wore strained and hungry expressions and at times could be heard muttering in an unknown tongue.

Then on one eventful day the dues were raised to \$3 and there was great rejoicing among the searchers who went about waving their arms in ecstasy and shouting "Eureka!" We knew then that the strange actions of these beings were caused only by an earnest and laudable desire to find an excuse for dropping their cards.

The rest of us will carry on and pay the legislative and better-conditions expense for the ones who are unwilling to pay their share of this expense.

We note that the new constitution abrogates several portions of the ritual. Are we to delete conflicting sections of the present ritual or will the ritual be re-written (please state)?

[Editor's note: The ritual has been revised completely.]

Our president uses ritual entirely from memory.

Brother J. R. McIntyre, of our local insists that a local numbered 131 once existed and that he was a member there and that he could prove it if their press secretary would contribute to these columns.

Brother J. F. Phipps, 300 Court Street, Portsmouth, Va., and Brother M. I. Parker, Box 2, West Norfolk, Va., still fail to receive the JOURNAL. SAUVAN.

L. U. NO. 773, WINDSOR, ONT., CAN.

Editor:

Man has been called the intelligent animal, but I sometimes wonder. Particularly since the war, small business throughout the country has been merged into large. Operating expenses caused by duplication of effort have been cut. And quite right, for why should we have six ill-paid and overworked milk men covering the same territory when one could do it? He could receive twice or thrice his present wage, and the other three men's wages go back to reduce the price of milk. But the combine is not interested in

brother man and their aim has been gigantic profits. So much that the man in the street has no conception, and if informed he would probably reply by asking the baseball score of the day. But now, as a result of these massive snowballs of power which are being pushed around in every community, there is not enough sustenance left that all may eat. Our bellies tighten up and we begin to wonder what it is all about.

At last man begins to assert his intelligence when it is prodded by hunger.

We hear more talk of the labor question today than ever before, and slowly Mr. Smith and Mr. Jones begin to see that this is not an ordinary depression. While men of all classes are discussing this, which for years has been organized labor's problem, let each and every one of us do our utmost to set them on a train of thought which will be helpful.

We, as union workmen, have the advantage of better conditions and wages, and greatest of all, the help and inspiration of labor literature, among which this JOURNAL holds no mean place. We know from the printed analysis of industry the weak spots in our social system. How the machine age and its robots has lightened man's toil, but instead of even being allowed to participate in its should be blessings of shorter hours and more of the now cheaply produced good things of life, he must starve.

Insane profits have become a passion with bloated financiers, but let us help to put it in the past with its other sensible companion, "Mah-Jong."

We learned the value of propoganda during the war. The idea being to plant the seed of an idea, and water and tend it, by having it become mutual conversation for the multitude. Organized labor should be the leaven to cause the great masses of hitherto unorganized fellow workers to see the light, and rise above the conditions of which we are all responsible for by our own lack of interest. If we can make happier and more self-reliant citizens, is not that worth the effort? "Non est sine labore!"

EDWIN G. DAVIS.

L. U. NO. 784, INDIANAPOLIS, IND.

Editor:

We had with us at our last regular meeting International Representative, Brother Slattery, whose attendance was welcomed by us, as the revised constitution was one of the most discussed subjects and we depended on Brother Slattery to answer several queries pertaining to that subject. On the strength of changes in the constitution we have revised our by-laws and have followed up the policy of the times of eliminating a great many antiquated laws and rules. It just seems to happen that when an old set of laws is amended that it is always the intent of the law committee to add to it and never try to discover anything that is of no good to the body which the laws are to govern.

Our local has been beset with numerous dangers in the nationwide depression and it has been very hard indeed to hold on, due to the members being out of work, some of them working only part time as the Beech Grove N. Y. C. lines shop, located in Indianapolis. They most always close down the latter part of every month from 10 to 20 days and most all of the round houses and car repair yards have had to adopt some plan of a five day week to keep down a drastic force reduction.

The C. I. & L. Ry. (Monon Route) in its competition for Indianapolis and Chicago passenger business has placed in service on two of its best trains club lounge cars just completed, built entirely by the Monon R. R.

It was my pleasure to inspect these cars just prior to their initial trips and I am desirous of giving credit where it is due, so I must say that the boys of Local Union No. 863 of Lafayette, Ind., gave the Monon R. R. an exceptionally good job of car lighting and radio installation.

I might close now by calling to the attention of the readers the coming election and warn them to be on guard against campaign tricks. It seems to me as an observer that the old guards are endeavoring to disperse a drove of dogs such as the farm problem, the tariff, the unemployment, the stock market, prohibition, and the southern political situation by the use of the word "scat."

So let us all take a lesson from the state of Wisconsin and Michigan. In Michigan labor's friend, Couzens, is still in the fight and in Wisconsin the old guards set up the noise of "Too much La Follette." But the voters of Wisconsin have seen that the La-Follette family—father, mother and sons—never had wanted anything particularly for themselves, except the opportunity to serve their state and country, and that given the opportunity, they did serve the state and country with extraordinary zeal and ability, consequently the state has furnished a Senator at the age of 35 and by an overwhelming majority has placed in nomination another La Follette for governor of that state which is equivalent to his election at the age of 33. "There is always more behind a La Follette than appears on the surface." Put your political aspirants on the rack and observe if they are made of the real stuff that labor needs for its protection.

W. L. HARRISON.

L. U. NO. 828, SEATTLE, WASH.

Editor:

To begin: We are the radio operators, radio controlmen and servicemen of this beautiful metropolis of the great Pacific Northwest, Seattle, Wash., and we have been organized since the 22nd of March this year and were christened "L. U. No. 828, I. B. E. W."

Yeah, we are young in years of organized labor but most of our "gang" are old heads in the radio field and it's a wonder that some of you old "bucks" don't take your "babies" across your bony old knees and taddle the hides offen 'em for not organizing afore now. Sez me! And if you did we probably would get a good 'un too, and "rate" it!

Before I go any further let me, in behalf of all of us, offer our thanks to L. U. No. 46 who have so generously aided us in every conceivable manner in getting us off on the right foot, and state that at last we are beginning to take form and are taking on the looks of our "sires" and like every small boy and girl we are sure growing fast. But as I said before, we sure thank L. U. No. 46, and they should be thanked, not only by us, but by every L. U. for their untiring officers and patient members, and whose efforts caused to be printed on the map of organized labor a tiny dot of a township.

They have donated the use of their offices, lodgeroom and too much praise cannot be given them for the manner in which they assisted in getting us down to brass tacks, and L. U. No. 828 thanks each and every one of them.

At present we are merely hanging fire until we can get away to a perfect start, as about 90 per cent of the broadcasting station operators and most of the ship operators are waiting at the barrier with us, so you fellows back there in the east had better keep your eyes and ears turned to the west—pardon, the Pacific Northwest, for we feel old enough and soon hope to

be big enough to start doing big things in a big way. Then watch our strides, because if you travel a gravel road with us, you'll have to excuse our dust.

Until we get further along we are holding only one meeting per month and that at 8:30 p. m. the third Thursday of each month, so if any of you old timers happen around about that time don't fail to drop in and say "Hello" anyway. We'll be glad to have you with us, and remember we extend this invitation to all of you.

We haven't extended any agreement to the employers here as yet, though heaven knows, we sure need to, and could do better with union wages, and in the near future we hope to be able to do something along that line. (Any suggestions to make, we'd be glad to have them?)

We believe that we should have the same chances and privileges as some of the other professional trades, for instance, the musicians. We mean as much, if not more to a broadcasting station than they do, yet they receive their union wage weekly and all that we get is what they feel like giving us. We had to spend as much time, in proportion, in apprenticeship as they do, we have to have a license and they don't, and we had to work just as hard to master radio as they did music.

No, we aren't "bellyakin," but we're just determined, that's all!

Well, if Mr. Editor, doesn't blue pencil alla this, guess there will still be hope, and if he doesn't we're sorry to have taken so much of your valuable time, but we felt that you should know about us.

Seventy-three's to any of you old "brass-pounders" and if you should get a chance, give us a "QSL."

Until nex' time, GN,OMS.

"NA."

L. U. NO. 854, BUFFALO, N. Y.

Editor:

Well, here we are again, another month gone by and no coal in the cellar. On September 5, Local No. 854 held a special meeting in place of the regular meeting on September 10; at this time the local entertained Brother C. J. McGlogan, International Vice President, and Brother J. J. Duffy, International Organizer. At this time Brother Duffy gave a very good talk on the new by-laws and what they meant. Following Brother Duffy Brother McGlogan gave a talk on the good of the unions and what they stood for. After Brother McGlogan's talk he said he would answer all questions that were asked him, but one, that was what he used to make his hair grow. (Ha, ha!)

We also had as a visitor Brother William Fisher, business agent of Local No. 41.

We are slowly getting the no hellos to our way of thinking and they are joining up with the local. Work is none too plentiful, some of the boys getting only three or four days a week.

At our last meeting we received our new constitutions and it is something that every Brother should read as it will do them a world of good. Only a few of our members attend meetings regularly. We see the same faces at every meeting. Some of the boys work four to 12 and we can not expect them to lay off, but the rest ought to take enough interest in their local to attend at least one meeting a month. It would make the old standbys feel more like doing something.

W. H. HELWIG.

It is great, and there is no other greatness—to make one nook of God's creation more fruitful, better, more worthy of God; to make some human heart a little wiser, manlier, happier—more blessed, less accursed.—CARLYLE.

L. U. NO. 912, COLLINWOOD, OHIO

Editor:

Local No. 912, Railroad Local of Cleveland, Ohio, goes in print again. Brother Bill Blake agrees with Brother C. N. Schmidt, of L. U. No. 854, that he should have been there on July 9. Why not include Singing Al, of Local No. 817? Will be in Buffalo next month.

With the application of the six-day week for round-house and yard men we are glad to say all members are working. On September 4, a special meeting was presided over by International Vice President C. J. McGlogan, assisted by J. J. Duffy, who very ably explained the new constitution and its application and benefits. The air was hot and thick with questions at times but I think that all left with a different view of the situation and that Guy Duffy wasn't at all the Judas some had pictured him. Come back again, Duffy! Absolutely, Mac, we like you, too.

With deep grief we learned of the sudden death of Brother K. W. Green, general chairman of Baltimore & Ohio System Council No. 4. A loyal Brother and an untiring worker for the cause of organized labor. May his successor carry on his good work.

'Tis reported that the mysterious Mr. McGonagle is in town again, visiting various homes of members. His mellow voice has a tantalizing effect when raised in song and 'tis said he is instructing the wives of various members in the art of operating a passenger automobile. Horticulturist A. A. Rossmann is boasting of a new flower he calls Alice C. **BILL BLAKE.**

**MAX HALLOCK**

L. U. 1037, Winnipeg, possessor of loyal Canadian Humane Society Medal for bravely saving Brother William Fletcher's life, when Bill was frozen to 2,200 volts atop a pole.

file from grousing and as little opportunity should be made for that as possible. I could enlarge on this question and write for an hour on it, but I hope I have made myself plain.

Work has been fair up here this summer with all the permanent staff employed. There has not been very much building and the work has been mostly maintenance. Brother L. Layton has been confined to the hospital but is now on the way to recovery. The notorious slave pact, wherein all employees of the City of Winnipeg had to sign not to belong to any outside union, subsequent to the ill fated strike of 1919, has at last been lifted. Although other trades were implicated the whole credit for getting this nefarious law legislated out of existence must go to the I. B. E. W. and the names of Brothers J. L. McBride, Frank E. MacIntosh, Vice President E. Ingles, and the Minister of Labor in the Mackenzie King government, the Honorable Peter Heenan, M. P. for Kenora, Ont.

It is with much regret that I record the death of Brother Charles Burne, who was electrocuted while at work at Moose Jaw, Sask., on September 4, 1930. Charlie was a member of this local and well known in the prairie provinces. **IRVINE.**

L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

The revised constitution is clear, concise and right to the point. Thanks to our International President, International Secretary and constitution committee, there will be more progressive business and less muddling henceforth.

Local No. 1141 is on the firing line and really progressing. Brother Wren has appointed a by-laws committee to rewrite our by-laws so as to meet new conditions and coincide with the revised constitution. The men appointed for this job are Brothers Dasback, Hun, Monday, Taylor and Walker. Boys, you will no doubt burn some midnight

juice. You should worry over that, as the power company has agreed to reduce rates 18 per cent.

In keeping with the new order of things, the first and third Wednesdays of each month have been designated as our meeting nights. Brother Dan Tracey, International Representative of this district, was here recently looking the local situation over. He commended us for the fight we are putting up for the cause, also stated that he would send someone in here to work with this local in bettering conditions. Come again, Brother Tracey.

The Labor Day parade put on by the Oklahoma City Building and Trades Council went over great. All crafts were represented and it looked like everybody this side of "Old Man River" turned out to watch us do our stuff. There were floats that were good to look at, the plumbers taking first prize. Brother Grimsley furnished his Buick roadster to the financial secretary to use while taking pictures of things of interest in the parade. He snapped several shots, one being a poor jackass that represented Oklahoma City. This Biblical mule had the saddest look on his face as though something was wrong. He was a mistreated mule and could not look the honest parade horses in the face as they passed him by. Yet if one watched him closely they could see a determined look in his eyes, a look telling you that eventually he would unseat the drone who was using him for a beast of burden. Changing my gaze from his face to his back, what did I find astride him? None other than the open-shop division of the chamber of commerce, in the form of the devil, horns, tail and all. No, I do not blame the mule for being ashamed. Some day he will throw the devil off, giving him a good kick in the seat for good measure. Then he can lift his head, stick up his ears and bray the bray of a respectable jackass.

Unemployment seems to be the cry of the day. Bruce, king of the Scots (1306-1329), didn't whimper when he was repulsed by the English. He fought again and again until finally he won. Let us then take a lesson from him and keep up the fight for those conditions which will insure us steady employment. The five-day week adopted universally will go a long way toward retarding unemployment among the building and trades people. No, we do not have the five-day week here, although judging from most reports the boys here are working about four days a week. Work hasn't bothered me, as one of my legs was broken in an auto accident last April. My billfold thinks the government has called in the medium of exchange, also closed the mints.

Newspapers have been advertising this town as the white spot of the nation. Men have come in here penniless expecting to get a job the minute they landed. Now after these people have congregated here by the hundreds, stranded and destitute, one paper prints this on a black background: "Don't encourage the jobless to come to Oklahoma City." Why, oh why did they in the first place encourage these poor devils to come here? There is a little work here—maybe enough to keep the people who live here from suffering this winter, but not enough to supply the demands of the nation. A rumor has been going around town that one ex-banker also some college graduates have been in the bread line, so if any of you wiretwisters are thinking of coming this way it will pay you to get wise to the facts, and stay home. There you at least may know the persons in charge of the bread and soup lines. This local cannot do the impossible. It can place men only when there is work, and its members, I believe, come first.

TOM RUSHING.

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NOS. 46 AND 77, SEATTLE, WASH.

Editor:

Station Watt (What?), Seattle, Wash., on the air.

Soon we shall have our cool autumn days and back to school for our boys and girls. We cannot think of school without thinking of our whole lives. Life itself is a school. How much time we waste wishing we had something, instead of realizing our own powers and using them! Let us put all we have into our school this year and results will come.

Yes, it's deeds that count, Atlanta, and here's more power to your auxiliary. And Florida I thank you so much for your favorable comment. Our auxiliary and yours can help our organization as we are the purchasing agent for our respective homes and we can insist on union labels and patronize union houses, also pass the word to our many and varied friends. That way we are helping friend husband help himself.

The summer chronicled no more gala event than the electrical picnic held at Silver Lake.

Mrs. Hilpert, Mr. Hahnemon and Mr. Hanbury surely deserve a vote of thanks and our heartiest congratulations as it was due to their efforts that our picnic went off with a bang.

Baseball was very much in evidence and the men took the kinks out of their mighty right arm and got those curves working just like the big leaguers. Also the tug of war which was a tug of war was a great attraction. Local No. 46 had a hard time moving the 77 boys. I think the rooting really did it. Now go on, don't you?

The rolling pin contest never should have been allowed. Somehow it showed the women up. But it afforded fun for our men folks and we were out to show them a good time.

Races and swimming were also the order of the day and Mrs. Peterson so kindly furnished an extra prize for the races. We all participated in ice cream that Mr. Day so ably handled and the big urns of coffee soon were emptied, too.

Then early home where I did find the Sunday paper and read, "Seattle has the best high-hurdler in the world—Seattle has the best half-miler in the world—Seattle has the best discus-thrower in the world—and the greatest of all women swimmers. Nuff sed."

We send our deepest sympathy to our president, Mrs. Beck, who lost her son in an accident. He was 22 years old. His family and many friends will miss his sunny smile.

Our activities in regards to our auxiliary have been slack, due to summer vacation, but soon we will be active and here's hoping for a bigger and better auxiliary in every way.

A summer cold is like a bill collector. You think you have got rid of it and the first thing you know it is back again. I'll just fool my cold some day. I'll be out.

Dr. Eugene Lyman Smith, vice president of the Life Extension Society, says: "Man has three outlets, intoxication, love, and work." I think the electrician's chief outlet is work, also friend wife's and that reminds me I must out and water my corn and sign off until next time.

MRS. R. C. STIMPSON.

Life is but a thought.—Coleridge.

WOMEN'S AUXILIARY L. U. NOS. 84, 613, 632, ATLANTA, GA.

Editor:

Let me say I agree heartily with Mr. Broach when he said, "A man never knows how little he knows until he tries to put it on paper."

It's hard to write what you mean, every time.

We think the auxiliaries have many nice things to write.

Atlanta auxiliary especially appreciates Savannah's compliments to our president, Mrs. Stroud. We think she can't be beaten.

Thanks also for your kindness to one of our 613 members, Mr. E. Boone, who was a patient in the Veterans' Hospital in your city.

You know the old adage, "Make hay while the sun shines." We have tried to do this and have a treasury high up in the three figures, with which we mean to relieve as much distress as is in our power this winter.

We hope of course there will be no distress and that there will be plenty of work for all.

God put us here and will provide. We must have faith and continue to work toward our goal.

If we can think as Abraham Lincoln once said during a crisis: "This, too, will pass." Later people can look back on these terrible times and know it was a trial of our faith, an obstacle in their path to be surmounted.

Many lessons in economy and in the importance of working together may be learned.

The Labor Day picnic was such a success we have decided to have another next Saturday. There is nothing like a get-together of some kind and music to boost drooping spirits.

All the new babies we told you about last time, are fine.

We have had fine dinners, suppers and parties to make money, now we could have a baby show!

We feel sure it would be a howling (?) success provided we gave a first prize to each baby!

Here is hoping the silver lining to that cloud on our horizon soon turns inside out.

MRS. C. BOONE.

Auxiliary to Locals Nos. 84, 613, 632.

WOMEN'S AUXILIARY L. U. NO. 108, TAMPA, FLA.

Editor:

I wonder if all the locals and auxiliaries had as good a time Labor Day as we had at Tampa. The C. T. and L. A. gave a picnic at Egypt Lake, which sure was a success; from all reports it was the best picnic ever held by the Central Body in Tampa. Of course the ladies auxiliary of the electrical workers were on the job, having a booth from which we sold refreshments. We sold homemade pies, cakes and root beer, all of which were donated by the members. Twenty gallons of ice cream, more than 1,400 bottles of soft drinks, and over 200 sandwiches were dispensed. The ice cream and soft drinks were donated to the auxiliary by our friendly merchants. Everything went off wonderfully and each member did their share to make the day a success. That it was all worth while was proven by the balance in our treasury which will allow us to indulge in some social events during the coming season.

There were all kinds of athletic events, more than 30 in number, with more than 70 prizes to the winners, all of which were donated by the various merchants of Tampa. Let me say right now that judging by the character and quality of the prizes that our merchants are surely supporting us. To us the most important event on the sports pro-

gram was the tug-of-war for women. It is quite natural that we should feel the importance of this event inasmuch as our team won the battle. The prizes for this event were theatre tickets. We also feel that it had a good moral effect as after having seen our exhibition of strength I am sure our men folks will be more careful of their alibis. Did we pull? Say! There was nothing could stop us once we leaned on that rope? Cannot vouch for the others, but it took your humble scribe days to recuperate, but it was lots of fun and well worth the backaches which lingered.

Most of the crowd took advantage of the bathing at some time during the day and ended up their outing with dancing until a late hour.

We were disappointed in not having our St. Pete Brothers and Sisters with us.

We were all very sorry to hear of the accident to Mrs. Mark's little girl and sincerely hope by this time she has recovered and is enjoying good health.

We are now planning a Hallowe'en party, details of which we will give you at our next writing.

Announcement has just been made of the appointment of Brother C. E. Beck as an International Organizer. We congratulate Brother Beck and feel that the I. O. executives have made no mistake, but it will be hard to express our sorrow at losing such a worthy member.

Business conditions do not seem to improve here very much, but perhaps I had better leave that topic for the local secretary as that is a matter with which we are not directly concerned.

I note by the papers that Canada has received her baptism of snow. We could stand a little of that here just now, September being the hottest month of our season; we have had a temperature ranging from 90 to 94 practically all this month, but their is one consolation in that our nights are always cool enough to make one require a light cover. When sleeping conditions are ideal one does not mind the heat during the day.

MRS. R. H. SMITH.

UNTHINKING WORSHIP OF PAST MARS TODAY'S PICTURE

(Continued from page 506)

seem long ago to them, and we must judge them as living in an up-to-date world, as ignorant as we of the future.

We look at the past as if it were really as simple as it is presented in text books, and we imagine that we should unhesitatingly have chosen the side which later time has shown to be the right.

Mr. Business Agent, and every other officer and member of the labor movement who feel weary with the petty trials of office, let us glance over the pages of history and see how our leaders faced their trials. Take Washington. We think that the whole nation was behind him and he had never lost heart. He was appointed to the head of an army that had neither food nor clothes; an army for which there was no provision for its support. The army was without artillery, yet Congress clamored for him to bombard Boston.

It managed to live through the year 1775 in a hand-to-mouth existence based on voluntary contributions. Times were so discouraging that Washington wrote, "Could I have foreseen what I have, and am likely to experience, no consideration on earth should have induced me to accept this command." A few months later he again wrote, "We are now without any money in our treasury, powder in our magazines, arms in our stores" and then he adds, "The reflection upon my

situation and that of this army, produces many an uneasy hour, when all around me are asleep—I have often thought how much happier I should have been, if, instead of accepting of a command under such circumstances, I had taken my musket upon my shoulder, and entered the ranks."

Left Without Army

His army was composed of volunteers enlisted for short periods, and when their term was about to expire he was unable to induce them to reenlist. He was provoked to criticize the troops from one state, "such a dirty, mercenary spirit pervades the whole that I should not be surprised at any disaster that may happen."

In the winter of 1777 he selected the Valley Forge region as winter quarters, believing he could draw on the fertile region for his supplies. But the farmers seemed lacking in the more impulsive qualities of patriotism. They refused Continental money, which was all that Washington had to give them, and sent their produce into Philadelphia, then occupied by the British, who paid gold.

The trouble over supplying the army lay fundamentally in the indifference of the general public to the war. The army had the best of good wishes of a large number of people, but kind regards did not feed soldiers. In February, 1778, four thousand men of Washington's force of nine thousand were unfit for duty on account of having no shoes nor coats. Clothing urgently needed by the army lay in distant warehouses and rotted. Shoes intended for troops in Pennsylvania were landed at a port 400 miles away. Washington's strongest quality was fortitude. He was a fighter who stayed in the ring as long as he could stand on his feet.

With Frozen Fingers, Wrote Classic

Consider Thomas Paine, the press agent of the Revolution, whose writings were so largely responsible for keeping the spirit of patriotism alive through those trying days. His book, "Common Sense and the Crises," written on a drum head with frozen fingers, was among the best sellers of the day. He knew by what frail reeds the Revolution was now supported and he poured the fire of his soul in that ringing call, "These are the times that try men's souls. The summer soldier and the sunshine patriot will, in this crisis, shrink from the service of his country; but he who stands it now deserves the love and thanks of all men and women."

Thomas Paine earned the highest praise from Jefferson, Washington and all other leaders of the Revolution. And although he stated his religion in the words "I believe in one God, and no more; and I hope for happiness beyond life. I believe in the equality of man; and I believe that religious duties consist in doing justice, loving mercy, and endeavoring to make our fellow creatures happy," he has been called "a filthy little atheist" by that impatient critic, Theodore Roosevelt.

Mr. Business Agent, if you would read the later history of our country in the period after independence had been won, in books like the "Critical Period," by John Fisk, and "Hamilton and Jefferson," by Claude Bowers, you would learn that they were trying days and all of which you complain was practiced by both the leaders and the people. They were subject to the same failings as we of today. And yet they carried on.

Surrounded by Enemies

Consider Lincoln in the trying days of '61. He was never allowed to forget that he was in politics, either by his followers

or by his opponents. At the outset he was simply besieged by office-seekers—"I seem like one sitting in a palace, assigning apartments to importunate applicants while the structure is on fire and likely soon to perish in ashes." And until the last shadows fell, job hunters asking for places in the administration and in the army tormented his waking hours. Nearly every action, civil or military, had to be taken with reference to politics. Battles were fought and blood was shed with relation to election returns.

He was charged with making profits from public contracts. Members of his cabinet esteemed him lightly and thought themselves far wiser than he; one of them, Secretary of the Treasury Chase, thought it not unworthy of his honor to carry on a lively backstairs campaign to wrest the Presidency from Lincoln in 1864.

At this distant day it is difficult to discern the man Lincoln through the clouds of myth that surround him or to imagine what his status in history would have been had the war ended in defeat or had he lived through the reconstruction scandals and the malodorous frauds of the gilded age. He was charged with being "an ignorant western bore"—and yet, in his face, in his glance, in his messages and decisions, lay proof that he "knew the sadness of things."

Think of the days of Grant's administration, when the popular slogan was "What are we here for?" by those who made politics a form of business enterprise. Think of the buccaneers of big business such as Jim Fiske and Jay Gould.

Think of men like the great John P. Altgeld, governor of Illinois in the early nineties. A man who had the courage to condemn those who were responsible for the hanging of the men charged with being responsible for the Haymarket bombing outrage. He pardoned the three men remaining and who were serving life terms. Historians are now agreed that "the trial of those men showed that a panic had seized not only Chicago but the whole nation." But ever after he was savagely scored by the conservative press and portrayed by cartoonists as an anarchist himself with a dagger between his teeth and a bomb in each hand.

Altgeld fought and defeated Charles T. Yerkes, traction magnate, in the height of his power. Yerkes had come from Philadelphia where legislatures obligingly granted "franchises in perpetuity" of for 999 years. He was more modest in Illinois and would compromise on a modest basis of 99 years. Governor Altgeld favored a bill for 20 years.

The times were hard and many of the legislators were hard pressed, a fact that did not escape the attention of the traction company's agents. They were taken care of to such an extent that the 99-year bill passed both houses by a big majority.

Now it was up to the governor. Would he veto the bill, and if he did what difference would it make? It would be passed over his head. It was also known to the agents of the traction company that the savings of 50 years of hard labor were invested in the Unity Building, and that it was heavily mortgaged with short term loans. If these loans were recalled Altgeld was ruined. It is a known fact that \$1,000,000, in cash, was in the vault of that building and was his to withhold further opposition to the bill. If he vetoed the bill it would be passed over his head and it would save his face. When the bribe was hinted, he gathered his forces and conducted one of the most brilliant battles in our political history, and he defeated the bill by three votes.

He was one of the greatest governors ever to represent a state in our union and a great friend of labor. His enemies never forgave him and he died penniless a few years after. But he has left a record that is an inspiration and one that will ever live in our history.

I have merely touched here and there on various points in the careers of those who have been prominent in the history of our country. They have met with discouragements far greater than you and I will ever experience but they fought through to the end. In our humble capacity can we not at least do the same and live up to the best within us?

You and I and thousands of others are linked with the labor movement. In the face of all the criticism which is heaped upon it by our enemies, and the indifference of the thousands to whom it is of direct benefit and protection it is still the most powerful agency in this country in battling for the rights of all who labor. You members of the Electrical Workers Union have at your head one of the ablest men in the labor movement of today. It will pay you to stand by him. His record of recent years has given new hope to countless others who are trying to do their little bit and who in the face of discouragements similar to yours are determined to carry on, for they cannot quit.

THE LITTLE BRONZE WARRIOR IN ARMOR

(Continued from page 559)

"This pleased Charley. He said, 'I should like very much for them to have it.'

"I have since learned," she continued, "that the union does not permit raffles and collections and solicitations as they used to do in the early days. All that has gone with the old order.

A Fighting Man of Bronze

"However, I wish to donate this bronze, fighting figure to the union," she said. "I want it to speak for me and for Charley. I want it to serve as a constant reminder to the young men that they may appreciate the value of their union and of the protection it is to them now and the help it will be to their dependents later. I want that to be their constant reminder from one who understands fully.

"Let it say for us:

"You who have not been through the long struggle, who have never known the dreadful agony of the fight, who have not suffered that your condition and your wages and your lot might be as you find them today, please listen to the warning of one who has suffered and doubted but has remained steadfast.

"You have a splendid organization, built only through untold suffering and the devotion of high-minded men. Guard it and treasure it and keep it clean and worthy. You have an instrumentality which makes it possible for you to live respectable, comfortable lives, to raise and educate your children to provide for your loved ones when you are gone."

And then, almost inaudibly, she said, "But I know now, Charley and I did not pay the price in vain."

Do your work—not just your work and no more, but a little more for the lavishing's sake; that little more which is worth all the rest. And if you suffer as you must, and if you doubt as you must, do your work. Put your heart into it and the sky will clear. Then out of your very doubt and suffering will be born the supreme joy of life.—Dean Briggs.

IN MEMORIAM

Julius Armbruster, L. U. No. 41

It is with deep regret and sorrow that Local Union No. 41, of Buffalo, N. Y., records the passing into the Great Beyond of our worthy Brother, Julius Armbruster, and

Whereas we shall greatly miss his sunny disposition and fraternal spirit; therefore be it Resolved, That we, the members of Local Union No. 41, extend our sincere and heartfelt sympathy to those who remain to mourn his passing; and be it further

Resolved, That in respect to his memory our charter be draped for a period of 30 days and that a copy of these resolutions be sent to his family and a copy to our official Journal for publication; and be it further

Resolved, That we, the members of Local Union No. 41, being lawfully assembled, stand in silence for one minute in further tribute to his memory.

WILLIAM E. MARY,
WILLIAM P. FISHER,
OTTO C. HOLZER,
Committee.

William N. Governor, L. U. No. 64

It is with deep sorrow that we, the members of Local Union No. 64, I. B. E. W., mourn the loss of our Brother, William N. Governor; therefore be it

Resolved, That our sincere sympathy be extended to the bereft family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, and that a copy be spread upon our minutes, and a copy be sent to the Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, in memory of our deceased Brother.

F. A. FEIGERT,
EDWARD J. BERT,
LEE OTENERWALD,
Committee.

C. W. Veach, L. U. No. 100

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our friend and Brother, C. W. Veach, and

Whereas the members of Local Union No. 100, I. B. E. W., have lost in the death of Brother Veach one of their true and good members; therefore be it

Resolved, That we extend our sincere sympathy and condolence to those who remain to mourn their loss; and be it further

Resolved, That we, the members of Local Union No. 100, drape our charter for a period of 30 days in memory of our departed Brother; be it further

Resolved, That a copy of these resolutions be sent to the bereaved family of our late Brother, a copy be sent to the official Journal for publication and that a copy be spread upon the minutes of Local Union No. 100 of the International Brotherhood of Electrical Workers.

A. H. SNIDER,
W. N. JOHNSON,
Committee.

C. Bradbury, L. U. No. 102

Whereas Almighty God, in His infinite wisdom, has seen fit to call our worthy Brother, C. Bradbury, from his labor to his eternal rest, be it

Resolved, That it is with the deepest sorrow that we, the members of Local No. 102, of the I. B. E. W., extend our sympathy to his family; be it

Resolved, That a copy of these resolutions be sent to his family, a copy sent to our official Journal and a copy be spread upon the minutes.

HUBERT VOGELYANG,
WATSON POWELL,
JOHN ROLLO,
Committee.

Joseph Stoiber, L. U. No. 195

Local Union No. 195, International Brotherhood of Electrical Workers, records with heartfelt sorrow the death of Brother Joseph Stoiber, one of its members.

Brother Stoiber was a member of Local Union No. 195 for quite a number of years, a member of its executive board for several years,

and in various other capacities he gave devoted and loyal service to our union.

In the passing of Brother Stoiber, Local Union No. 195 sustains an irreparable loss and our Brotherhood one of its most earnest and active workers. He was ever zealous in the interest of our entire membership and no personal sacrifice was too great for him in promoting our Brotherhood and sound unionism.

Being a loyal member of the organization and a cherished friend to all of us, his absence will be keenly felt and his passing will prove a real loss to the Brotherhood.

Local Union No. 195 will extend to his bereaved ones the kindly sympathy of understanding hearts who knew him well and offer such comfort as true friendship may, in their hour of sorrow.

In respect to the memory of Brother Stoiber, our charter will be draped for 30 days, a copy of this tribute spread upon our minutes, copies being sent to his loved ones and to our Journal for publication.

AUG. FLEISCHMANN,
President.
AUG. LANGE,
EDW. G. WEGNER,
Recording Secretary.

Alfred Davis, L. U. No. 195

Whereas it has been the will of Almighty God to take from our midst Brother Alfred Davis, many years a true and loyal member of the I. B. E. W., and Local Union No. 195 has lost a highly respected member; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days, that a copy of this resolution be sent to the bereaved family, a copy be sent to our International Journal for publication and a copy be spread on our minutes of this meeting.

EDW. G. WEGNER,
Recording Secretary.

S. G. Alexander, L. U. No. 912

It is with deep regret that the members of Local No. 912 learned of the sudden death of our esteemed Brother, S. G. Alexander.

Resolved, That the charter be draped for 30 days and a copy of this resolution be published in our official Journal.

L. A. BERG,
President.
B. D. TOLL,
Vice President.

Charles Burne, L. U. No. 1037

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst Brother Charles Burne, and

Whereas we humbly bow our heads in submission, we deeply regret the passing of a Brother and fellow worker; therefore be it

Resolved, That we extend our sympathy to his relatives, that a copy of this resolution be spread on our minutes, a copy sent to our Journal, a copy to his bereaved ones, and our charter draped for a period of 30 days.

R. G. IRVINE,
Press Secretary.

K. W. Green, L. U. No. 774

Local Union No. 870, of the International Brotherhood of Electrical Workers, records with deep regret and sorrow the death of our loyal and devoted general chairman and Brother, K. W. Green, who was one of our most capable and worthy Brothers.

With the passing of Brother Green we have lost a good friend and a great leader. He was always alert to our needs and gave devoted and loyal service to our Brotherhood. His leadership and sound judgment were always relied upon and his services given to us freely.

To the bereaved widow and family of Brother Green, Local Union No. 870 extends its heartfelt sympathy in this very sad hour, and prays that God, in His infinite goodness may help them bear their burden of sorrow; therefore be it

Resolved, That a copy of this letter be sent to the widow of our late Brother, and a copy be sent to the official Journal of our Brotherhood for publication.

P. F. MATT,
Recording Secretary.

David Ryan, L. U. No. 430

Whereas it has pleased Almighty God, in His infinite wisdom, to take from us our esteemed and worthy Brother, David Ryan, and

Whereas in the passing of Brother Ryan Local Union No. 430, of the International Brotherhood of Electrical Workers has lost a true and faithful worker for the cause of our Brotherhood, and

Whereas we extend to the bereaved widow and children of our departed Brother our sympathy and condolence and commend them to God for comfort in their hour of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days in his memory; and be it further

Resolved, That a copy of these resolutions be forwarded to our departed Brother's widow, a copy spread on our minutes and a copy sent to our official Journal for publication.

WM. L. PETERSON,
Recording Secretary.

Charles Nichol, L. U. N. 348

Whereas we, the members of Local Union No. 348, I. B. E. W., Calgary, Alberta, Canada, have been called together to pay our final tribute of respect and esteem to our late Brother, Charles Nichol, who has been called from our midst in the flower of his youth, due to a sad accident while faithfully carrying out his duties in our hazardous occupation, therefore be it

Resolved, That we as a union in brotherly love pay tribute to his memory by expressing our deepest sympathy to his family in this dark hour of sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days; that a copy of these resolutions be sent to his family, a copy to the International Office for publication, and a copy be spread on the minutes of the local.

F. W. KEYTE,
E. D. GUINN,
W. F. PICKEN,
H. C. SIMPSON,
Committee.

DEATH CLAIMS PAID FROM SEPTEMBER 1 TO SEPTEMBER 30, 1930, INC.

Local Lodge No.	Name	Amount
9	Paul P. Springer	\$1,000.00
51	A. B. Crens	475.00
I. O.	F. F. Heck	1,000.00
696	E. L. Hall	650.00
134	Harry Wicklund	1,000.00
26	T. E. Callahan	1,000.00
100	C. W. Veach	1,000.00
6	J. Handy	1,000.00
309	A. Stocker	825.00
408	Wm. E. Headley	300.00
3	A. Ippolite	1,000.00
38	W. Kavanaugh	1,000.00
134	L. A. Hine	1,000.00
I. O.	G. E. Greer	1,000.00
545	E. Lightfoot	475.00
21	Wm. Lindsay	1,000.00
430	D. J. Ryan	300.00
501	Donald Moger	300.00
18	F. E. Sullivan	300.00
58	Barney Gowan	300.00
369	O. R. Nutting	1,000.00
774	K. W. Green	1,000.00
3	Wm. Campbell	1,000.00
134	Geo. A. Burns	1,000.00
I. O.	W. A. Johnson	1,000.00
130	K. K. Pooley	650.00
195	Jos. Stoiber	1,000.00
134	John Fraser	1,000.00
		\$22,575.00
	Claims paid from September 1 to September 30, 1930, inc.	\$22,575.00
	Claims previously paid	2,078,686.10
	Total claims paid	\$2,101,261.10

FAMILY GROUP POLICY

PENNY A DAY

INSURANCE FOR ELECTRICAL WORKERS' FAMILIES



Wake up, Electrical Workers, when Opportunity knocks. If you wait to open the door, he may tiptoe away in the meantime.

Don't be like Isadore. Izzie had been dodging a life insurance agent more or less successfully for six months. Then one day Izzy was sick in bed with a temperature of 104°—"Pneumonia," the Doctor said. Gazing sadly at his wife, Izzy groaned, "Well, Rosie, all my friends come to see me but that insurance agent. Where is he now, when I need him?"

We can insure not only the wives and children, but also the fathers, mothers, sisters and brothers of electrical workers, if they are otherwise qualified as to age and general good health.

Compare the weekly amount you are now paying for industrial insurance, by referring to your receipt book, and you will readily see the wonderful benefit that is being offered; and you should add this opportunity to your present insurance, this being only another step in the progress the Electrical Workers are making for the protection of the members and the members' families.

DO NOT DELAY.

Fill out and sign the application blank on the opposite page before laying the Worker aside, and forward it with the premium to the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, so that your insurance will be placed in force at the earliest possible moment.



APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,
Washington, D. C.

I certify that I am the..... of..... a member
(Give relationship)
of the International Brotherhood of Electrical Workers, Local Union No....., and I hereby apply for.....
units or \$..... life insurance, and will pay \$..... each.....
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and have no deformity, except.....
.....
(State any exceptions)

Date of Birth..... Occupation..... Race.....
(Month-Day-Year)

Birthplace..... Sex.....

Beneficiary..... Relationship.....
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is.....
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is.....
(Street and number—City and State)

Date.....
(Signature in full)

QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

.....
(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

NOTE: Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

Cost per unit: If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
G. M. Bugniacet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)



Cut Here

Cut Here

NOTICE

The sheriff of Santa Cruz County at Santa Cruz, has asked our assistance in locating J. R. Davis, Route 3, Box 172, Santa Cruz, who has been missing since August 14. He is described as being 56 years of age, of slender build, height 5 feet seven inches, weight 150 pounds, blue eyes, glasses, wearing dark jeans and cap. Carries a gold hunting case watch with the name "Emma" on case. He was traveling in a Buick touring car, license No. 4E-2091. If located, notify the sheriff at Santa Cruz and this office.

LIBERAL CONGRESS PREDICTED, IF LABOR VOTES

(Continued from page 557)

Spokesman of Farmers

McNary, of Oregon, has been in the Senate for more than 13 years. He won national fame as joint author of the McNary-Haugen bill and its famous "equalization fee" which the great majority of grain belt farmers believed would do more to relieve agricultural distress than any other measure proposed.

Although he is assistant floor leader of the Republicans and ordinarily a "regular," McNary never permits the party bosses to tell him how he shall vote on major issues. Like McMaster and Robison, he declined to support Judge Parker and favored the Couzens resolution.

At the same time he remained on the best of terms with the White House, which would seem to indicate that he is a diplomat as well as a statesman.

Schall, of Minnesota, is the famous blind Senator. He served five terms in the House before he was elected to the United States Senate in 1924. He won a smashing victory in the Minnesota primary where he defeated Governor Theodore Christianson, after a heated campaign in which Schall was supported by organized labor.

Morris Sheppard was only 27 years old when he was elected to the House of Representatives in October, 1902, to succeed his father, John L. Sheppard, who had just died. After 12 years in the House, Sheppard was promoted to the Senate to succeed the famous "Joe" Bailey. He has been renominated for a fourth term. He is one of the most influential men in the Senate and invariably on the side of the workers.

"World's Greatest Prosecutor"

Some one has said that Senator "Tom" Walsh, of Montana, is the "world's greatest prosecutor." That description, however, gives a very imperfect picture of the man. First of all, Walsh is a constructive statesman and a constitutional lawyer who ranks with the country's best. He was born in Two Rivers, Wis., June 12, 1859, worked his way through school, and helped educate the other members of a large family.

Forty years ago he moved to Helena, Mont., and began the practice of law, soon becoming the leader of the Montana bar. He might have been "a great corporation lawyer" but he had no ambitions in that direction. When he went into politics he was on

the people's side and as a consequence the Copper Trust stole the Senatorship from him in 1910. He came back with the assistance of Burton K. Wheeler, then one of the "kid" members of the Montana legislature, and was elected in 1912.

A volume might be written about Walsh's work in the Senate. The most spectacular, single feature was, of course, his expose of the oil grafters, but he is always fighting for some worthy cause. His industry is limitless. He has an encyclopedic mind. If he has ever forgotten anything no one has been able to discover it. His judgment is accurate, and his courage superb.

Recently, with Senators Norris and Blaine, of Wisconsin, he drafted the bill dealing with injunctions which has been approved by the entire labor movement.

He is a mighty power for righteousness in the Senate. As a famous columnist has so well said, "his defeat would bring joy to the heart of every crook in America."

A Printer Statesman

Arthur Capper, of Kansas, began setting type on the Topeka "Capital," 46 years ago. Now he owns the paper and a string of other papers. After serving two terms as governor of Kansas, he came to the Senate in 1918, was re-elected in 1924, and has been renominated by the Republicans without opposition. His election is assured.

Neely, of West Virginia, served his apprenticeship in the House from 1913 to 1921 and came out with a 100 per cent labor record. He went to the Senate in 1922 and when he was a candidate for re-election in 1928, he had the support of all the Standard Railroad Labor Organizations. He was beaten, although he ran 150,000 votes ahead of his ticket. He is an unusually able debater.

Cordell Hull has spent 20 years in the House. He is a recognized authority on everything relating to the public revenue and is sometimes referred to as the "father of the income tax," because he drafted the first bill dealing with that subject which passed the national Congress.

He entered the House in 1906 and has been there ever since, with the exception of one term when he was beaten in the Harding "landslide."

Mr. Hull was supported by the Standard Railroad Labor Organizations in the recent Senatorial primary in Tennessee and won by a very wide margin.

Labor's Greatest Ally

Every reader of this magazine is familiar with the story of Norris of Nebraska. He is the accepted leader of the Progressives of America. He is probably the most influential member of the Senate.

He was born in Ohio, July 11, 1861. A brother was killed at Gettysburg, and his father, also a Union veteran, died while George was a little fellow. George and his mother had a hard time of it, but eventually the youngster succeeded in getting an education and worked his way through school. He hung out his shingle in Nebraska in 1885, served three terms as prosecuting attorney, two terms as district judge, and finally went to Congress in 1902.

There he overthrew "Boss" Cannon and played a large part in the progressive fight which culminated in the defeat of Taft in 1912 and the election of Woodrow Wilson to the Presidency.

Norris was elected to the Senate on the Republican ticket that same year and has been twice re-elected. Only last August he won the Republican nomination for the fourth term.

Congressman James F. Byrnes, of South Carolina, made a splendid record in the House where he served from 1910 to 1924. In the latter year he contested for the Senatorship with Cole Blease but was defeated by a narrow margin. He bided his time for six years and succeeded in reversing the decision in the recent state-wide primary.

Secretary of Labor Davis was born in Tredegar, South Wales, October 27, 1873, and migrated to America with his father in August, 1880. He went into the iron and steel works at Sharon, Pa., at 11 and grew up in the steel business, joining the Amalgamated Association of Iron, Steel and Tin Workers of America. He is still a member in good standing.

The secretary organized the Loyal Order of Moose in 1906, accumulated a comfortable fortune, and became Secretary of Labor in Harding's cabinet in 1921. He is one of the few men who have served in the cabinets of three Presidents.

Costigan For Clean Politics

Edward P. Costigan is a native of Virginia but has spent practically his entire life in Colorado. He took his law course at Harvard and graduated with distinction but instead of following in the footsteps of most Harvard men and becoming a corporation lawyer he "picked his clients" and preserved his independence.

Thirty years ago Denver was as noted for its election frauds as Chicago or Philadelphia. Costigan was a leader in the movement which cleaned up the machine. He helped write the initiative and referendum into the Colorado constitution and aided in securing the adoption of the direct primary.

Always on the side of organized labor, he defended John Lawson and the other leaders of the coal miners who were charged with murder as the result of the big strike in the Rockefeller properties in 1913-14. It was a long, bitter struggle, but Costigan secured an acquittal.

In 1912 he left the Republican Party and became a Progressive candidate for governor of Colorado. This brought him in contact with Theodore Roosevelt, and they continued fast friends until the "Rough Rider's" death.

In 1916 Costigan, still a Progressive, supported Woodrow Wilson for re-election. At Wilson's invitation he accepted a position on the U. S. Tariff Commission. When Calvin Coolidge attempted to pack the commission in the interests of special privilege, Costigan protested in a public speech. Later he went before a Senate committee and told the story of how "Silent Cal" ignored the recommendations of the commission when they conflicted with the desires of his political backers and how he refused to appoint members of the commission unless they signed their resignations in advance, thus placing the President in a position to control their decisions.

The Costigan story created a national sensation. Unable to refute it, Coolidge remained silent. As a final protest, Costigan resigned from the commission, although he had almost two years more to serve.

Since returning to Colorado he has been general counsel for the Rocky Mountain Fuel Company. This is the second largest coal company in Colorado. It is owned by Josephine Roche, a remarkable young woman, who, with the advice and support of Costigan and Merle D. Vincent, another staunch progressive, has been running her property on the most advanced union basis and has been making it a financial success. It is the only union coal property in Colorado.

Louisiana Firebrand

Down in Louisiana a Democratic nomination is about the same thing as a certificate of election. Our chief executives undoubtedly had that fact in mind when they indorsed Governor Huey P. Long for the Democratic nomination for United States Senator as against Senator Joseph E. Ransdell, the incumbent.

Long is a young man, a brilliant lawyer, and an astute politician. As a member of the State Public Service Commission and governor he has been uniformly on the side of the workers while his opponent, Senator Ransdell, has been just as consistently on the side of "big business."

Ransdell's latest performance was his vote to confirm Parker, the injunction judge, for a place on the U. S. Supreme Court.

Michigan is as solidly Republican as Louisiana is Democratic. Our executives have endorsed Senator James Couzens. Couzens, although one of the wealthiest men in the Senate, is also one of the most progressive.

He is now chairman of the all-important Committee on Interstate Commerce. In that capacity he has been uniformly on the side of the railroad workers.

He was the author of the Couzens resolution designed to hold up railroad consolidations until Congress could enact legislation to safeguard the interests of the public and the employees. Couzens put the resolution through the Senate despite the opposition of the railroad lobby and the "old guard" leaders. It was defeated in the House because the machine succeeded in preventing a vote. Every railroad worker in Michigan should constitute himself a committee of one to assist Couzens.

Senator William J. Harris, Democrat, who is seeking a third term, is our executives' choice in Georgia. He is the outstanding champion of legislation restricting Mexican immigration. During the last session of Congress he induced the Senate to pass a bill shutting off immigration from Mexico but, unfortunately, the "old guard" leaders blocked the vote in the House. Harris did his part, however.

Borah Will Return

It is probable that Idaho will return Borah to the Senate for a fifth term without serious opposition. He certainly deserves it.

Borah is one of the imposing figures in American public life, a personal following second only to that of Norris.

He was born in Illinois, June 25, 1865, got his college degree in Kansas, and then went to Idaho where he immediately won fame as a lawyer. So he is a westerner, in every sense of the word, but his influence is by no means sectional. He "draws" as well in Boston as in Boise.

He was elected to the Senate in 1907 when he was only 42 years old. Even his most ardent admirers do not agree with Borah on everything but it is significant that he is on the people's side of every major issue. As an orator, he has few equals in this country, and no man in the Senate surpasses him as a debater.

There are some men who are not spoiled by money. One is Peter Goelet Gerry, of Rhode Island. After serving two or three terms in the House, Gerry went to the Senate in 1922. He was defeated for re-election by a narrow margin in 1928, although he had the solid backing of the railroad labor organizations. He is staging a "come-back" this year, and his opponent is Senator Jesse H. Metcalf, a reactionary Republican who has opposed every progressive measure

which has come before the Senate in recent years.

On the other hand, during his service in the House and Senate, Gerry took the progressive side, not only on labor problems but on such issues as taxation.

An Honest Rich Man

He was born with a golden spoon in his mouth—one of his ancestors signed the Declaration of Independence and there has been wealth in his family for generations—but he has never lost touch with the masses. This is shown by the fact that one of the issues he is presenting in this campaign is the question of amending Rhode Island's archaic election laws so as to place the poor voter on an equality with the rich or well-to-do.

For example, if you have property in Rhode Island you may register at practically any time. If you do not pay taxes you must get your name on the polling lists months in advance of the election, and then registration is carried on during hours which make it exceedingly difficult for the ordinary worker to reach the registration officials.

"To my mind, this is a question of fundamental democracy," says Gerry. "If there is one place where all men should be equal it is at the ballot box."

Sam G. Bratton, Democrat, indorsed by our chief executives for re-election to the Senate from New Mexico, is a Texan by birth. He was born in Limestone County, August 19, 1888, and was only 36 years old when he took the oath of office as a Senator. He has made an excellent record.

As I have already stated, our executives

will probably have additional suggestions in other states before the campaign is in full swing.

There is every indication that this is going to be a good year for Progressives. Unless all signs fail, the next Congress will be the most liberal we have had in many years.

Railroad workers have a vital interest in seeing that that result is achieved. Half a dozen important problems are about to come before our law makers—railroad consolidations, restriction of injunctions, old age pensions, immigration, power. These are just a few.

A smashing progressive victory in November will strengthen those who are attempting to secure the right solution. A "stand-pat" victory will swing the pendulum in the other direction. Organized labor is in a position to determine the result. Just a little time devoted to "spreading the gospel" between now and the election will produce wonderful results.

The enemy is alert. He has the newspapers, the "slush funds," the organizations.

But the workers have the votes. The only question is will they cast those votes intelligently or will they permit the politicians to divert them from the main issue?



VEST CHAIN SLIDE CHARM

A watch charm so fine looking you'll enjoy wearing it. Of 10-karat gold trimmed with a circle of tiny imitation pearls, and clearly displaying the I. B. E. W. insignia. Priced only \$5

PRICE LIST OF SUPPLIES

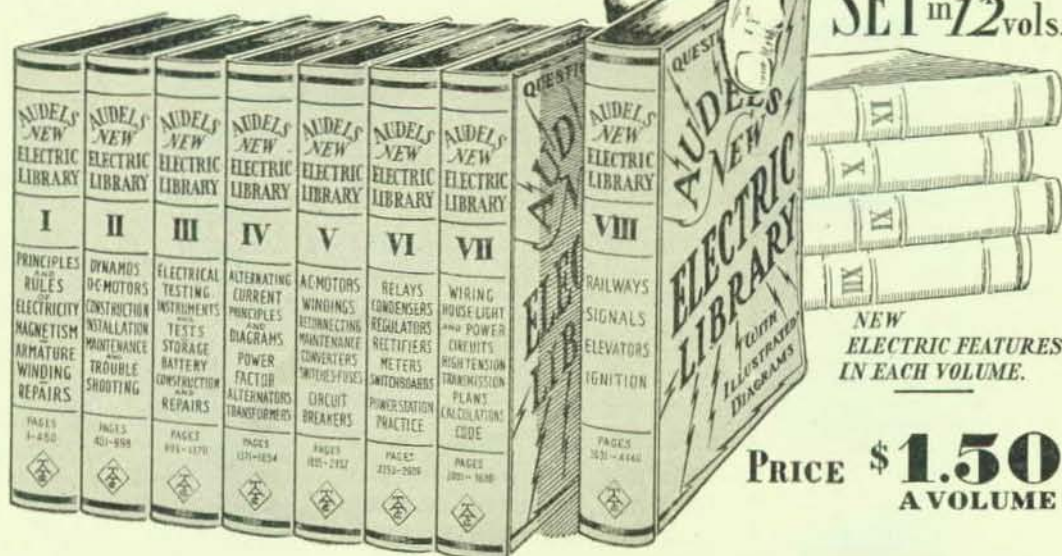
Application Blanks, per 100.....	\$.75	Labels, Metal, per 100.....	1.75
Arrears, Official Notice of, per 100.....	.50	Labels, Paper, per 100.....	.30
Account Book, Treasurer's.....	1.00	Labels, large size for house wiring, per 100.....	.50
Ballot Boxes, each.....	1.50	Obligation Cards, double, per dozen.....	.25
Buttons, S. G. (medium).....	1.75	Paper, Official Letter, per 100.....	.75
Buttons, S. G. (small).....	1.50	Rituals, extra, each.....	.25
Buttons, R. G.....	.75	Receipt Book, Applicants (300 receipts).....	2.40
Buttons, Cuff, R. G., per pair.....	2.50	Receipt Book, Applicants (750 receipts).....	4.80
Button, Gold-faced Diamond Shaped.....	2.50	Receipt Book, Members (300 receipts).....	2.40
Book, Minute for R. S. (small).....	2.00	Receipt Book, Members (750 receipts).....	4.80
Book, Minute for R. S. (large).....	3.00	Receipt Book, Miscellaneous (300 receipts).....	2.40
Book, Day.....	1.50	Receipt Book, Miscellaneous (750 receipts).....	4.80
Book, Roll Call.....	1.50	Receipt Book, Overtime assessment (300 receipts).....	2.40
Carbon for receipt books.....	.05	Receipt Book, Overtime assessment (750 receipts).....	4.80
Charm, vest chain slide.....	5.00	Receipt Book, Financial Secretary's.....	.35
Charters, Duplicate.....	1.00	Receipt Book, Treasurer's.....	.35
Complete Local Charter Outfit.....	25.00	Receipt Holders, each.....	.25
Constitution, per 100.....	7.50	Seal, cut of.....	1.00
Single Copies.....	.10	Seal.....	4.00
Electrical Worker, Subscription per year.....	2.00	Seal (pocket).....	7.50
Envelopes, Official, per 100.....	1.00	Withdrawal Cards, with Trans. Cds., per dozen.....	.50
Gavels, each.....	.50	Warrant Book, for R. S.....	.50
Ledger, loose leaf binder, Financial Secretary's, 26 tab index.....	6.50		
Ledger pages to fit above ledger, per 100.....	1.50		
Ledger, Financial Secretary's, 100 pages.....	3.00		
Ledger, Financial Secretary's, 200 pages.....	4.50		
Ledger, Financial Secretary's, 400 pages.....	8.75		
(Extra Heavy Binding)			
		FOR E. W. B. A.	
Application Blanks, per 100.....	.75	Constitution and By-Laws, per 100.....	7.50
Book, Minute.....	1.50	Single Copies.....	.10
Charters, Duplicates.....	.50	Rituals, each.....	.25
		Reinstatement Blanks, per 100.....	.75



NOTE—The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

ADDRESS, G. M. BUGNIAZET, I. S.

HERE IT IS JUST OFF THE PRESS



Electricity at your finger ends. If you need a thorough working knowledge of Electricity, it can be easily obtained by spare time reading. When you know the facts—they mean more money and a better position. Don't guess or take chances with Electricity; for here you have a practical and entirely up-to-date Electrical reference and home study system at a reasonable cost. The many questions that crop up are quickly and accurately answered.

AUDELS NEW ELECTRIC LIBRARY

New from Cover to Cover: Covering thousands of electrical subjects with: Questions, Answers, Diagrams, Facts and Figures relating to: Magnetism, Armature Winding, Dynamos, D-C Motors, Maintenance and Trouble Shooting, Tests, Storage Battery, Alternating Current, Power Factor, Transformers, A-C Motors, Windings, Converters, Switches & Fuses, Relays, Condensers, Rectifiers, Meters, Power Station Practice, House, Light & Power Wiring, High Tension, Calculations, Code, Electric Railways, Elevators, Gas Engines, Auto & Aero Ignition, Radio, Telephone, Telegraph, Motion Pictures, Talkies, Lighting, Electric Refrigeration, X-Ray, Welding, Pumps, Compressors, Domestic

and Farm Appliances, An Electric Calculator, Practical Mathematics, A New Electric Dictionary.

No Money Unless You Are Satisfied

Send for first book on week's trial at publisher's risk. If you are satisfied, you pay \$1.50, otherwise return book. Book Two and following numbers are sent on free trial on our Book-A-Month service. Audels New Library will contain 12 books, price \$1.50 each. 8 volumes now ready—4 in preparation.

*If you desire more information
send for Electric Folder (free)*

MAIL THIS COUPON TODAY

THEO. AUDEL & CO.
65 W. 23rd St., New York City

Mail Vol. I, Electric Library on 7 days' free trial. If O.K. I will remit \$1.50, otherwise I will return it. I also request you to mail one book each month on same terms. No obligation unless I am satisfied.

Name

Address

Occupation

Employed by E. W.

ELECTRICAL UNION SUBJECT OF SCHOLARLY STUDY

(Continued from page 565)

found difficult to control. Many linemen have been prone to strike on the slightest provocation, regardless of existing agreements. Moreover, instead of remaining in the vicinity to assist in bringing such hastily called strikes to a successful conclusion, they have often left town within a few days and moved on to some other part of the country, where, if necessary, in order to secure jobs, they might work for a time under non-union conditions. Not all linemen have been of this transient type; nevertheless, there have been enough of this type seriously to harass local unions in various sections of the country in their efforts to improve conditions in the industry."

Assets Treasured

He describes certain returns the union makes to its members:

"Several methods have been used to build up this qualitative strength of the electrical union. Constant attempts have been made to instill the principles of trade unionism in the new members through educational means. Chief among these have been the ELECTRICAL WORKER, the official journal of the International Brotherhood, and the programs of the local union meetings. Most of the articles in the ELECTRICAL WORKER have dealt with the principles of trade unionism, and most of the speakers at meetings of local unions have based their talks on this same subject.

"Of greater effectiveness in retaining the loyalty of the members have been the various beneficiary features of the union. Some form of death benefit has been in existence since the establishment of the Brotherhood. Strike benefits have been paid more or less intermittently by the International Union and its branches. Many local unions have had some plan for the payment of benefits to sick and disabled members. A pension plan was adopted at the 1927 convention of the I. B. E. W., and went into effect January 1, 1928. In addition to the usual social activities, in recent years auxiliary locals made up of the wives of members have been organized. A department for women readers appears regularly in the official journal. There are plainly attempts to win the loyalty of the wives and thus make it harder for members to drop out of the organization.

"The third and final preliminary step is the drawing up of a wage scale and schedule of working conditions by a regularly constituted wage committee and the approval of this schedule by the members affected by it. An international officer is often called in to assist in drawing up this wage schedule. In recent years a research department has been established in the office of the International Secretary, in Washington, D. C. During the two-year period covered by the 1927 report of the secretary, more than 50 local unions were given active and technical assistance in the preparation of wage briefs used in negotiations with employers. More than 20 other local unions were given information relative to wages and cost of living data."

All in all, Dr. Marsh enables electrical workers to see how they look under the magnifying lens of a scientist.

The more a man is educated, the more is it necessary, for the welfare of the state, to instruct him how to make a proper use of his talents. Education is like a double-edged sword. It may be turned to dangerous usages if it is not properly handled.—*Wu Ting-Fang.*

DELICIOUS DISHES FROM INEXPENSIVE CUTS OF MEAT

(Continued from page 571)

ingredients. Spread the stuffing over the steak. Beginning at one side of the steak, roll it up like a jelly roll, and tie securely in several places with clean string. (When carved in slices, the meat will be cut across the grain, if rolled from the side, not the end.)

Sear in a small quantity of fat in a heavy skillet or a baking pan on top of the stove, and turn the meat frequently until browned

on both sides. Slip a rack under the meat in the pan, cover closely, and cook in a moderate oven (350 degrees F.) for 1½ hours, or until tender. When the meat is done, remove from the pan and prepare gravy as follows: Drain off the fat. For each cup of gravy desired, measure 2 tablespoons of fat and return to the pan, add 1½ to 2 tablespoons of flour and stir until well blended and slightly browned. Then add 1 cup of cold water or milk and stir until smooth. Season with salt and pepper. Serve the stuffed steak with browned potatoes.

* * *

You will also see illustrated a method of

There is only one best—

IN a horse race, ball game, boxing match or a cutting and hard-service test of pliers—one, and only one, can win. *By any test the MASTER is a winner.*

Compound leverage working on the jaws gives MASTERS extreme cutting power. Right balance, sure grip and easy working gives speed. Rugged box joints keep cutting blades edge to edge. Special steels in jaws and handles make for endurance. Qualities that give stamina, reserve power and confidence in their use.

The MASTER PLIER is a thoroughbred; sleek, powerful and speedy.



Thousands of I. B. E. W. men all over the country are tying up with MASTERS. Get a pair in your grip. Get the feel of them. Then you'll know. Fill out the coupon and let us tell you more about this Best-By-Test Plier, and how you can try out a pair to your own satisfaction without risking a cent.

MASTER PLIER CORP. (E W 10) FOREST PARK, ILL. Send me offer

Name _____

Street _____

Local No. _____

Town _____

State _____

preparing the old staple hamburger, that is unusual and delicious. Try it!

Broiled Hamburg Steak on Onion Rings

- 2 cups ground lean raw beef.
- ¼ cup ground suet.
- 1 cup soft fine bread crumbs.
- 7 strips bacon.
- 7 slices Spanish onion. ½ inch thick.
- 1 tablespoon chopped parsley.
- 3 tablespoons butter.
- 2 teaspoons onion juice.
- ½ teaspoon salt.
- ½ teaspoon pepper.
- 1 tablespoon water.

Lay the slices of onion in a buttered shallow baking dish. Pour over them two tablespoons of melted butter, sprinkle with salt and pepper, add the water, cover closely, and bake in a moderate oven (350 degrees F.) for 30 minutes, or until tender. In the meantime, cook the chopped parsley in one tablespoon of butter and combine with the beef, suet, crumbs, and seasonings. Knead until thoroughly mixed. Mold into seven flat cakes and wrap each with a slice of bacon. Place each cake on an onion slice in the baking dish, and broil under direct heat for five minutes on each side. Baste occasionally with the drippings. Serve at once from the baking dish. If not convenient to broil the meat cakes by direct heat, pan broil in a hot skillet and serve on the onion slices.

Roast pork is a general favorite, but as prepared by Bureau of Home Economics cooks, it will give you your money's worth in food value and palatability. The inexpensive shoulder cut is used.

Roast Stuffed Pork Shoulder

Have the butcher skin a trimmed, fresh, picnic shoulder of medium to large size and remove the bones. Wipe the meat with a damp cloth. Lay the boned shoulder, fat side down, and carefully cut a few gashes in the parts where the meat is thickest so that it will hold more stuffing. Sprinkle with salt and pepper. Pile in some of the hot stuffing, begin to sew the edges of the shoulder together to form a pocket, and gradually work in the rest of the stuffing, not packing it, but putting in lightly as much as the shoulder will hold. The recipe for stuffing given below makes the right quantity for a three to four-pound shoulder; for a larger shoulder make the stuffing on the basis of three cups of bread crumbs and increase the other ingredients proportionately. Rub the outside of the stuffed shoulder with salt, pepper, and flour. Place the roast on a rack in an open pan without water. Sear the meat for 30 minutes, or until lightly browned in a hot oven (480 degrees F.). Then reduce the oven heat rapidly to very moderate (300 to 325 degrees) and continue roasting at this temperature until the meat is tender. A four-pound shoulder will require about 3½ hours to cook when these oven temperatures are used.

Savory Stuffing

- 2 cups fine dry bread crumbs.
- ¼ cup chopped celery.
- 2 tablespoons butter.
- 1 tablespoon chopped parsley.
- 1 tablespoon chopped onion.
- ¼ teaspoon celery seed.
- ¼ teaspoon savory seasoning.
- ¼ teaspoon salt.
- ¼ teaspoon pepper.

Melt the butter in a skillet, add the celery, onion and parsley, and cook for a few minutes. Then add the bread crumbs and other seasonings and stir till well mixed and hot.

LET IT STORM



You'll be
WARM
and Dry
in a
Hirsch-Weis
STAG

*Warm and Dry
in Snowstorm*

"During the recent snow storm I was out for two days and nights on wire trouble and wish to say that this was the first time I have been able to keep warm and dry."—W. L. DOBYNS, Dist. Agent, Calif.-Ore. Power Co., Glendale, Oregon.

*Worn Continually
for Two Years*

"Have worn one of your Stags continually at work for the past two years and am delighted with its waterproof and wearing qualities."—R. E. ELIOTT, 240 State Street, Curwensville, Pennsylvania.

OUT in every kind of weather—(mostly bad this time of year)—You need a Hirsch-Weis STAG—"The World's greatest outdoor garment"—A "bear" for weather and wear.

... Made of 24-oz. ALL WOOL Oregon flannel. Hirsch-Weis processed. Guaranteed WATERPROOF. Styled for comfort, permitting unrestricted action. Double shoulders, sleeves and back. Lots of handy pockets.

C O L O R S

Red and Black Plaid, Brown and Black Plaid, Green and Black Plaid, Navy Blue, Hunter's Red, Forest Green.

BREECHES TO MATCH, sizes 30 to 42, \$9.75

Hirsch-Weis
STAGS

If your dealer cannot supply you, order direct. Use coupon.

FREE
"The
STAG IDEA"
An interesting booklet showing STAGS and Outdoor garments in Actual Colors. Use Coupon.

\$12.50
POST PAID
SIZES 34 to 48

HIRSCH-WEIS MFG. CO., PORTLAND, OREGON Dept. E

- Gentlemen:
- \$12.50 enclosed. Send STAG {Chest Size: _____ Color: _____}
 - \$9.75 enclosed. Send BREECHES {Waist Size: _____ Color: _____}

NOTE: Add 10% for Extra Sizes in both STAGS and BREECHES

Please send FREE Stag Booklet in Actual Colors.

Name _____
Address _____

DOUBLE PROCESS SEEN IN REVIVING CONSTRUCTION

(Continued from page 553)

will have more of a desire to own their own homes if they can be sure they will not lose them.

Small Loans Help

"Short-term financing to meet the family needs brought about by its temporary impairment of ready cash resources, as frequently happens in business enterprises, has been made possible through the employment of one or more forms of what is known today as consumer credit," Hoopingartner stated. "In this connection," he pointed out, "the important part played by consumer credit agencies as an aid in home financing. Often a few hundred dollars cash, when badly needed, will do just as much to save a home as they do to help buy one at the start. There are many instances in which the utilization of the family credit to secure a few hundred dollars in ready cash has prevented possible foreclosure on a home, and through the paying back of such loans by periodic payments of principal and interest spread over a substantial length of time, just as is found in the installment payments on building loans themselves, the family has experienced no burden but on the other hand has conserved its capital assets and often actually added to its savings."

"The speaker quoted from a survey made by the State Banking Commission in Wisconsin which showed that nearly one-fifteenth of the \$2,000,000 volume of credit extended through the legalized small-loan companies in that state for the year 1928 went for the purpose of paying taxes, alone. In Virginia an analysis of similar loans showed that nearly one-third of them were made for such purposes as to buy real estate, pay past due rent, pay past due insurance premiums, pay taxes on home property, make repairs on home, pay for fuel for the winter, etc. In another large industrial state 33.7 per cent of the total number of such loans were found to be employed for such purposes as payments on home and home site, taxes, rent, repairs on home, coal, moving expenses and household miscellaneous."

"Co-operation in home financing," the speaker emphasized, "is necessary among all responsible agencies in developing and making effective proper standards of financing, design, materials and workmanship in home building as well as in permanently safeguarding the credit standing of the home owner in all of its phases." "The more such proper standards of quality construction and sound financing in home building and home maintenance can be maintained," the speaker concluded, "the safer will be the investment in the home and the more the prospective home owner's savings will go into a home of his own; and, therefore, the more the savings of our people in general will flow into home ownership instead of into other fields of investment."

LABOR'S SOLUTION FOR JOBLESS REVEALED AT BOSTON

(Continued from page 552)

—Vocational training and retraining must be tied in with our unemployment program. Vocational and industrial education should give the worker that grasp of fundamentals of his industry that he may be able to adjust himself to changes or even a new occupation. The facts of employment and unemployment are necessary in planning courses and for vocational guidance. Every employment bureau of our pro-

posed national system should be able to assist workers displaced by new machinery or new processes, guiding them to employment for which their skills and experience can be adapted or giving them whatever retraining should be necessary. Society owes to such victims of progress assistance in meeting their personal problems in adjusting so that they, too, may share in benefits of social progress.

"8. Special Study of Technological Unemployment—We need basic knowledge of displacement of workers by machines. We need to know when and where such displacements will take place and to establish the practice of providing in advance adjustments for such workers.

"9. Study Relief Proposals—Industries that have the problem of seasonal unemployment should work out some plan to take care of employees during such periods of unemployment as can not be prevented by more scientific, efficient planning. This has been done in some instances by unions co-operating with management, and a jointly created fund furnishes weekly incomes to workers during periods of cyclical unemployment.

"A number of unions have provided unemployment funds for the relief of members out of work.

"10. Education for Life—In conclusion we believe that what is needed is not a revolutionary program or the creation of many new agencies, but over all planning based upon knowledge of significant trends so that existing agencies may function effectively and co-operate in carrying through a program for human progress.

"In addition to general education, everybody should have some special training through which he can earn his living. In our educational program we should include provisions for adult education. Now that educational opportunities are no longer restricted to our youth, it is possible at any time that the need may arise for workers to prepare for new or allied callings. This is a practical answer to the problem developing from technological progress and displacement of workers. The employment agencies should tie their work in with vocational training, retraining and guidance."

The executive council of the A. F. of L. submitted figures to show an increase of membership of 27,500. The total paid membership was put at 2,961,096. The total membership, including those temporarily unable to pay, at 3,461,096. Approximately 532,894 organized members are on the

five-day week, including 41,045 electrical workers.

Continued fight in the injunction was promised.

MANY PLANS FOR JOBLESS; SOCIAL COURAGE NEEDED

(Continued from page 555)

(10) Social work with families. The social research agencies of the country are being flooded with the necessity for advising, helping to budget and occasionally giving pecuniary assistance to families affected by the present situation. They have much more work than they can handle. Nevertheless, the social workers, scorned as all matters pertaining to charity may be, are doing much in the way of bringing relief.

A few less fragmentary plans have been offered as means of easing the unemployment situation or of preventing another one like it, briefly:

- (11) Further vocational training.
- (12) Education of the employer to realize his responsibility for unemployment.
- (13) Abolition of the capitalist system.
- (14) The single tax.

[Editor's Note: These plans are presented as information, without regard to our attitude toward them.]

WOMAN'S WORK

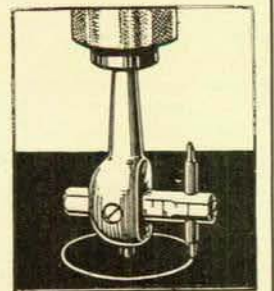
(Continued from page 570)

and Grace T. Hallock, with many illustrations. This booklet shows the many routes by which germs are carried, through the mouth and nose into the body. If the children are careless about washing their hands, just leave this pamphlet around where they can find it, for it is written and illustrated especially for children. You may obtain a copy free by writing the Cleanliness Institute, 45 E. 17th Street, New York City. Health education for the children will be a means of saving some of that money that otherwise would be paid out for doctor bills.

Is it a fact, or have I dreamt it, that by means of electricity the world of matter has become a great nerve, vibrating thousands of miles in a breathless point of time? Rather, the round globe is a vast head, a brain, instinct with intelligence: or shall we say it is itself a thought, and no longer the substance which we dreamed it. — Nathaniel Hawthorne.



"JIFFY" SOLDER DIPPER solders 50 to 75 joints with one heat. Does not smoke the ceiling, spill or burn the insulation.



"JIFFY" JUNIOR CUTTER

Cuts holes 1" to 3" in diameter in sheet metal, outlet boxes, bakelite, etc. Fits any standard brace. It may also be used with drill press. Special this month only, Solder Dipper, \$1; Junior Cutter, \$2.75 Prepaid; if accompanied by this ad and remittance.

Mail Today
PAUL W. KOCH & COMPANY (Established 1915) Civic Opera Bldg., Chicago, Ill.

Enclosed find Send me a Dipper @ \$1.00. Send me a Junior Cutter @ \$2.75. Send complete Jiffy bulletin.

Name _____ Street _____ City _____

10.30. Money back if not satisfactory. "Originators of Jiffy line of labor savers."

LOCAL UNION OFFICIAL RECEIPTS FROM AUGUST 11 TO SEPTEMBER 10, 1930

Table with 5 columns of financial data. Each column is headed 'L. U. NUMBERS' and contains two columns of numbers. The data represents receipts for various local unions from August 11 to September 10, 1930.

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
763	660143	660158	915	971319	971326	46	971748.	L. U.	NUMBERS
770	657123	657171	918	704680	704690	48	62171, 62212, 62323,	492	865599-600.
771	330552	330555	919	59281	59285		62483.	501	199004, 025.
772	702240	702248	931	862522	862526	56	112696.	549	940384, 392.
773	475385	475445	937	15191	15222	58	223161.	560	356828.
774	799386	799404	940	669575	669587	59	223161.	584	175010, 337, 409.
784	885167	885213	943	669211	669220	64	428154, 211-212,	603	536161, 174.
792	707027	707035	953	134160	134174		219, 229.	636	230873.
794	891894	891937	956	632879	632884	65	126608, 610, 682,	653	261318.
798	954458	954466	958	657243	657249		714.	661	205530.
802	674728	674742	963	38553	38559	77	175581-590.	669	921671.
809	644481	644505	968	869528	869533	83	229784, 790, 799,	685	696975.
811	968046	968048	970	694439	694444		978, 230146, 148-	711	213009-012, 016-020,
817	198050	198300	971	443055	443059	96	36192.	094.	723-25838, 25846-25878.
819	656689	656694	972	665044	665052	99	8358, 8397, 8401.	770	657161.
828	703164	703167	982	439115	439120	104	141184.	794	891919.
835	841025	841032	987	976357	976367	125	155, 473.	855	3900.
840	245231	245243	991	677016	677021	127	857057.	865	98704.
842	624848	624856	995	639744	639758	156	702601.	877	680051.
849	623446	623454	996	626340	626350	164	196552, 555.	1037	20761, 20802.
850	746020	746037	1002	59561	59620	175	868461.	1054	733157.
854	371198	371231	1012	668917	668923	191	259819, 821.		
855	3884	3900	1024	117953	117996	200	2487.		
857	240744	240750	1029	789641	789654	208	101257.		
857	683601	683609	1032	767867	767901	224	800374.		
862	619829	619850	1036	445097	445922	237	476947.		
863	702007	702027	1037	20751	20900	245	136712.		
865	98664	98743	1042	673134	673138	246	189795, 807-808.		
869	546574	546585	1045	280097	280099	275	518060.		
870	794386	794423	1047	430391	430426	278	410666.		
873	364196	364210	1054	733154	733163	284	942027, 049.		
874	664129	664148	1057	482353	482362	298	464249-250.		
875	625230	625238	1086	699658	699725	308	158656, 658-660.		
877	680039	680055	1087	681245	681254	332	346430, 481.		
885	671282	671298	1091	350829	350848	341	777621.		
886	259388	259388	1095	599585	599600	347	950480.		
890	706367	706370	1099	787348	787371	373	429222.		
892	651674	651693	1108	645769	645786	389	591200.		
900	597623	597628	1131	994442	994451	405	536805, 817.		
902	543633	543658	1135	614087	614102	411	608606.		
907	38955	38960	1141	689221	689300	415	701400.		
912	29034	29108	1141	301	319	417	249553.		
			1144	533878	533884	437	117307.		
			1151	459872		443	680333.		
			1154	323098	323110	464	652935.		
			1156	114480	114593	466	628629-630, 649.		

HOW TO UNSCRAMBLE THE PROHIBITION OMELET

(Continued from page 556)

Liquor sales to minors, or to intoxicated persons for consumption on the premises is forbidden. The permissible hours for sale vary from bar to bar, but in London a bar is usually allowed to do business for any nine hours between 11 a. m. and 11 p. m. on week days and five hours on Sundays, Christmas and Good Friday.

With the beginning of the war in 1914 and the departure of the soldiers to the continent there was a sharp and steady drop in the number of convictions for drunkenness in England. The return of the soldiers in 1919 brought on an increase in the number of convictions, but since then the downward trend has again set in. In spite of the greatly increased price of liquor the annual drink bill of the United Kingdom has dropped from \$48.67 per capita in 1920 to \$31.59 in 1928, though it was as low as \$17.03 in 1914.

There has also been a reduction in the number of licenses and of public houses in operation in England since the war, though the number of "pubs" is not a good index of the degree of temperance or intemperance. In Great Britain as elsewhere, the liquor problem is an urban rather than a rural one, and various factors indicate that it is the daily life of the people, rather than the existing number of public houses which works for or against alcoholic excesses.

In 1904 the Compensation Act was passed, providing a method of eliminating redundant public houses. According to this act funds were to be raised by the taxation of all on-licenses issued prior to 1904. These funds were to be used for the repayment for the loss of business to licensees whose "pubs" were ruled out by the proper authoritative bodies. If, however, these bodies had refused to renew a license because of some fault of the licensee, the licensee lost this right to compensation.

Clubs Favored

One of the most serious difficulties in this licensing system in England is provided by the exemption of registered clubs from the license requirements to sell intoxicants. Any group of 25 or more persons may form a club by a simple registration with the police and the payment of a nominal fee. It is exceptionally easy to join some of these clubs, the membership requirements often being practically non-existent. Since the clubs are exempt from police inspection except under a search warrant, they easily get out of control in the liquor traffic.

For the most part, licensees appear to observe the law very carefully. The fear of the loss of license or the forfeiting of right to compensation serve as ready stimulants toward the avoidance of violations. Insurance companies also hold the publicans to good behavior with an iron hand. The majority of offenses were found to be those against the closing regulations in cases where proprietors occasionally permitted favored customers to remain after the doors had been closed to the public. Since it is impossible to separate the violations of the prohibition laws from other crimes in England as it is in the United States, the amount of crime there which is attributable to liquor cannot be allocated.

The old type of "pub" is a dark, crowded, poorly ventilated establishment. Much of the opposition to the reform of such public houses has come from the prohibitionists, who based their arguments upon two fallacies. The first of these was that the relieving of congestion by the enlargement of a bar meant greater drinking facilities and

therefore more intoxication. The second argument was that sufficient lighting, ventilation and room tended to make the "pub" more attractive and thus promoted inebriety. Both of these arguments have been disproven by actual experience. "Some experimental movements, including the state management scheme in World War days, proved that spacious bars, light and airy and clean, did not promote intemperance; men were less likely to get drunk there than in dark, foul, crowded 'pubs.' That fact having been established, the justices now allow more latitude in public house improvements, as a result of which the pre-war type of 'pub' is gradually disappearing although still numerous."

The increase in sobriety in England has not been due to government regulation alone. Much of it is due to the changing standards of living. Popular education, housing improvements, and increased recreational facilities, such as the motion pictures, automobiles, radios, outdoor and indoor sports have played a large part. The rise in the retail prices of liquors, the reduction of the legal hours of sale and the increasing efforts to sell liquor as a supplement to the consumption of food rather than for consumption alone, since intoxication is less likely to result if liquor is taken along with other food, have also had their influence in bringing about the present tendency toward temperance.

The revenues derived from the liquor traffic in the year 1927-1928 was one-sixth of the total normal revenues and one-fifth of the total receipts from all taxable sources.

GLOVES

Postpaid

SABIN COMPANY GLOVES,

No. 109 Linemen's Grey Buffed Cowhide hand and back of fingers to knuckles

\$1.35

536-38-40 West Federal Street

Youngstown, Ohio

R. T. I.

R. T. I. QUALIFIES YOU TO MAKE MONEY AND ITS SERVICE KEEPS YOU UP-TO-THE-MINUTE ON THE NEWEST DEVELOPMENTS IN RADIO, TELEVISION, AND TALKING PICTURES

R. T. I.

OPPORTUNITY

IS KNOCKING AT YOUR DOOR

RIGHT NOW

from this GREAT FIELD of

RADIO TELEVISION TALKING PICTURES



BIG MONEY STEADY JOBS OFFERED and the Definite Way to Get Them

Good Jobs at Good Pay! Steady, Interesting Work! Fine Profits for your Spare Hours! Big Money as Your Own Boss! That's the Opportunity for you in Radio right Now! Why? Because the great, fast-growing Radio industry has reached the stage where it must have many more trained men. Most of those now employed are untrained—they just "picked up" what they know about radio, and even many of them get good pay. But the *Big Pay Steady* jobs go to the *Trained Man*, and R. T. I. offers you the definite way to prepare for them. R. T. I. training is endorsed by Leading Radio Men and Radio Trade Associations.

R. T. I. TRAINS YOU AT HOME FOR THE BETTER PAID RADIO JOBS



BROADCASTING

Stations demand better trained men

SERVICE

Where R. T. I. training brings quick money.

Do you want to get into some branch of Radio where trained men can easily make \$40 to \$50 weekly—where some earn \$75 to \$100 per week—where trained experienced men are selected for executive positions paying up to \$5,000 and \$10,000 yearly and more? Then send for the R. T. I. Radio Opportunity Book. Find out how R. T. I. trains you at home for this well-paid work—you don't have to give up your present job—you learn quickly and thoroughly—just a little time needed at home—earn an extra \$10 to \$20 per week in spare hours while learning—Then step into radio and go steadily on up to the Big Money. No experience needed to start—R. T. I. starts you right.



LEARN TELEVISION— and Talking Pictures, TOO

Be prepared for Television! Learn Talking Picture Apparatus installation, adjustment, etc. Both of these great branches of Radio are included in the R. T. I. practical training.

LEARN FROM LEADERS

Why does the radio industry want men trained the R. T. I. way? Because you learn under experts—leading men in different branches of Radio—well known specialists of high standing.

FREE OPPORTUNITY BOOK

Remember, you need no experience to start in Radio—R. T. I. starts you right—and helps you on to success. The big R. T. I. Radio Opportunity book explains everything. If you are interested, send for it now. Don't wait.

Use the coupon, or write, or telegraph to
RADIO AND TELEVISION INSTITUTE
Dept. 207, 4806 St. Anthony Court, Chicago, Ill.

TALKIES

Studio and theatre apparatus requires trained men.

AUTO-RADIO

Great field for men with R. T. I. training.



AVIATION

Trained radio men needed more and more.

TELEVISION

Great new branch of radio soon to call for many trained men.

R. T. I. Home Training includes all these and the other branches of Radio. You learn under F. H. Schnell, "The Ace of Radio," and the R. T. I. Advisory Board of prominent radio men.

R. T. I. R. T. I. TRAINS YOU AT HOME FOR A GOOD JOB OR A PROFITABLE PART TIME OR FULL TIME BUSINESS OF YOUR OWN



Name _____
Address _____
City _____ State _____

THOSE men are the grace and strength of councils who are of that healthful nature which is content to take defeat with good humor, and of that practical turn of mind which makes them set heartily to work upon plans and propositions which have been originated in opposition to their judgment; who are not anxious to shift responsibility upon others; and who do not allude to their former objections with triumph, when those objections come to be borne out by the result. In acting with such persons you are at your ease. You counsel sincerely and boldly, and not with a timorous regard to your own part in the matter.

—SIR ARTHUR HELPS.

